

Code of Ethics

In accordance with our Management Philosophy, our Company and all Seino Group companies hereby establish the following Code of Ethics, with which all officers and employees shall comply.

Officers and employees of our Company shall fully understand and comply with this Code of Ethics. As members of society, they shall comply with applicable laws and regulations and uphold this Code in order to maintain the trust and confidence of society.

1. Compliance with Laws, Regulations, and Internal Rules.

We respect and comply with applicable domestic and international laws and regulations, as well as internal regulations and their spirit.

2. Contribution to Local Communities

We strive to work in harmony with local communities and contribute to their development and prosperity.

3. Respect for Human Rights and Prohibition of Discrimination

We respect the dignity and fundamental human rights of all people and contribute to maintaining a sound society.

4. Fair Competition and Fair Business Practices

We conduct our business through fair, transparent, and free competition, with the aim of contributing to society. We do not pursue profits through improper means or unethical conduct.

5. Environmental Protection

We proactively and continuously engage in environmental protection activities, including the prevention of environmental pollution, conservation of resources and energy, waste reduction, and the promotion of recycling.

6. Prohibition of Conflicts of Interest

We do not offer or accept excessive entertainment, gifts, or other benefits that could improperly influence business relationships. Nor do we use our professional position to benefit ourselves or third parties.

7. Code of Conduct

We maintain a clear distinction between personal and professional matters and perform our duties with integrity and sincerity. We safeguard the Company's tangible and intangible assets and information, and we do not use them for any purpose other than the proper performance of our duties.