

## Company Code of Behavior

Tohoku Magnet Institute Co., Ltd. is an economic entity that seeks profits through fair competition, but we also want to be widely helpful to society. Therefore, according to the following general rules, we will run wholesome business operations with social common sense, respect human rights regardless of country, and obey all laws and international rules and their spirit.

1. Basic Mission: Our mission is to contribute to energy and resource conservation by developing and providing safe and superior products while giving ample consideration to the protection of personal and customer information, earning the trust and satisfaction of our customers.
2. Observance of Social Norms: We will obey all laws and conduct both appropriate business deals, and fair, transparent and free competition. We will also maintain a regular and appropriate relationship with the government and related administrations.
3. Relaying of Information: We will, as a company open to society, disclose general information about the operations of our business both timely and appropriately, not only our stockholders, and will positively communicate with society on a large scale.
4. Establishment of Work Environment: We will provide a working environment that respects worker's personalities, individuality, and autonomy. We will also make the work place relaxed and abundant, while also maintaining a safe, comfortable and an easy to work in environment.
5. Environmental Response: We will work diligently and independently on dealing with environmental issues, with the recognition that this is an essential part of our company's existence and work.
6. Contributions to Society: We will work diligently to contribute to society, as a good corporate citizen.
7. Stance Against Anti-Social Endeavors: We will steadfastly confront anti-social endeavors and groups that threaten the safety and order of civic society.
8. Contributions Abroad: We will obey international rules and obey all local laws when dealing abroad. Furthermore, we will conduct business that respects local culture and customs, and contribute to local growth.
9. Strict Business Ethics: All managers of our business ethics will be conscious of the fact that implementing the spirit of this code of behavior is their personal role, and will lead by example, making sure the code is well-known by all. Furthermore, they will plan for communication within and outside the company, make sure they always understand the opinions of those involved, create and maintain an internal system for doing this, and will plan for making sure that business ethics are thoroughly upheld.
10. Dealing with Problems: In the event that a situation arises that goes against these rules of conduct, the managers will take a problem solving stance, and announce this both internally and externally. They will then gather all of the facts relative to the situation, and investigate the causes so as to prevent the situation from arising again. Furthermore, the managers will swiftly and appropriately share information with the public and be accountable. They will then clarify their authority and responsibilities, and deal with the problem, including their own part in the problem, fairly and impartially.

(Date of enactment) This code of behavior is enacted as of October 21<sup>st</sup>, 2016.