

# Ariake Group Corporate Code of Behavior

All directors on the board and employees who work for the Ariake Group are required to act according to the following code of behavior with awareness of their social responsibilities, comply with laws and regulations (compliance), and maintain high morals to ensure they act with an awareness rooted in sincerity and fairness. They must fulfill the social responsibilities (CSR) of the company, which is expected by society, as people involved in the natural seasonings business that is deeply connected to people's health and safety.

## Code of Behavior

### 1. Relationship with customers

We must provide safe, high-quality products using creative technology, while stressing the importance of the health of our customers.

In addition, we must emphasize two-way communication with customers and work to obtain their trust and ensure their satisfaction.

- (1) We must work to provide safe, high-quality products from the perspective of the customer.
- (2) The actions we take must be trustworthy. We must take great care to communicate with customers and listen to their opinions and complaints in good faith.
- (3) We must record, store and manage information appropriately and follow internal rules on the handling of information to prevent information from leaking.

### 2. Relationship with shareholders and investors

We must enhance our corporate value to earn the trust of our shareholders and investors.

- (1) We must work to effectively use company assets to maximize shareholders' interests.
- (2) We must operate in a highly transparent manner and perform appropriate accounting, and not act in ways that undermine the trust of the shareholders and investors.
- (3) We must publish necessary information appropriately, accurately, and in a timely fashion in accordance with the principles of our corporate governance.
- (4) We must comply with internal regulations to ensure that no transactions are conducted that would qualify as insider trading.

### 3. Fair business activities

We must comply with laws and regulations in our business activities, and also conduct fair transactions with our business partners, competitors, suppliers, and others.

- (1) We must conduct transactions with all business partners in accordance with the

relevant laws and regulations such as the Act on Prohibition of Private Monopolization and Maintenance of Fair Trade and internal rules.

- (2) We must conduct mutually beneficial transactions by selecting business partners based on fair standards, clearly stating the terms and conditions of transactions in our dealings with them and conducting transactions involving appropriate prices, quality and delivery times.
- (3) We must not receive private benefits such as bribes or kickbacks from business partners, regardless of what they may be called. Also, we must not give gifts to or entertain business partners to obtain an unfair benefit.
- (4) We must report any wrongful act or illegal conduct that may be discovered using the established whistle-blowing system. If a violation is found, we are required to promptly correct the violation and prevent reoccurrence.

#### **4. Involvement with society**

We must respect the culture and customs of the countries and regions where we undertake our global business activities as a good corporate citizen promoting CSR activities.

- (1) We must always pay attention to ensure that we are not suspected of having a cozy relationship with people involved in politics and government administration. We must not provide politicians or government administrators with benefits or entertainment that deviates from convention according to laws and regulations.
- (2) We must dissociate ourselves from antisocial forces, organizations and groups that could pose a threat to social order and civil life. We must be determined in our confrontation of these forces and take a resolute stand against them.
- (3) We must be considerate of the living environment of local communities and actively tackle odor, noise and other problems. In addition, we must build good relationships with local residents by actively participating in and cooperating with the social activities of local communities.
- (4) We must actively contribute to the society and culture of the countries and local communities we operate within as a member of the international community.

#### **5. Information disclosure**

We must disclose information actively and appropriately to our customers, business partners, shareholders, local communities and other stakeholders, without limiting disclosures to the range stipulated by laws and regulations.

- (1) We must fulfill our responsibility to be accountable by disclosing information appropriately and in a timely manner, with a focus on dialogue with stakeholders.
- (2) We must work to continuously and appropriately provide information on our business activities as needed by actively conducting PR and IR activities.

## **6. Respect for the personalities and individual characteristics of employees**

We must observe the following to respect the personalities and individual characteristics of employees and ensure a creative, active work environment.

(1) We shall comply with international norms regarding human rights and respect the dignity and protect the human rights of all people.

In addition, we shall never permit child or forced labor.

(2) We shall not discriminate against people for irrational reasons such as social status, origin, race, creed, gender or health.

We shall seek to create a work environment where diverse human resources are accepted and respect each other.

(3) We shall manage the work environment and working hours to prevent overwork by complying with all labor-related laws and regulations and agreements with employees. In addition, we shall not tolerate harassment that disregards the human rights of employees, such as sexual or power harassment.

(4) We shall work to prevent industrial accidents and create a comfortable work environment by complying with laws and regulations related to industrial health and safety and taking measures to ensure health and safety.

(5) We shall work to foster a rewarding work environment as a part of our corporate culture through employment, transfer and promotions based on fair and impartial standards without discrimination.

(6) We shall seek to create a comfortable work environment by establishing the Kokoro No Hotline (hotline for mental health) to ensure that a consultation desk is always available to resolve the anxieties, complaints and problems of workers.

## **7. Consideration for the global environment**

We must work to reduce the impact of our business activities on the environment to preserve the global environment and promote the creation of a recycling society.

(1) We must promote the conservation of energy and resources, recycling and waste reduction in all our operations by effectively using limited resources.

(2) We must prevent pollution by observing relevant environmental laws and regulations and other requirements to which we have agreed.

(3) We must voluntarily set a goal to reduce the burden we place on the environment ever year (ISO 14001).

(4) We must work to provide environmentally friendly products.

## **8. Handling of information and intellectual property**

We must handle confidential information such as customer information carefully and appropriately. In addition, we must pay attention to the management and operation of the intellectual property of the company and employees and respect the intellectual property of third parties to ensure that it is not unfairly infringed upon.

(1) We must appropriately acquire and manage customer and personal information

following the provisions of laws.

(2) We must take appropriate measures to prevent leaks and the like from the information system.

(3) We must not infringe on the intellectual property of third parties and not use them wrongfully.

(4) We must work to prevent leaks and the abuse of the company's trade secrets pursuant to the provisions of internal regulations by appropriately storing and managing them.

The presidents, directors and managerial-level employees of the Ariake Group companies must be aware of and understand that this code of behavior is a part of their individual roles and take the initiative to practice it and ensure that involved people are fully informed of it.