

Shoko Co., Ltd.

Corporate Standards of Conduct

1. Consistent business activities based on fair and free competition

- We shall carry out operating activities in conformity with laws and based on fair and free competition.
- We shall take a firm stand against antisocial activities and forces, and shall not do any act on behalf of them.

2. Efforts on environmental issues and social contribution

- Taking the global environment into consideration, we shall actively promote resource saving, energy saving, and reduction and recycling of industrial wastes.
- We shall respect the culture and customs of the regions concerned and contribute to the development of the regions.

3. Pursuit of existence

- We shall offer new products and services that address changes in the social environment and industrial structure to the market and to customers.
- We shall take on the development of areas where we can demonstrate our uniqueness, free from conventional frameworks.

4. Promotion of transparent management

- We shall accurately disclose management information to enhance the understanding of and confidence in our company.
- We shall try to maintain smooth communication with our shareholders, business partners and society to conduct our business in an open manner.

5. Carrying through sound management

- We shall carry through sound management practices and conduct only business activities that contribute to the society.
- We shall neither pursue immediate profits nor make speculative transactions.

6. Respect for and fair evaluation of individuality

- We shall respect the personalities and individualities of our employees and build a free and generous corporate culture in which they can demonstrate their independence and originality.
- We shall build up a group who act on their own initiative to accomplish their tasks, and realize the wealth of our employees by fairly rewarding them for their achievement.

7. Acting as a member of the international society

- We shall comply with national laws and regulation under the basis of international agreements and laws and regulation of the relevant countries.
- We shall consider our businesses in a worldwide perspective and act in accordance with global standards.