

Aica Group Code of Conduct

《General Rules》

【Purpose】

The Aica Group Code of Conduct (hereinafter referred to as the "Code of Conduct") stipulates the basic principle of conduct by every Aica Group board member and employee to actualize our corporate philosophy "Through a philosophy of symbiosis, the AICA Group will create new value and contribute to society through endless innovation. " in accordance with our corporate principle "Challenge and Creation". The Aica Group shall ensure full compliance with the Code of Conduct.

【Scope of application】

The Code of Conduct applies to all board members (including equivalent employees) and employees (including employees who are hired for a specified period) of the Aica Group and respective subsidiaries.

The Aica Group in the Code of Conduct refers to Aica Kogyo Co., Ltd. and its domestic and overseas subsidiaries.

【Establishment, revision and abolition】

The establishment, revision and abolition of the Code of Conduct shall be resolved and adopted at the Board of Directors Meeting of Aica Kogyo Co., Ltd. after deliberation by the Aica Kogyo Co., Ltd. Management. In addition, each of the respective Aica Group companies shall take necessary measures to ensure full compliance with the Code of Conduct.

《Fundamental Principles》

【1】 Compliance with laws and regulations

The Aica Group shall comply with the laws, regulations, code of practice, and social norms of the countries and regions in which we operate.

【2】 Respect for human rights

The Aica Group supports and respects international human rights norms such as the Universal Declaration of Human Rights and Guiding Principles for Business and Human Rights and establishes relationships with business partners and the workplace environments where everyone can work fairly and safely.

- (2.1) As a corporate group that conducts business globally, the Aica Group shall comply with the laws and regulations of relevant countries and regions and respect human rights. The Aica Group values all people and shall not engage in or tolerate any discriminations based on race, gender, nationality, religion, disability, or physical being.
- (2.2) The AICA Group shall not commit or tolerate harassment that may cause harm, regardless of whether it is physical or nonphysical.
- (2.3) The Aica Group shall not engage in any forms of forced labor or child labor. We shall maintain applicable legal working hours and shall pay employees in accordance to the applicable laws and regulations.
- (2.4) The Aica Group respects the rights of employees based on the applicable laws and regulations of each country and region. We shall endeavor to build good relationships with employees through regular dialogues.

【3】 Harmony with society

As a corporate citizen, the Aica Group shall be conscious to our responsibilities and duties and strive to contribute to the society and the global environment.

【4】 Fair business practice

The Aica Group shall uphold fair market competition and legal transactions with an understanding of the positions of customers and business partners.

- (4.1) In order to maintain fair and free competition, the Aica Group shall comply with the anti-competition laws and other transaction rules of the applicable countries.
- (4.2) The Aica Group shall not engage in any form of bribery or corruption, whether in monetary or non-monetary form, and will endeavor to contribute to the development of society and the economy through fair competition. We shall not engage in any form of bribery, such as excessive entertainment and hospitality to public officials or business partners, or the exchange of gifts beyond the scope of social courtesy. We regard using entrusted power for our personal interest as a corruption. We shall not engage in any form of corruption, including embezzlement, money laundering, and insider trading.

【5】 Customer's security and trust

Based on the spirit of "Challenge and Creation", the Aica Group strives to provide high quality, socially useful and reliable products and services so that we can provide our customers with security, trust and satisfaction.

【6】 Proper information disclosure

The Aica Group recognizes the significance of accountability in corporate activities and works to maintain transparency. The Aica Group shall disclose information in a timely, appropriate and fair manner and strive to provide trust and peace of mind to all stakeholders.

【7】 Protection of company information and property

The Aica Group shall take necessary measures to protect and manage company information (include personal information) and assets. We shall use the information appropriately and maintain confidentiality. We also shall manage the conflicts of interest which caused with our business appropriately. We do not unjustly use and infringe on the rights and intellectual property of third parties.

【8】 Environment and safety

The Aica Group recognizes that consideration for the environment and safety assurance form the foundation of corporate existence and activities as well as corporate social responsibilities. We shall act proactively and promptly to minimize environmental impacts and improve safety.