



## Okabe Group Compliance Policy

Under its management philosophy, “contributing to society by providing safety and security,” the Okabe Group complies with relevant laws and regulations, sound social rules, and the spirit of such laws, acts on its own initiative to achieve a sustainable society with social common sense, and aims to become an entity that is widely useful for society.

1. **Trust with consumers and customers**  
The Okabe Group develops and provides products and services useful for society with adequate consideration for safety and the protection of personal and customer information and earns the satisfaction and trust of its customers.
2. **Fair and free competition**  
The Okabe Group conducts fair, transparent, and free competition and appropriate transactions and maintains sound and normal relationships with political and administrative bodies.
3. **Refraining from inappropriate gift-giving, entertainment, etc.**  
The Okabe Group does not provide gifts, entertainment, etc. for the purpose of obtaining and maintaining inappropriate benefits or preferential treatment.
4. **Open company**  
The Okabe Group communicates widely with stakeholders and society and actively discloses corporate information in a fair and manner.
5. **Social contribution**  
The Okabe Group actively contributes to society as a good corporate citizen.
6. **Elimination of antisocial forces**  
The Okabe Group takes a resolute stance on antisocial forces and groups that threaten the order and safety of civil society.
7. **As a global company**  
In international business activities, the Okabe Group complies with international rules and local laws, respects local cultures and customs, and engages in management that contributes to the development of local communities.



8. Prohibition of forced and child labor  
Under the Okabe Group Human Rights Policy, the Okabe Group will not be involved in any forced labor or child labor and ensures that its supply chains, including business partners, also thoroughly respect international rules.
  
9. Compliance with corporate ethics  
The top management recognizes that its role is to achieve the spirit of these guidelines, takes the initiative and sets good examples, ensures internal compliance with corporate ethics, and communicates them to all members of the Group.
  
10. Defining responsibility  
Senior management directly works to solve any problem arising contrary to these guidelines, determines the cause, takes measures to prevent a recurrence, promptly discloses appropriate information, provides adequate explanations, fulfills its accountability, clarifies authority and responsibility, and ensures the appropriate treatment of itself and other parties.