

## **【Charter of Corporate Conduct】**

**To realize our corporate philosophy and live up to the expectations of our stakeholders in society and community, we have established the following Charter of Corporate Conduct and designated it as the fundamental stance for the corporate activities of the Marubun Group.**

1. Management with integrity and accountability

We will thoroughly adhere to corporate ethics and make disclosures in a timely and appropriate manner.

2. Fair business activities

We will conduct fair business transactions and comply with laws and ordinances.

3. Contribution to sustainable society

We will contribute to a sustainable society as a good corporate citizen and refuse to associate with antisocial forces.

4. Contribution to environmental conservation

We will manage our business so as to contribute to environmental conservation.

5. Enhancement of customer satisfaction

We will provide products and services that deliver value to our customers to meet their needs and expectations.

6. Effective enterprise risk management

We will strive for stable, long-term growth.

7. Respect for human rights

We will respect human rights, individuality and diversity. We will not discriminate for any reason.

8. Development of an employee-oriented work environment

We will realize a safe and supportive work environment that respects eagerness to face up to challenges.

The top management will proactively take a lead in realizing the spirit of this Charter of Corporate Conduct, taking it as their responsibility, and will ensure that all company employees, group companies and business partners are aware of this charter.