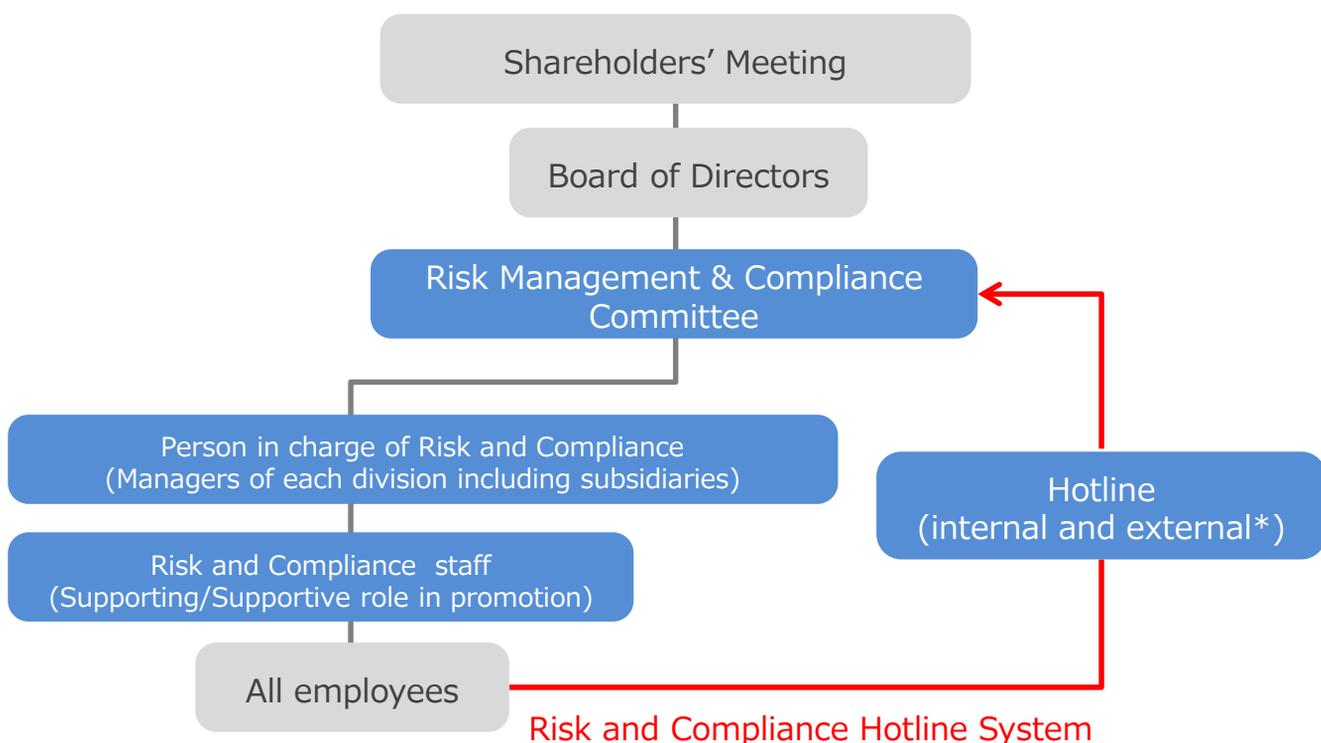


Compliance

We have established Risk Management & Compliance Committee as a subordinate organization of Board of Directors, which conducts activities commissioned by Board of Directors.

We have also established “Risk and Compliance Hotline System” and guidelines including “Compliance Action Guidelines” .

Risk and Compliance System Chart



*CHUO SOGO LAW OFFICE,P.C.

TEL : +81-6-6365-8111

● Compliance Code ●

We share our group's management philosophy,
"Develop individuality and realize everyone's dreams
through technology and service".

In order to continue to be recognized by society, we will ensure
compliance with a broad perspective of legal and ethical
compliance as well as risk management.

● Compliance Code of Ethics ●

We will ask ourselves ...

whether our action is against the law.

whether our action is in tune with common sense.

whether we feel guilty when we take that action.

how people think when we take that action.

whether we take that action though we recognize it as wrong.

● Compliance "Action Guidelines" ●

All the directors, officers and employees of Arakawa Chemical Industries, Ltd. and all those who work in our group will comply with the following action guidelines based on high ethical standards when carrying out their daily duties.

1. The guidelines apply to the entire Arakawa Chemical Group.
2. Based on an understanding of and in compliance with relevant laws and regulations, conduct fair and transparent transactions and activities.
3. Eliminate unconscious bias(prejudice) and promote diversity and inclusion.
4. Consider safety and quality of products.
5. Strive to contribute to society and protect the environment.
6. Reject any relationship with anti-social forces.
7. Maintain a transparent and fair relationship with politics and public administration.
8. Distinguish between public and private matters, and not engage in acts that are contrary to the interests of society.
9. Maintain proper relationships with business partners.
10. Not give and receive excessive gifts and business entertainment.

11. Strive to protect and respect information management and intellectual property rights.
12. Disclose corporate information appropriately .
13. Prohibit insider trading.
14. Make donations and such according to the rules.
15. Protect your privacy.
16. Prevent any form of harassment.
17. Strive to ensure safety and health in the workplace.

Risk compliance Hotline
CHUO SOGO LAW OFFICE,P.C.
TEL : +81-6-6365-8111