

# DMW Group Code of Conduct

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## 1. Understanding and Compliance with Social Rules

All officers and employees of DMW Corporation and its affiliated companies (hereinafter referred to as the “DMW Group”) shall understand and comply with the rules of the business community. The rules of the business community refer collectively to the laws, ordinances, regulations, customs, and practices of each country and region.

## 2. Commitment to the Realization of a Sustainable Society

The DMW Group contributes to the realization of a sustainable society by putting into practice the Company’s purpose: Enriching lives and shaping a better future through water and air.

- (1) By integrating sustainability into management and developing and providing society with safe and useful products, services, and systems through innovation, the DMW Group will work toward achieving the Sustainable Development Goals (SDGs).
- (2) The DMW Group has published a “Declaration of Partnership Building” and will promote collaboration, coexistence, and mutual prosperity throughout the supply chain, including efforts to ensure appropriate transactions with business partners, with the aim of building sustainable relationships.
- (3) As a member of the local community, the DMW Group will actively participate in activities carried out by local governments and communities. By creating opportunities to work together with local communities, fostering solidarity and harmony with them, and maintaining close communication, the Group will fulfill its responsibilities as a good corporate citizen.

- (4) From the perspective of improving engagement, the DMW Group will promote and support voluntary social participation by employees, who are important stakeholders of the Company.

### 3. Respect for Human Rights

The DMW Group respects human rights and does not engage in any form of discrimination based on race, nationality, beliefs, gender, religion, social status, origin, disability, or any other attribute.

The Group does not engage in any form of forced labor or child labor. In the workplace, the Group does not permit conduct that infringes upon human rights, including discriminatory language or behavior, sexual harassment, power harassment, or similar acts.

### 4. Establishment of a Comfortable and Supportive Work Environment

Employees are important contributors to business operations and are valuable assets. From the perspective of promoting DE&I (Diversity, Equity, and Inclusion)<sup>1</sup>, the DMW Group respects each individual's personality and treats everyone fairly, while also establishing a safe and secure workplace.

In addition, as part of creating an environment that contributes to improving engagement, the Group will provide opportunities for self-fulfillment and support self-development so that employees can fully demonstrate their qualities and abilities.

### 5. Provision of Useful Products, Services, and Systems

The DMW Group sincerely responds to the increasingly diverse needs of its customers, who are its most important stakeholders. In accordance with the rules of the business community, the Group provides safe and useful products, services, and systems that satisfy customers.

To provide these products, services, and systems, the Group continuously conducts research and development of the necessary technologies.

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<sup>1</sup> DE&I refers to the three concepts of Diversity (diversity of human resources, where people with various differences such as gender, age, race, personality, and values coexist), Equity (appropriate consideration so that differences among people in an organization do not result in imbalance), and Inclusion (accepting people as they are so that diverse talent can coexist while being respected)

## 6. Relations with Shareholders

Shareholders are the owners of the Company. The DMW Group preserves shareholders' investment value, secures profits, and conducts stable business operations in compliance with the rules of the business community.

The Group treats all shareholders equally and, through investor relations and other activities, discloses and publishes appropriate information that contributes to constructive dialogue with shareholders, investors, and other stakeholders. Such disclosure includes sustainability information and other non-financial information in addition to management policies, business performance, dividend policies, and related matters, thereby ensuring transparent management.

Furthermore, the Group does not engage in insider trading or any actions that could give rise to suspicion of such conduct, as these would harm shareholder interests.

## 7. Free and Fair Business Activities

When conducting business activities, the DMW Group thoroughly understands and complies with the Antimonopoly Act and other laws and regulations designed to maintain fair transactions.

