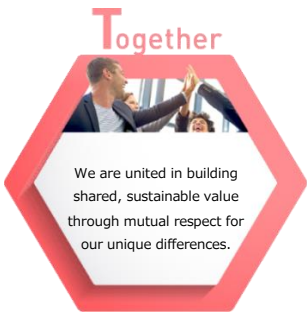


“TOGETHER” -- how we behave

1. Diversity and Inclusion	2
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1. Diversity and Inclusion

	<ul style="list-style-type: none"> ● We accept our diversity in terms of race, religion, sex, gender, and cultural background, and we respect each other's personality and character. ● We appreciate different opinions and perspectives and engage in honest discussions for better conclusions.
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Preface

It is essential that we understand/respect the diversity that exists in society. We can achieve this through constructive dialogue between people with different perspectives and backgrounds.

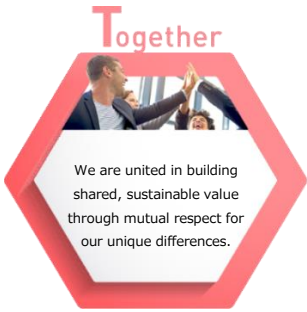
How to Behave

- (1) We accept and encourage the inclusion of diversity in race, religion, sexuality (sexual orientation, sexual identity, sexual expression, and sexual characteristics) (*1) and cultural background. (*1= Please refer to column section of "2. Partnership")
- (2) We respect the values of personality, individuality and diversity. We actively promote an atmosphere that encourages the expression of individuality as well as provide equal opportunity to show one's ability to motivate themselves in their workplaces.
- (3) We create ideas and solutions jointly with people who take various approaches to problem solving. We are able to tackle issues from various perspectives and realize "outside the box" solutions that break through the status quo by engaging with those from diverse cultures and backgrounds.

Relevant SDGs



2. Partnership

	<ul style="list-style-type: none"> ● We leverage our partnerships internally and externally, cooperating to create products and services that help society's sustainable development.
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Preface

For better creation and problem-solving, it is essential to have internal and external partnerships.

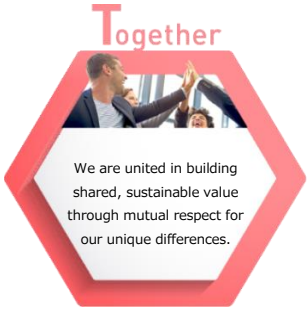
How to Behave

- (1) We establish global partnerships with various parties and organizations inside and outside the company as an individual or as a group.
- (2) We create new value through partnerships with internal and external stakeholders.
- (3) We solve major social issues and contribute to the realization of SDGs through creating and offering products and services that contribute to the sustainable development of society.

Relevant SDGs



3. Social Contribution

	<ul style="list-style-type: none"> ● As good corporate citizens, we contribute to society in an appropriate manner to evolve together with our local communities.
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Preface

In order to realize our corporate philosophy and to support future society as an enterprise that delivers new value, it is fundamental for us to provide products and services that can contribute to the sustainable development of society. To do so, it is important to utilize some of our profits for the society.

How to Behave

- (1) We appreciate our local communities and act as one of its members.
- (2) We contribute to regional development through expanding employment, providing investment and paying local taxes.
- (3) We support society with solving its major social issues by utilizing our core businesses components.
- (4) We assist society through corporate patronage (promotion of arts and culture), donations, volunteer activities, etc.

Relevant SDGs

