



Uyemura Group Charter of Behavior

The Uyemura Group, with "Fully Committed to Acting in a Spirit of Sincerity" as our operating principle, declares that the Uyemura Group officers, full-time employees, and staff including part-time and temporary employees—the personnel individually engaged in the business activities of Uyemura Group—understanding and mastering this operating principle, shall carry out our corporate activities in conformity with the following operational guidelines.

- 1 . Make ours an enterprise that continues to grow in the 21st century.
- 2 . Be committed to a spirit of lawful compliance.
- 3 . Become a technological organization that leads the world.
- 4 . Work toward suggestion-driven sales in close association with the customer.
- 5 . Take initiatives to resolve environmental issues.
- 6 . Become a human resource who can play an active role in a borderless society.