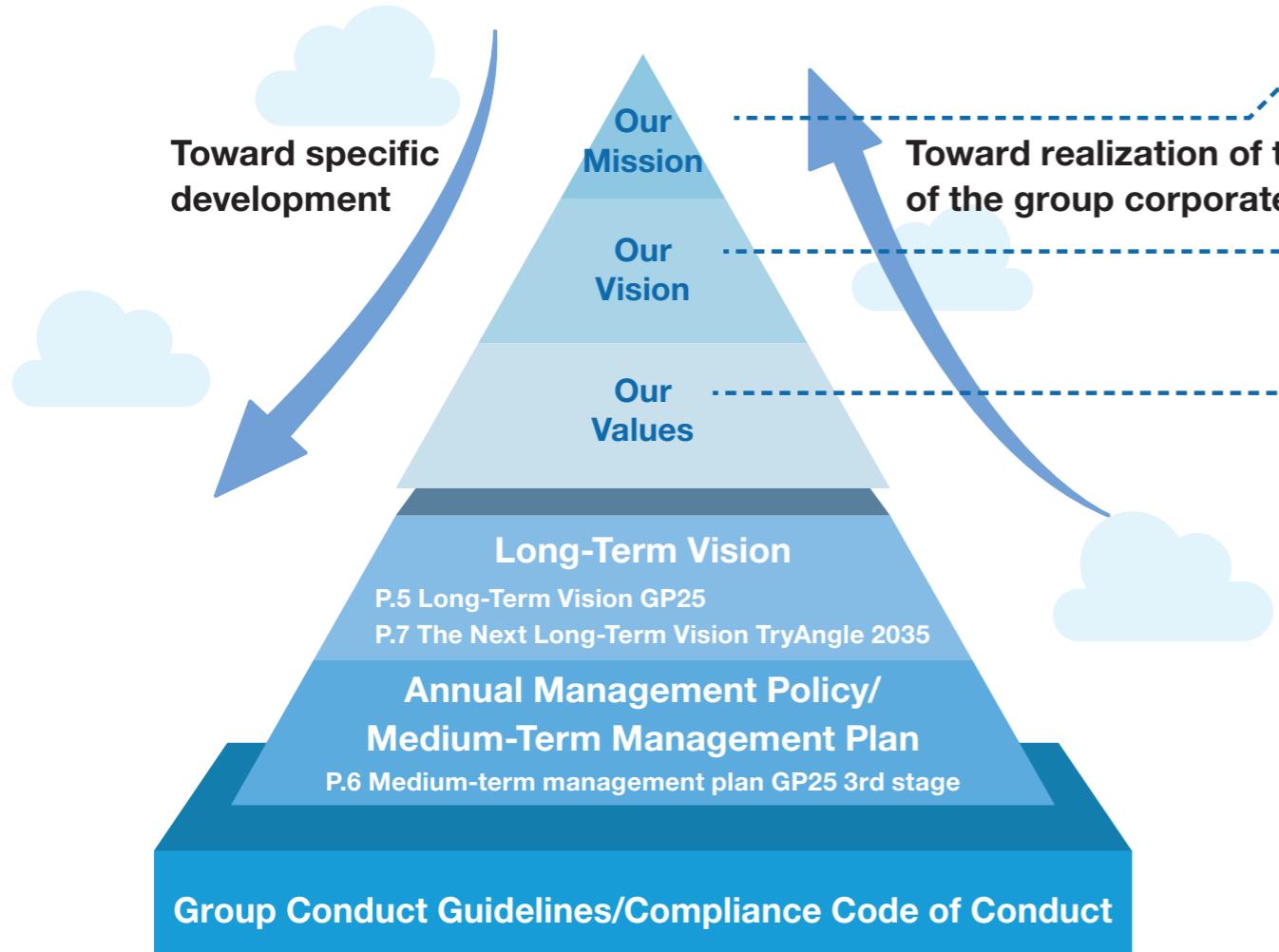


To have thoughts in common with all of the Group's employees and adjust the direction to move forward, the DAIKEN Group has established the group corporate philosophy, which consists of the three elements of the Company mission [Our Mission], Company vision [Our Vision], and Company values [Our Values]. We aim for the sustainable improvement of corporate value by deploying business activities toward the realization of this philosophy.



The system of practicing the group corporate philosophy



Group Conduct Guidelines

- ① Improve customer satisfaction and trust by anticipating changes in the needs of society and supply safe, secure, healthy, comfortable, and attractive products, technologies, and services
- ② Compete fairly, transparently, freely, and appropriately
- ③ Communicate extensively with society, actively and fairly disclose information, and enhance the transparency of corporate activities
- ④ Create a safe, dynamic workplace, respect human rights and diversity, and recognize the will of the employees
- ⑤ Actively tackle environmental issues through corporate activities, we will contribute to the embodiment of a sustainable society that is friendly to the Earth and people

- ⑥ Positively contribute to society and respect the cultures and customs of each country
- ⑦ Maintain high ethical standards and comply with the laws of each country
- ⑧ Always demonstrate the spirit of challenge, inquiry, and achievement
- ⑨ We will improve our abilities, motivate others, and grow together as a team
- ⑩ Top management will implement the corporate philosophy and code of conduct, disseminate both throughout the group, and ensure that employees observe the mission, vision, and values of the company