



Corporate Code of Conduct

Basic Policy

Realization of management philosophy

- (i) We will act based on our management philosophy of “supporting the safety and security of people and contributing to the creation of a peaceful and prosperous society” and “aiming to be a company that continues to move forward as a technological group that understands the needs of our customers.”

Compliance with laws and regulations and social cooperation

- (i) We will comply with the laws and regulations of each country and region, respect social norms and international code of conduct, and act with high ethical standards.
- (ii) We respect the culture of each country and region.

Respect for human rights

- (i) We understand the internationally demanded human rights and respect the dignity and human rights of all.
- (ii) We will endeavor not to cause or facilitate human rights violations through our business activities, and will respond promptly if we discover that situation.

Fair business practices

- (i) We are not involved in any form of corruption, such as bribery or profit-giving, we conduct our business in a fair and honest manner, and we maintain sound relationships with all stakeholders.
- (ii) We resolutely respond to unreasonable and unlawful demands, threaten the order and security of civil society, and have no involvement with acts or organizations that promote criminal activity.

Contribution to society and the environment

- (i) As a technical group that understands what our customers want to measure, we develop socially useful and safe products, provide services, and contribute to the realization of a sustainable society by solving our customers' problems.
- (ii) We understand that efforts toward the realization of a sustainable society are common issues for all humankind and are necessary for the survival of a company, and we will act with independence and autonomy.

Relationship of trust with stakeholders

- (i) We will disclose appropriate and impartial information to all stakeholders, and maintain and develop relationships of trust through constructive dialogue.

Responsibility of officers and thorough implementation of this Code of Conduct

- (i) Officers will take the initiative in conducting sound business operations in accordance with this Code of Conduct, and will make all employees aware of it. In the event of a situation that violates this Code of Conduct, we will promptly take corrective actions and prevent recurrence, and will deal strictly with the target person, including ourselves.

Behavioral Guidelines

Relationship with customer

- (i) Providing high quality, secure and safe products and services and meet customer expectations
As a technical group that understands what our customers want to measure, we contribute to solving our customers' problems and build trusted partnerships by providing products and services that are safe and secure and that satisfy our customers' expectations. We aim to grow together.
- (ii) Providing appropriate information
We provide the necessary information in an accurate and appropriate manner so that our customers can use our products and services safely and satisfactorily.
- (iii) Entertainment and gifts with customers
We do not exchange entertainment, gifts, or money with our customers or sales partners that deviate from sound business practices, social or international common sense.

Relationship with business partners

- (i) Prohibition of unfair trade
We conduct fair transactions based on the relationship of trust with our business partners. We will not discriminate against our business partners or take advantage of our superior position to impose unilateral conditions.
- (ii) Entertainment and gifts with business partners
We decline entertainment and gifts from business partners, such as subcontractors and suppliers.

Relationship with competitors

- (i) Fair and free market competition
We will comply with the laws and regulations regarding fair competition and fair trade established in each country and region, and will not engage in illegal acts, such as competition-restricting agreements including cartels, unfair trading methods, and misrepresentation. We promote fair and free competition.
- (ii) Respect for intellectual property
We respect and try not to infringe upon the intellectual property rights of others, just as we protect the intellectual property we hold from being unduly infringed upon by others.

Matters to be observed in international transactions

- (i) We comply with security trade control legislation and help to maintain international peace and security. When there is a risk of use or diversion of weapons stipulated by law, or when exporting regulated cargo or providing technology, we will comply with procedures such as a permit application and will not act in violation of this.

Relationship with shareholders

- (i) We will proactively disclose information to shareholders in a timely and appropriate manner, aiming for highly transparent management.

Relationship between company and employees

- (i) Elimination of discrimination
We do not discriminate based on race, skin color, gender, religion, political views, country of origin, social origin, disability or other circumstances.
- (ii) Prohibition of harassment
We respect each other and build a corporate culture that does not tolerate harassment, such as sexual harassment or power harassment.
- (iii) Creating a comfortable working environment
We will respect humanity, consider health and safety, and work toward the actualization of a comfortable working environment where people can share the prosperity and enjoyment of working.
- (iv) Respect for workers' rights
We comply with laws and labor contracts and respect the rights of workers, including the freedom to join trade unions. We also strive to maintain and develop a relationship of trust between labor and management through sufficient communication.
- (v) Prohibition of forced labor and child labor
We do not allow forced labor or child labor in any workplace.

Relationship with local communities and society

- (i) Global environmental conservation
We provide products and services that reduce the environmental burden and work together with our customers to protect the global environment. In addition, we comply with environmental laws and regulations and act in consideration of environmental conservation in all situations.
- (ii) Contribution to regional development
We will build cooperative relationships with local communities and contribute to the creation of a peaceful and prosperous society.

Relationship with politics and administration

- (i) Prohibition of entertainment and gifts to civil servants
We will never provide politicians and civil servants with benefits such as entertainment and gifts that could be bribed, and maintain a healthy and transparent relationship.
- (ii) Regulation of political contributions
We will comply with the laws and regulations regarding political contributions and will not make donations beyond the limits permitted by the laws and regulations.

Proper use and management of property

- (i) Proper use and management with assets
We will properly use and preserve our tangible and intangible assets for our business activities, and will not divert it for the benefit of ourselves or third parties.
- (ii) Thorough information security management
We have a duty of confidentiality regarding the confidential information of our company and third parties that we have obtained in the course of our business. We will keep those secrets during our tenure and after retirement.

In addition, when using and operating information devices and other information systems, we will comply with company regulations regarding information security and strive to prevent information leakage and damage.

(iii) Prohibition of conflicts of interest

We will not act in the interests of ourselves and third parties to avoid impairing or risking the interests of the company. We judge and execute company transactions and use of company assets based on the company's profits.