

Our owner, the Oji Group, has a "Corporate Code of Conduct". This is a code of conduct for our business activities and forms the basis of our business conduct. Individual aspects of the Code of Conduct are further detailed in a supplementary Behavior Standard.

As part of the Oji Group, this Code of Conduct and the Behavior Standard also automatically apply to KANZAN. We are committed to living up to these principles every day.

Stand: 12/2020

The Oji-Group „Corporate Code of Conduct”

- I. We, the management and employees of the Oji Group, hereby adopt the Oji Group Corporate Code of Conduct, as detailed below, as guiding principles for corporate activities based on awareness of our responsibilities as a corporate citizen in international society, and on high ethical principles appropriate for an organization that enjoys the trust of society.
 - II. We, the management and employees of the Oji Group, will always strive to implement this Code and to contribute to realization of the genuine enriched society.
- **1. Compliance with Laws and Regulations and Fair Business Activities**
We will comply with the letter and spirit of the law in Japan and other countries, respect corporate ethics, all social standards including common sense and anti-corruption, and develop fair business activities.
 - **2. Developing a Rewarding Work Environment with Consideration for Safety and Health**
We will develop a comfortable work environment which enhances the abilities of all employees and gives consideration to workstyles that respect diversity and individuality, and to safety and health.
 - **3. Supply of Safe, Useful Products and Services**
We will contribute to society and culture by developing and supplying products and services that will allow us to gain the satisfaction and trust of customers, with proper consideration for quality and safety.

- **4. Addressing Environmental Issues**

In order to develop corporate activities that are in harmony with the environment from a broad global perspective, we will work to further improve the environment and actively advance forest recycling, paper recycling, and global warming countermeasures, etc.

- **5. Contribution to the Realization of a Sustainable Society**

Through innovation, we will provide innovative value, try to solve social issues, and contribute to the realization of a sustainable society.

- **6. Respect for Human Rights**

We respect the human rights of all people, do not discriminate or act with prejudice. In addition, we will not tolerate human rights violations of anyone involved in our business activities.

- **7. Communication with Society and Participation in Social Contribution Activities**

We will obtain satisfaction and trust by providing appropriate information regarding corporate activities and communicating sincerely to all stakeholders such as customers, shareholders, and local residents.

We will contribute to the development and improvement of society through active participation in social contribution activities.

- **8. Coexistence with International Society**

We will respect the culture, customs and values of each country and region, and act as a good corporate citizen to meet the demands and expectations of society.

- **9. Promotion of Crisis Management**

In preparation for various risks that threaten citizens' lives and corporate activities such as natural disasters, infectious disease, terrorism, cyber-attacks, information leaks, and activities of anti-social forces, etc., we will implement risk management and thorough information security.
