

## **Hoosiers Group Charter of Corporate Behavior**

We, the Hoosiers Group, behave as an entity that fulfills its social responsibilities at all times in every aspect of corporate activities toward the creation of a sustainable society.

### **1. Sustainable economic growth and the resolution of social issues**

As a member of society, we contribute to an affluent life and sustainable society keeping in mind to fulfil our social responsibilities as a company at all times.

### **2. Fair business practices**

(Legal compliance)

With the basic policy to ensure compliance with relevant laws and regulations and internal rules, including this Charter of Corporate Behavior, in every aspect of corporate activities at all times, we ensure that all of our corporate activities comply with normal business practice and social ethics.

(Maintenance of fair transaction)

We conduct fair transaction by maintaining fair, just and transparent relationships with all of our stakeholders.

### **3. Fair disclosure of information and constructive dialogue with stakeholders**

(Provision of corporate information)

We disclose to shareholders and investors the corporate information including the Company's management and business activities as well as those submitted to the government in a timely and appropriate manner in accordance with relevant laws and regulations.

(Accuracy of corporate information)

We provide corporate information by ensuring its accuracy and considering the need to maintain confidentiality in a timely, appropriate, and fair manner. To that end, we endeavor to

prepare and manage accurate information on the management information. We also fully cooperate with internal and external audits.

(Prohibition of insider trading)

We will not trade securities such as stock using unpublished information of other companies obtained through a job or transaction. We will also not provide profit or improper benefits to third parties using such information.

#### **4. Respect for human rights**

(Respect for basic human rights)

We respect basic human rights of all people in every aspect of our corporate activities. Also, we do not tolerate any form of discrimination based on race, belief, ideas, gender, age, social status, occupation, family origin, nationality, ethnicity, religion or disability, etc. or behavior that will impair human dignity.

#### **5. Relationships of trust with consumers and customers**

(Quality and safety of services)

We always focus on customer satisfaction and give full consideration to quality and safety of our services.

#### **6. Reform of work style and enhancement of workplace environment**

(Workplace environment)

We comply with the labor-related laws and regulations and maintain safe and sound working environment.

(Prohibition of harassment)

We do not tolerate any harassment such as sexual harassment.

## **7. Engagement in environmental issues**

(Environmental conservation)

To conserve global environment and contribute to creation of a sustainable society, we ensure to comply with relevant laws and regulations and various other regulations as well as continue our efforts to reduce environmental impact in our daily business activities, with respect for biodiversity and sustainability.

## **8. Involvement in community and contribution to its development**

(Contribution to local community)

We actively participate in community and contribute to its development as a good corporate citizen.

## **9. Thorough crisis management**

(Prohibition of involvement with anti-social forces)

We take a firm attitude toward antisocial forces and organizations that pose a threat to social order and public safety and eliminate any relations with them. We also strive to prevent money laundering by undertaking a thorough verification of personal identification and avoiding transactions suspected to be crime proceeds.