

December 9, 2019

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“Rules on Gifts, Reception and Entertainment” to be Established and Started Enforcing

Today (As of November 26), the Company committed to establishing “Rules on Gifts, Reception and Entertainment” to cover what the Company shall do about executives or employees accepting gifts, reception or entertainment from external stakeholders.

Going forward, we will plan more specific measures to be taken at each workplace designed to facilitate the smooth implementation of the rules. We aim to officially establish the measures as rules within the year as a target.

(Notification sent on November 26, 2019)

Today, the Company established “Rules on Gifts, Reception and Entertainment” and informed executives and employees of it.

The Company shall start enforcing the rules on December 16, 2019 after making best efforts to promote understanding the purpose and content of the rules among executives and employees so that they can correctly understand the rules and operate the rules appropriately.

Overview of the “Rules on Gifts, Reception and Entertainment”

- Gifts
 - Gifts are not to be accepted, except for novelty items such as those distributed at certain functions and as greetings and others at certain times of year.
- Reception and Entertainment
 - Reception and Entertainment (hospitality) is not to be accepted, except when there is a fee for participation that has been approved in advance by the Company.
- Reporting and Return
 - When gifts, reception or entertainment inevitably had to be accepted, it is to be reported to the Company, and the required measures are to be taken, such as the return of the gifts.
- Scope
 - Executives and employees.

The Company is promoting efforts to further strengthen compliance even prior to the release of the third-party committee’s results.

In addition, the Company will continue to respond earnestly to investigations by the third-party committee, fully accept its investigative results, and make every possible effort to restore trust while taking measures to prevent any recurrence.