- (1) The Group engages in fair and free competition and does not engage in improper conduct such as defamation, slander, or unjust interference with business counterparts.
- (2) The Group faithfully complies with contracts concluded with agents and partner companies and strives to build stable and trustworthy relationships. The Group also actively cooperates with agents and partner companies in their efforts to comply with the rules of the business community.
- (3) In selecting business partners, the Group adheres to the principle of free competition and makes selections based on objective and managerial criteria such as quality, price, and delivery schedules. The Group complies with the Antimonopoly Act, the Subcontract Act, and other relevant rules of the business community, and establishes long-term, stable, and trusting relationships with business partners as equal partners.
- (4) From the perspective of fairness, the Group reviews business practices and proactively corrects any that are inappropriate.
- (5) Business-related entertainment and ceremonial practices are conducted in an appropriate and simple manner based on social norms and common sense, and excessive formalities are eliminated. Responses to weddings, funerals, and similar occasions are handled simply and without unnecessary formality.
- (6) The Group maintains sound business customs and does not make inappropriate economic expenditures. In its relationships with political and administrative entities,

the Group maintains a high level of transparency and does not, regardless of name or form, illegally or improperly offer or propose the provision of money or items of economic value in violation of laws or customary business practices.

## 8. Protection of Company Assets

Company assets, regardless of type, are all used to carry out business operations. Employees shall properly manage and protect company assets and shall not use them for personal purposes or waste them carelessly.

If improper use or misappropriation of company assets is discovered, employees shall promptly report the matter to the department manager, office manager, and the president of the relevant subsidiary (hereinafter referred to as the “Compliance Contact”).

## 9. Handling of Information

Information and related infrastructure are valuable assets and must not be disclosed, altered, or destroyed without legitimate reason. To ensure the confidentiality, storage, and provision of important information, procedures shall be established and management systems implemented.

The DMW Group actively discloses information concerning overall management to stakeholders while taking into account the scope of confidentiality. The Group also respects information belonging to third parties and does not acquire such information through improper means or make inappropriate requests for disclosure.

- (1) When handling confidential information or using information systems, employees shall follow internal procedures and give full consideration to security.
- (2) Confidential information obtained in the course of work shall be properly managed and stored, and shall not be used for personal purposes or for the benefit of third parties.
- (3) All information system resources shall be used only for legitimate business purposes and shall not be used illegally or in violation of the rules of the business community.
- (4) Personal information shall be collected, managed, and stored by appropriate methods after clearly specifying the purpose of use, and shall not be used or disclosed for purposes other than the original purpose without prior consent from the individual concerned.
- (5) Preventive measures shall be taken against unauthorized access to confidential information, information leakage, and loss of information. In the event such incidents occur, prompt recovery and corrective measures shall be implemented.

- (6) If an information security incident, such as information leakage or loss occurs, or if there is a risk of such an incident, employees shall promptly report the matter to the Compliance Contact.

## 10. Environmental Initiatives

The DMW Group places environmentally conscious business activities at the core of its operations and conducts research, development, production, and product provision of technologies that contribute to a better environment.

While the products provided by the DMW Group are used to support rich and fulfilling social lives, it is also a fact that their production processes place a burden on the environment. Reducing these environmental impacts is a responsibility of the Group as a corporate citizen.

The Group strives to achieve harmony with nature and actively works to create a healthy social environment.

- (1) The Group complies with international standards, laws, and regulations related to environmental protection.
- (2) Improvement and reduction efforts are carried out as part of daily activities based on established policies and plans.
- (3) When nonconformities are identified, corrective and preventive measures are implemented promptly. In the event of an environmental accident, emergency measures are taken, and the relevant administrative authorities are notified promptly.

## 11. Thorough Crisis Management

With the progress of globalization, threats that affect citizens' lives and corporate activities have become more diverse and complex. These include the increasing maliciousness of antisocial groups, the frequent occurrence of cybercrime on a global scale, and natural disasters and pandemics. The DMW Group is also exposed to these threats.

To address such crises, the Group will establish a crisis management framework, including the establishment of a Compliance Promotion Committee, and will implement thorough crisis management on an organization-wide basis.

- (1) From the perspective of social justice and social responsibility, the Group will have no relationship whatsoever with any antisocial forces that threaten the order or safety of civil society. Measures to sever ties with antisocial forces will be implemented in coordination with external organizations such as the police.

- (2) To protect the Group's technical information and other assets from cyberattacks and related threats, the Information Management Office will take the lead in implementing measures against cybersecurity risks.
- (3) In preparation for emergencies such as natural disasters and pandemics, the Group will establish a Basic BCP Policy and respond in accordance with that policy.
- (4) Maintaining international peace and security is essential to the Company's business activities. To ensure economic security, the Company will establish an Export Control Committee and implement appropriate security export controls.