

# RIKEN TECHNOS WAY

The start-up spirit, which has been passed down since our founding days, represents the very strength of RIKEN TECHNOS CORPORATION and its “RIKEN-ness.”

The RIKEN TECHNOS WAY, our company’s management philosophy, was formulated based on this “RIKEN-ness.”

The word “challenger” used in our company’s mission statement is meant to convey two meanings—a manufacturer that produces high-quality products and an organization that takes on challenges to create new value and satisfaction for people, companies, and society.

To make future leaps, we will keep taking on new challenges, unconstrained by conventional wisdom.

## Mission

### Mission and Purpose

We are a challenger that harnesses the power of science to improve the quality of life and create a safe, affluent society. We continuously provide new value and satisfaction to people, companies and society through our original and superior formulations and manufacturing technologies of multiple resins.

## Core Value

### Fundamental Values

We establish a bond of trust and work for the mutual benefit of all.  
We create new value.  
We enjoy our work and love what we do.  
We work together to find solutions and produce the best results for everyone.

# RIKEN TECHNOS GROUP Code of Conduct

—For the creation of a sustainable society—

RIKEN TECHNOS CORPORATION and its subsidiaries (hereinafter collectively referred to as the “RIKEN TECHNOS GROUP”) shall achieve sustainable growth by practicing the RIKEN TECHNOS WAY and serve as an engine toward the creation of a sustainable society under the principle of fair and free competition. To that end, the RIKEN TECHNOS GROUP shall fulfill our social responsibilities with high ethical standards while observing both the spirit as well as the letter of all laws and regulations applying to our activities both in Japan and abroad, in accordance with the following ten principles.

- 1. Social Mission**  
Develop and provide socially beneficial and safe goods and products through innovation and thereby strive to achieve sustainable economic growth and solve social issues.
- 2. Fair Activities**  
Promote fair and free competition, sound trade, and responsible procurement.  
Ensure relationships and contacts of a sound nature with government agencies and political bodies.
- 3. Fair Disclosure of Information and Constructive Dialogue with Stakeholders**  
Disclose corporate information in an active, efficient, and fair manner,  
engage in constructive dialogue with wide-ranging stakeholders surrounding a corporation,  
and strive to increase corporate value.
- 4. Respect for Human Rights**  
Respect the human rights of all people when engaging in activities.
- 5. Observance of Laws and Regulations, and Respect for International Norms**  
Observe laws and regulations of each nation and region,  
respect the various international norms in place,  
and manage activities with due consideration of their culture and customs.
- 6. Relationship of Trust with Customers**  
Earn the satisfaction and confidence of customers through  
the provision of appropriate information on goods and products and sincere communication.
- 7. Work-style Reforms and Comfortable Workplaces**  
Realize work-style reforms with a view to enhancing employees' abilities  
and respecting diversity, individuality, and differences,  
and develop comfortable workplaces with due care to health and safety.
- 8. Involvement in Environmental Issues**  
Recognize that a positive involvement in environmental issues is an essential  
part of our activities and our very existence as a corporation,  
and engage in activities independently and proactively in consideration of the environment.
- 9. Contribution to Society and Communities**  
Actively participate in society and communities as “good corporate citizens”  
and contribute to their development.
- 10. Thorough Crisis Management**  
Achieve thorough organizational crisis management to prepare appropriate responses  
to anti-social activities, terrorist acts, cyber-attacks,  
natural disasters and other threats to civil life and corporate activities.

## Role and Responsibility of Management

Management shall execute business acknowledging that their role is to put the spirit of the Code of Conduct into practice, develop effective governance, and strive to raise awareness within the RIKEN TECHNOS GROUP. In addition, management shall urge the entities constituting the supply chain to take actions in accordance with the principles of this Code of Conduct. Furthermore, in the case of incidents contrary to the principles of this Code of Conduct that degrade society's confidence in the RIKEN TECHNOS GROUP, management shall fulfill its responsibilities by taking the initiative in settling the issues, conducting investigations to determine the causes, and taking preventive and other necessary measures.

## Basic Policy on Bribery Prevention by RIKEN TECHNOS GROUP

RIKEN TECHNOS CORPORATION and its subsidiaries (hereinafter referred to as “Each Group Company”) shall establish this Policy on bribery prevention in accordance with the RIKEN TECHNOS WAY and the RIKEN TECHNOS GROUP Code of Conduct.

- 1. (Prohibition of Bribery)**  
Each Group Company shall not provide or receive money or goods or other economic benefits beyond the scope deemed appropriate in accordance with the laws and regulations, guidelines, etc. of the country or region in which it operates the business.
- 2. (Establishment of System)**  
Each Group Company shall establish a system to prevent bribery, including an anonymous report system, in order to detect and rectify violations of compliance, such as bribery, or acts that may violate compliance at an early stage.
- 3. (Retention of Records)**  
Each Group Company shall prepare and retain records in an accurate and appropriate manner in order to reasonably demonstrate that no bribery has been committed.
- 4. (Cooperation in Education and Investigation)**  
Each Group Company shall provide regular education and training to prevent bribery. In the event of any act that violates or may violate this Policy, strict punishment shall be imposed, and serious cooperation shall be provided for the investigation by the relevant authorities.