

# Ethical Management

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DRB Industrial values ethical management as a core value of the company, and all executives and members recognize the importance of ethical values as a standard for appropriate decision-making and behavior, and actively practice the Code of Ethics and the Charter of Ethics.

## DRB Industrial Ethics Charter

DRB Industrial has established the corporate Ethics Charter for the realization of the core values of 'honesty, integrity, and trust' and the sustainable development of all stakeholders, and all executives and employees shall regard and comply with the Ethics Charter and Code of Ethics as standards for good decision-making and behavior.

1. We will comply with all laws and regulations in all areas of DRB Industrial's activities and aim to create a transparent and sound corporate culture through ethical business execution.
2. We will keep in mind that the growth of our customers is our development, and strive for customer satisfaction by providing products and services that customers can trust.
3. We will respect the free market economic order and pursue common development through fair competition and fair trade.
4. We will actively participate in social contribution activities to fulfill our responsibilities and obligations as a member of the country and local community.

CEO of DRB Industrial, Ken Taniyama

*TANIYAMA KEN*

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# Ethical Management

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## DRB Industrial Code of Ethics

Given DRB Industrial's great respect for ethical management as the company's core value, all officers and employees of the company recognize the importance of and actively put into practice ethical values as a standard for their decision-making and business activities.

### **Chapter 1. General Provisions**

#### **1. Application of Code of Ethics**

1.1 The Code of Ethics shall be applicable to all officers and employees, including those of DRB Industrial's subsidiaries and their subsidiaries.

1.2 Subsidiaries and their subsidiaries may operate a separate code of ethics to the extent that it does not conflict with the Code of Ethics of DRB Industrial, which outlines the company's ethical management ideology and policies.

#### **2. Violations and reporting of violations of the Code of Ethics**

2.1 When an officer or employee of the company becomes aware of a violation(s) of the Code of Ethics, he or she shall, without delay, report such violation(s) to his or her manager, relevant department, or the audit department.

2.2 When an officer or employee makes a decision or engages in activities in violation of the Code of Ethics, he or she may be subject to investigation under relevant internal regulations and be subject to disciplinary action depending upon the investigation results.

2.3 When an officer or employee has violated the Code of Ethics, the company shall prevent the reoccurrence of such violation(s) by thoroughly identifying the relevant cause(s) and providing education and training programs.

#### **3. Review of Code of Ethics and request for opinions**

3.1 The audit department may periodically review compliance with the Code of Ethics, and a relevant audit committee shall conduct verification thereof.

3.2 In the event the audit department's findings or interpretation regarding the application of the Code of Ethics are unclear, officers and employees may request that the audit department provide relevant opinions.

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# Ethical Management

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## Chapter 2. Ethics for officers and employees

### 1. Compliance with laws and fair provision of services

1.1 Officers and employees shall respect market orders, comply with relevant legal provisions in all activities of DRB, and pursue the provision of services in a fair and ethical manner.

1.2 Officers and employees shall not engage in illegal money-laundering or insider-trading activities.

1.3 Officers and employees shall not direct or compel their fellows or subordinate employees to provide services in an unfair or unethical manner. In the event an officer or employee of the company is subject to such direction or compulsion, he or she shall not comply therewith.

### 2. Prohibition of giving or receiving monies or entertainment

2.1 Officers and employees shall not receive monies, gifts, or entertainment from interested parties, including their transacting parties.

2.2 Officers and employees shall not provide monies, gifts, or entertainment beyond the acceptable social norms to interested parties, including their transacting parties, with respect to the company's businesses.

2.3 Officers and employees also shall not provide or receive monies, excessive gifts, or entertainment to each other.

### 3. Prevention of conflicts of interest

3.1 Officers and employees shall make efforts to prevent situations where their interests are in conflict with those of the company. In the event the company's interests conflict with individual or interdepartmental interests, officers and employees shall engage in their activities after first considering the company's interests.

### 4. Protection and prohibition of use of internal information

4.1 Officers and employees shall strictly control and protect all information on the company and customers they obtain in the course of providing services, and they shall not disclose or privately use such information.

