

Business Code of Conduct

1. Compliance with laws and norms

We comply with laws and regulations, internal regulations, and ethical standards, and strive to act with good sense as both corporate citizens and members of society.

2. Pursuit of quality and safety

We enhance quality and safety to provide products that earn customer satisfaction and trust.

3. Compliance with antimonopoly laws

We conduct fair transactions without engaging in activities that would violate antimonopoly laws.

4. Fair trade with suppliers

We conduct fair transactions with suppliers and comply with “act against delay in payment of fees, etc. to small and medium-sized entrusted business operators in manufacturing and other specified fields.”

5. Honoring agreements

We conclude fair contracts with business partners and comply with those contracts.

6. Refusal to engage in improper conduct with business partners

We do not respond to solicitations for improper or illegal conduct from business partners.

7. Proper labeling and specification

We provide accurate and appropriate labeling for our products and services.

8. Respect for intellectual property rights

Recognizing that intellectual property rights are valuable management resources, we strive to create and preserve our own intellectual property while respecting and not infringing upon the intellectual property rights of others.

9. Proper control of confidential information

We appropriately manage our own confidential information and confidential information lawfully obtained from others, and do not disclose or leak such information outside the company without authorization.

10. Ensuring security by strengthening export controls.

We do not export goods or provide technology that would threaten the maintenance of international peace and security.

11. Compliance with industrial laws

We understand the industry laws related to our assigned duties and do not engage in acts that violate such laws.

12. Compliance with corporate accounting principles

We conduct proper accounting procedures in accordance with laws and regulations and corporate accounting principles.

13. Compliance with international rules

In international business activities, we comply with international rules and local laws and regulations, respect local cultures and customs, and strive to contribute to the international community.

14. Promotion of environmental preservation

For coexistence with the global environment, we actively promote environmental conservation toward reducing environmental impacts and building a recycling-oriented society, contributing to harmonious social development.

15. Positive contribution to society

We contribute to society through our work and, as good corporate citizens, voluntarily engage in social contribution activities and cultural, educational, and sports activities, as well as their support.

16. Compliance with labor-related laws and company work rules

We comply with labor-related laws and regulations, company work rules, and associated regulations.

17. Realization of a safe and positive work environment

To promote workplace safety and health and foster a positive work environment, we understand and comply with laws and regulations and internal regulations related to occupational safety and health.

18. Respect for human rights

We respect human rights and do not engage in acts that lead to discrimination based on gender, age, race, disability, or other factors.

19. Prohibition of sexual harassment

Understanding that sexual harassment deteriorates the work environment and impedes the smooth execution of duties, we do not engage in acts related to sexual harassment.

20. Proper control of information about individuals

We strictly manage personal information about officers, employees, and others that we obtain in the course of business.

21. Strict distinction between public and private matters

We clearly distinguish between personal interests and company interests, and faithfully perform our duties.

22. Confronting harmful social forces

We do not submit to antisocial forces and resolutely confront them.

23. Proper utilization of our information system

We use the company's information systems only for business purposes and do not use them for personal purposes.

24. Prohibition of insider trading

We do not engage in acts that violate insider trading regulations or that may raise suspicion of such violations.

25. Self-restraint regarding entertainment and gifts

We do not provide bribes to domestic or foreign public officials or engage in acts that may raise suspicion of such conduct. Furthermore, we keep entertainment and gift-giving with business partners within the bounds of social common sense.

26. Lawful donations/political donations

We do not make illegal donations or illegal political contributions.