## Relationship between the "Nippon Kayaku Group Charter of Conduct and Code of Conduct for business activities" and ISO 26000

Nippon Kayaku Group Charter of Conduct		Nippon Kayaku Group Code of Conduct		ISO26000 Core Subjects and Related Issues						
				Governance of the organization	Human rights	Labor practices	The environment	Fair operating practices	Consumer issues	Community involvement and development
	Business activities		Code of Conduct for business activities							
	The Nippon Kayaku Group will provide products and services that satisfy customers through Communication with customers	1	Safety and quality of products							
1.	and the provision of appropriate information, giving due consideration to the safety and reliability of its products and services.		Provision of product information							
	In all its business activities, the Nippon Kayaku Group will comply with all relevant laws and regulations, including competition law,		Fair, impartial transactions							
2.	the spirit of these laws, and internal regulations, and will engage in fair, transparent, and free competition. We will also maintain	4	Prohibition of exchanging excessive gifts or entertainment							
	sound relationships with the governing authorities in all regions. The Nippon Kayaku Group respects human rights in all its	5	Respect for human rights							•
3.	siness activities, and will not discriminate or tolerate any popopriately behavior for reasons based on gender, age, ionality, race, religion, or disability.		Prohibition of conflicts of interest							•
4.	The Nippon Kayaku Group will appropriately manage and utilize the company's assets to improve the efficiency of	7	Appropriate protection and effective utilization of corporate assets							
	s business activities and strive for continuous development. he Nippon Kayaku Group implements systematic crisis		Proactive efforts to improve operations							
5.	management in preparation for the actions of anti-social forces that threaten the lives of citizens and corporate activities, as well as for terrorism, cyber attacks, natural disasters, and other events.	9	Exclusion of anti-social forces							
		10	Thorough crisis response							•
	Relationship with the society		Code of Conduct for relationship with society							
6	ons of each country and region, works in harmony with society, and	11	Respect for cultures, religions, traditions, etc. in each country and region							
		12	Good corporate citizenship							•
7.	business activities to stakeholders in a timely and appropriate manner based on objective facts. We will also strive to increase	13	Interaction with local communities							
	the Nippon Kayaku Group strives to conduct its business activities in harmony with the natural environment by constantly taking into account the impact on the global environment, not only complying with relevant laws and regulations, but also establishing its own	14	Timely and appropriate information disclosure							
8.		15	Coexistence with the environment							
		16	Environmental protection initiatives							
Information handling			Code of Conduct for information handling							
	<ul> <li>it possesses through its business activities and take all possible</li> <li>measures for information management. In addition, we recognize the value of information assets and respect the intellectual property</li> </ul>	17	Protection of corporate information					•		
		18	Protecting personal information							
9.		19	Appropriate use of information systems							
		20	Prohibition of insider trading							
			Respect for the rights of others							
÷	Relationship between the company and individuals		Code of Conduct for relationships between the company and individuals							
	The Nippon Kayaku Group complies with labor-related laws and regulations, ensures a safe and comfortable working environment, and respects the basic human rights, diversity, character, and individuality of individuals.	22	Maintenance of the working environment		•					
10		23	Prohibition of harassment							
Roles of top management and thorough adherence to this charter										
11	Those involved in the management of the Nippon Kayaku Group recognize that realizing the spirit of this charter is their own role and esponsibility, and will thoroughly disseminate it to all employees. In addition, we will listen to the opinions of people inside and outside the group, establish effective systems within the group, and ensure thorough implementation of corporate ethics. In the event of a situation that contravenes the spirit of this charter, we will clarify both inside and outside the company our stance of solving the problem, investigate the cause, and work to prevent any recurrence.			•						