

SENKO Standards of Business Conduct

These Standards of Business Conduct set forth guidelines to be observed by all SENKO Group officers and employees in every aspect of the Group's domestic and international business activities so that its corporate value can be increased. In addition to observing applicable laws, societal norms, internal rules, and other guidelines, we must bring a pronounced awareness of ethical imperatives to our operations. Executives must strive to build effective structures founded on a deep awareness of their responsibility to put into practice the spirit of these Standards.

We recognize that each of us has an important role to play in realizing a sustainable society, and we must adhere to these Standards and act in a manner that fulfills our social responsibility.

1. Fostering trust on the part of customers and society

- (1) As a corporate group that fosters people's development and supports their lives while underpinning society's infrastructure, we must work to act in a responsible manner with a strong sense of mission and to remain continually aware of the need to make a contribution by solving societal issues through our business activities.
- (2) We strive to satisfy customers and earn the trust of society by adopting the customer's perspective, working continually to improve quality, and developing and providing products and services of the highest caliber.

2. Giving top priority to life and safety and implementing health management

- (1) We give top priority to the life and safety of all people.
- (2) We implement health management, and we strive to foster individual workers' physical and emotional health.

3. Embracing change and challenges

We strive continually to realize personal growth and to embrace both change and challenges by making our own decisions and acting autonomously.

4. Adhering to societal norms and adopting fair business practices

- (1) We adhere to laws, regulations, and standards in the countries where we do business to foster fair, impartial, and free transactions and competition.
- (2) In addition to shunning relationships with antisocial forces and organizations, we adhere to national laws and regulations prohibiting extortion and bribery, and we foster appropriate relationships with politicians and public officials.
- (3) As responsible members of society, we shun inappropriate conduct that could invite misunderstanding on the part of society or fraud, and we work to prevent all forms of corruption.

5. Participating in the community and contributing to its development

We actively participate in social activities as a good corporate citizen, and we work to create rich and fulfilling communities and to contribute to the development of the region and society at large by supporting culture, art, and sports and by pursuing independent community service initiatives.

6. Addressing environmental issues

- (1) We recognize environmental issues as shared challenges faced by humankind, and we work to address environmental concerns across all business activities so that we can realize a sustainable society.
- (2) Each of us recognizes the importance of the natural environment, and we work to protect it through our daily activities.

7. Respecting human rights and diversity

- (1) We respect fundamental human rights and diversity, and we strive to put in place a pleasant, dynamic workplace environment where all can feel engaged.
- (2) We do not tolerate discrimination on the basis of nationality, race, religion, age, gender, sexual orientation, physical or mental disability, type of employment, or any other characteristic; inhumane treatment such as forced labor or child labor; or any type of harassment. In addition, we do not tolerate such behavior by business partners or other involved parties.

8. Disclosing information in a fair manner and communicating with society

- (1) As a company that is open to society and committed to earning trust, we actively communicate with society.
- (2) We disclose corporate information to society and stakeholders in a fair, impartial, timely, and appropriate manner.
- (3) We prioritize constructive dialog with shareholders and investors, and we promote understanding of our corporate management and business activities.
- (4) We do not use information obtained in the course of fulfilling work responsibilities or engaging in business transactions to engage in insider trading or other unfair practices.

9. Practicing rigorous information management

- (1) We carefully manage and protect customer information, trade secrets, and other confidential information obtained in the course of our operations to ensure that it is not leaked or divulged inappropriately, and we do not violate the intellectual property of others.
- (2) We respect individuals' right to privacy with regard to personal data obtained in the course of our operations, and we ensure that such information is handled in an appropriate manner by developing structures to protect and manage it.
- (3) In addition to implementing information security to manage confidential data and other sensitive information in an appropriate manner so that it is not corrupted or lost, we take timely steps to prevent unauthorized external access and virus infection.

10. Building effective governance structures and implementing thorough risk management

- (1) We strive to build effective governance structures to implement these standards.
- (2) We practice thorough organizational risk management to address the various problems that affect our business activities.
- (3) In the event of a violation of these standards, top management takes the lead in resolving the problem, preventing a recurrence, and taking responsibility.