

Business Conduct Ethics Policy

The Maruyasu Group will promote ethical and highly transparent business activities in compliance with the following principles.

Business Operations with Honesty and Integrity

The Maruyasu Group prohibits all forms of misconduct, including bribery, corruption, unlawful acquisition, and embezzlement, and complies with all applicable laws and regulations.

Elimination of Inappropriate Benefits

The Maruyasu Group prohibits the provision or acceptance of gifts, money, entertainment, or any benefits that may unduly influence business decisions.

Responsible Information Management and Confidentiality

The Maruyasu Group appropriately manages personal, corporate, and intellectual property obtained in the course of business to prevent unauthorized use and leakage. If information disclosure is required, accuracy and integrity will be ensured, and no improper manipulation of information will be conducted.

Fair Competition

The Maruyasu Group prohibits anti-competitive conduct and does not engage in false advertising or misleading representations.

Protection of Whistleblowers (Prohibition of Retaliation)

The Maruyasu Group prohibits unfair treatment or retaliation against employees who consult or report fraud or harassment. Consultation and reporting channels (quality and harassment), which may be used anonymously depending on the content, are provided, and an investigation process independent of the parties involved is ensured.

Responsible Mineral Procurement

The Maruyasu Group strives to conduct necessary information checks and due diligence in its supply chain to prevent conflict minerals from becoming a source of funding for human rights violations or armed groups.

Privacy Protection

The Maruyasu Group endeavors to ensure the secure storage and proper use of data in accordance with the Personal Information Protection Act and international standards.

Established: February 1, 2026
Maruyasu Industries Co., Ltd.
Compliance Officer