

# **NJS Corporate Ethics Code**

(common for all group companies)

Regulation no.: NJS\_H010-01  
(Established on April 24, 2006; revised on April 1, 2021)

1. In order for NJS and its affiliated companies to be trusted by society and recognized as a faithful and fair company for realizing development, we stipulate ethics codes to be followed by the board members and employees as follows.
2. We seek to contribute to the creation of an affluent and safe society and eventually obtain the confidence of clients.
3. We comply with laws and regulations and other social norms, and conduct healthy corporate activities based on fair, transparent, and free competition.
4. We aim to have an active dialog with society and disclose our corporate information proactively in a fair manner. We also thoroughly protect and manage various kinds of information, including personal and client information.
5. Approaches to environmental issues are common challenges of human beings. We therefore consider the approaches as requirements for the corporate activities and take action proactively.
6. We aim to be a good "corporate citizen" that contributes to the local community.
7. In other countries, we respect their cultures and customs, and contribute to the development of the countries.
8. We stand firmly against any antisocial forces and groups that pose a threat to the order in civil society and shall sever all relationships with them.
9. We respect the personalities of our employees to create a safe, healthy, and comfortable working environment.
10. This Code shall be administrated by NJS's Internal Audit Department.
11. This Code may be amended or abolished by resolution of the Board of Directors of NJS.
12. This Code shall become effective as of April 1, 2021.

Revision history:

November 25, 2008

April 1, 2009

December 21, 2009,

February 21, 2011

April 20, 2016

April 1, 2021