

# Kyuden Group Corporate Conduct Code

We aim for sustainable development together with the region and society, and to be a company that is trusted by our customers, local communities, shareholders, investors, supply chain partners and employees, as we consider trust to be the foundation of our business and the source of our growth.

In order to strengthen our relations of trust with our stakeholders, we will thoroughly implement sustainability management that creates both 'social value' and 'economic value' through our businesses, while maintaining a high level of sensitivity to changes in social conditions and conduct our business activities in consideration of their impact on society. We base our business activities, both in and outside of Japan, on the following principles:

## 1 Enhancement of Customer Satisfaction

We strive to enhance customer satisfaction by improving our corporate activities and providing valuable products and services which meet the demands of our customers in a safe and reliable way.

## 2 Pursuit of Safety and Security

We place top priority on safety and security in our corporate activities. We thoroughly implement safety measures at all of our facilities, provide detailed explanations of these measures to the local community. We also ensure the occupational health and safety of our employees.

## 3 Environmentally-Friendly Corporate Activities

We contribute to the realization of a sustainable society by developing initiatives for the conservation of the global environment and coexistence with regional environments.

## 4 Sincere and Fair Operations

We ensure transparency in all of our business activities, engage in fair and free competition, conduct appropriate transactions and responsible procurement, maintain sound relationships with political and governmental authorities, and operate our business in a sincere and fair manner.

## 5 Sincere Communication with Stakeholders

In addition to promptly disclosing information to the public, we engage in constructive dialogue with a wide range of stakeholders, including our customers and local communities, taking their opinions seriously and applying them to our business operations.

## 6 Coexistence with Local Communities

Through our business activities and social contribution activities, we strive to realize mutual growth with local communities and contribute to solving social problems.

## 7 Respect for Human Rights

We regard internationally recognized human rights as universal values and respect them in all of our business activities. Together with our supply chain, we prevent and mitigate negative impact on human rights that may occur through our business activities.

## 8 Creating a Rewarding Workplace

We actively develop and utilize talents based on fair evaluations of our employees and promote a working style that respects diversity so that every person can work to their fullest extent in good health.

## 9 Crisis Management

We thoroughly implement organizational crisis management in preparation for various crises such as natural disasters, terrorist attacks, and cyberattacks that threaten the lives of citizens and corporate activities. In addition, we will resolutely confront antisocial forces.

## 10 Compliance with Laws and Regulations

We ensure compliance with law and regulations. Furthermore, we pledge not to be involved in any acts that impose losses or trouble upon society.

## 11 Realization of the Spirit of this Code and Responsibilities of Top Management

Top management recognizes the realization of the spirit of this Code as its mission, and take the initiative in ensuring that the spirit is thoroughly understood within the company and that an effective system is in place. We also encourage our supply chain members to realize the spirit of this Code.

In the event of a violation of this Code, all departments will work together to resolve the problem, investigate the cause, take immediate countermeasures to prevent recurrence, and take strict disciplinary action against any violators, including top management.