4.2 Officers and employees shall not take advantage of any internal information they obtain in the course of providing services to engage in securities transactions, and shall not provide a third party with any undisclosed important information that may affect the prices of securities without completing all lawful procedures.

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# Ethical Management

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## 5. Prevention of sexual harassment

5.1 Officers and employees shall not use any language or engage in any activity that may undermine sound collegueship, including physical, linguistic, or visual activities that may be found to cause sexual humiliation.

5.2 Officers and employees shall not engage in any act that causes physical or mental pain to other members or deteriorates the working environment beyond the appropriate scope of their duties by utilizing their superiority in status, relationship, etc.

## 6. Reporting and the protection of informant

6.1 When officers and employees become aware of a violation of the Code of Ethics, they shall report it to the leader of the organization or the audit team so that it can be resolved as soon as possible.

6.2 Officers and employees shall not disclose to others the fact that they know the identity of the informant and shall not engage in any act that is equivalent to retaliation against the informant.

## 7. Compliance with Code of Ethics

7.1 Officers and employees shall be familiar with the Code of Ethics and be sincerely complete relevant education.

7.2 Officers and employees shall sincerely comply with the Code of Ethics. In the event an officer or employee of the company violates the Code of Ethics, he or she shall be held responsible for their actions.

## Chapter 3. Ethics for customers, shareholders, and business partners

### 1. Respect and protection of customers

1.1 DRB Industrial shall think and act from the perspectives of customers, while keeping in mind that the growth of customers translates to the growth of DRB Industrial, and make efforts to ensure customer satisfaction by considering social responsibility and providing products and services that can satisfy and be relied upon by customers.

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# Ethical Management

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1.2 DRB Industrial shall provide accurate information on products, services, etc. to customers, and shall not subject customers to excessive promotional activities or advertisements for products, services, etc.

1.3 DRB Industrial shall protect the interests, safety, and personal information of customers and shall not engage in unreasonable activities in relation to customers.

1.4 DRB Industrial shall provide products and services that prioritizes safety of customers, and complies with all consumer protection laws.

## **2. Protection of shareholders and investors**

2.1 DRB Industrial shall protect the rights of shareholders and accept reasonable requests and proposals of shareholders.

2.2 DRB Industrial shall treat all shareholders, including minority shareholders, in a fair and equal manner.

2.3 DRB Industrial shall make efforts to ensure that the interests and rights of minority shareholders are not unreasonably infringed upon in making business management judgments by considering all interests involved.

2.4 DRB Industrial shall transparently prepare financial conditions and business management performance by recording and managing accounting materials in accordance with the generally accepted accounting principles, and allow users of such information, including investors, to make reasonable investment decisions by providing such information in a timely manner and in accordance with relevant laws.

## **3. Respect for business partners and competitors**

3.1 DRB Industrial shall make common developments by establishing mutual trust and cooperative relationships through fair transactions with its business partners.

3.2 DRB Industrial shall not compel its business partners to engage in any form of unreasonable activity or unduly influence its business partners by taking advantage of its position, and respect the business partners' physical and intellectual property rights.

3.3 DRB Industrial shall respect the fair and free market economy order according to the principle of free competition and engage in fair competition with its competitors.

3.4 DRB Industrial shall respect the fair trade order and comply with fair trade-related laws.

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# Ethical Management

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## **Chapter 4. Social responsibilities and contributions**

### **1. Compliance with domestic and foreign laws**

1.1 DRB Industrial shall comply with not only domestic laws, as a member of the nation and local community, but also relevant internationally accepted laws.

### **2. Contributions to national economy and social development**

2.1 DRB Industrial shall contribute to the development of the national economy and society by improving productivity, creating jobs, properly paying taxes, and making social contributions.

### **3. Environmental, safety and human rights management**

3.1 DRB Industrial is sincerely aware of the importance of environmental protection and strives to comply with domestic and international environmental laws and regulations and protect the environment, pollution prevention, and ecosystem.

3.2 DRB Industrial is committed to risk prevention management in compliance with all safety and health regulations and standards.

3.3 DRB Industrial prohibits any discrimination based on race, religion, disability, gender, country of origin, etc., respects diversity and the human rights of all stakeholders.

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