

[Ethics policy]

We will establish a sound business relationship with a fair workplace by ethical judgment based on conscience and contribute to social development through work. The mission is to enrich society based on the fact that business is fair.

1. Compliance with laws and corporate ethics

We will comply with laws and regulations and promote fair corporate activities. Also, in order to respond to the laws and ordinances of each country related to business activities, we will improve our internal structure and make every effort to thoroughly inform and comply.

2. Protection of compliance reporting desk and caller

In accordance with internal regulations, we have set up a contact point for reporting violation of laws and regulations. We will strive for the early detection and correction of fraudulent acts, and if illegal acts become apparent, we will promptly take corrective measures and prevent recurrence. In addition, we will guarantee to keep the reporting person free from any disadvantages.

3. Prevention of bribery etc.

In order to continue fair and impartial corporate activities, we will not conduct bribery, extortion, or other forms of corrupt behavior.

4. Prohibition of excessive gifts / entertainment

We will comply with the compliance manual and do not give gifts or entertainment that exceeds the range of common sense. In addition, we carefully respond to requests for offering entertainment / gifts etc. from business partners, and will not receive personal benefits.

5. Information disclosure

We will disclose corporate information to all our stakeholders in a timely and appropriate manner and strive to ensure the transparency of corporate management.

6. Protection of intellectual property rights

We intend to improve our corporate value by appropriately acquiring and utilizing the intellectual property created by ourselves. Also, respecting intellectual property rights, we will not use the rights of others without permission or abuse our own rights.

7. Practice of fair sales activities

We will comply with laws and regulations of each country in conducting business activities globally. We eliminate fraudulent transactions and we do business fairly based on the fact that business is fair.