

# LION Group Charter of Corporate Behavior

We, the Lion Group, shall, in addition to being an economic entity designated to pursue profits through fair competition, act as a social entity that contributes to society at large. We shall respect human rights and conduct ourselves with initiative in a socially responsible manner toward the creation of a sustainable society, observing both the spirit as well as the letter of all applicable laws and international rules and not harming the public interest, both in Japan and abroad, in accordance with the following 10 principles.

## **1. Principal Mission**

We shall earn the confidence and satisfaction of customers (consumers and users) by providing excellent, safe goods and services that make a difference in everyday lives by redesigning habits.

## **2. Compliance with Public Rules**

We shall observe all relevant laws and regulations and engage in fair, transparent and free competition and proper transactions. We shall maintain sound and proper relationships with governmental and political bodies.

## **3. Disclosure**

We, as a socially open company, shall actively engage in communication not only with our shareholders but also with members of society at large and disclose information generally regarding Company management in an appropriate and timely manner.

#### **4. Environmental Issues**

We shall play a positive and active role in creating a sustainable society that harmonizes economic development and environmental protection.

#### **5. Improvement of Working Environments**

We shall promote fair treatment and respect the diversity, individuality and personalities of our employees. We shall ensure a safe and comfortable workplace to realize the mental and physical well-being of our employees.

#### **6. Contribution to Society**

We shall actively contribute to society as good cooperate citizens.

#### **7. Opposition to Antisocial Forces**

We shall firmly oppose antisocial entities and organizations threatening the order and security of civil society.

#### **8. Contribution in Foreign Countries**

In our overseas operations, we shall not only observe international rules and the laws of relevant foreign countries, but also respect local cultures and customs and contribute to the development of local communities with sincerity and mutual trust.

#### **9. Practice of Corporate Ethics**

Top management shall assume responsibility for implementing the spirit of this Charter and shall take the initiative to set a good example and fully inform Lion Group employees of the Charter. Top management shall strive to take in internal

and external opinions continuously to promote mutual understanding and the development and implementation of effective internal control systems while enforcing thorough compliance with corporate ethics.

#### **10. Resolution of Problems**

Should an incident contrary to the principles of this Charter occur, top management shall publicly clarify its position, taking responsibility to resolve the problem on its own initiative, and strive to investigate the facts, identify the causes of the incident and prevent recurrences. Top management shall fulfil its responsibility to disclose accurate information promptly and explain the situation, and shall resolve the problem in a manner fully understandable to society. After clarifying authority and responsibility for said problem, top management shall impose strict and impartial disciplinary actions upon any liable persons, including the highest level of management.

Established January 1, 2003

Amended January 1, 2008

Amended January 1, 2022