

ZACROS Group Charter of Corporate Conduct

[Preamble]

Since our Company and Group companies are entities that greatly contribute to society, we shall act according to the following eight principles and will not only respect laws and regulations and strictly enforce societal norms and ethics, but also conduct fair and transparent business activities.

[Basic Principles]

- 1. We will earn customer trust and satisfaction through developing new products, developing new technologies, and opening new markets while being fully mindful of safety in developing and providing products and services that are both useful to society and reliable.**
- 2. We will engage in fair, transparent, and free competition as well as appropriate transactions. We all also maintain strong and sound relationships with politics and government.**
- 3. We will communicate with our customers, local residents, shareholders, employees, and others stakeholders, and will disclose corporate information in a fair and appropriate manner.**
- 4. We will contribute to the building of a sustainable society through reducing our impact on the global environment.**
- 5. We will engage in activities that positively contribute to society as “a good corporate citizen”.**
- 6. We will respect the diversity, character, and individuality of our employees and ensure a safe, easy-to-work environment and thereby achieve comfort and affluence.**
- 7. Under no circumstances will we maintain relations with anti-social forces or groups that threaten the order and safety of civil society, and we will respond in an uncompromising manner in the event that we are pressured by such organizations.**
- 8. The top management recognizes that its role is to realize the spirit of this Charter and, through leading by example, will endeavor to promote the Charter in the company, and inform Group companies and clients of its existence. Additionally, the top management will always have a firm understanding of opinions from within and outside the company and will both establish effective corporate structures and promulgate corporate ethics to the best of its ability.**