

Kirin Group Compliance Policy

1 Definition of compliance

The Kirin Group defines "compliance" as follows.

Kirin Group companies and their employees not only comply with laws and regulations, internal and external rules and rules, but also fulfill the legal and ethical responsibilities required by society in response to requests from society.
By doing so, we will meet the expectations of our stakeholders* and maintain and improve the trust and corporate value of the Kirin Group.

*Compliance is defined not as simply complying with laws and regulations, but by defining it as responding to the demands of society, we will always be aware of changes in society as a company, and will make efforts toward thorough compliance in accordance with these guidelines.

* "Stakeholders" refer to (1) customers (2) global environment (3) communities (4) employees (5) business partners (6) shareholders and investors.

2 Relationship with management philosophy, vision and values

• "Kirin Group Compliance Policy" is the one that emphasizes the major ways of thinking and actions that are legally and ethically required to put into practice the management philosophy, vision, and values. At the same time, we promise to all stakeholders, and we encourage all partners in our supply chain to act in the spirit of our compliance policy.

3 Main rule

(1) Compliance with laws and responses to social demands

In developing our business, in addition to complying with the laws and regulations of each country concerned and the related business laws related to the products and services we handle, responding to the demands of society, we respect the economies, societies, traditions, cultures, etc. of the countries concerned and the domestic and overseas regions.

(2) Product/Service Safety/Quality

Based on the philosophy of "customer-oriented" and "quality-oriented," since our founding, we give top priority to the provision of high-quality products and services that satisfy customers, and are safe and secure.

(3) Environmental protection

We will endeavor to reduce carbon in all businesses, implement environmental conservation efforts, and contribute to the realization of a prosperous society in harmony with nature by proposing environmental value to our customers.

(4) Respect for human rights/respect for diversity

We will conduct business activities with respect for internationally recognized human rights and diversity.

We will also respect the humanity of our employees and build equal relationships. In addition, regardless of gender, disability, age, nationality, thoughts and beliefs, etc., we will work to create an environment in which diverse employees with a desire to grow can work comfortably and to create a rewarding organizational culture.

(5) Appropriate use and management of company assets and information

Regardless of whether it is tangible or intangible, we will properly manage company assets and information, prevent damage and theft, and will not perform illegal or illegal use. In addition, we will not disclose or leak information outside the company without our consent.

(6) Build proper relationships

We will strive to create sound and transparent relationships with our business partners and politics/administration, and will not make bribes, provide profits, or make illegal political contributions. We also take a firm stand against anti-social forces and have no relationship with them.

(7) Proper accounting and disclosure

Record financial and accounting records in accordance with relevant laws and internal regulations, and disclose them in a timely and accurate manner.

(8) Report/consultation

In light of the Kirin Group's compliance policy and various laws and regulations, we do not overlook the facts that seem to be problematic and promptly report or consult the leader or the contact point established by each company or group. The company will thoroughly protect those who report or consult.

5 Appendix

(1) Scope of compliance policy

This compliance policy applies to directors/employees and temporary employees of consolidated subsidiaries directly under Kirin Holdings and its constituent companies. If it is determined that the behavior of officers/employees deviates from this compliance policy, they will be punished according to the internal regulations.

(2) Revision and abolition of compliance policy

Revision or abolition of this compliance policy will be decided by the chairperson after deliberation by the Group Risk and Compliance Committee.

(3) Roles of Group Risk and Compliance Committee, Secretariat, and Group companies

The Group Risk and Compliance Committee will oversee compliance-related matters and

ensure that this compliance policy is firmly established.

The Secretariat of the Group Risk and Compliance Committee will formulate, promote, and support the policy to ensure that this compliance policy is firmly established at each Kirin Group company. In addition, we regularly monitor the status of compliance and report to the Group Risk and Compliance Committee to establish the PDCA cycle.

In order to ensure that this compliance policy is firmly established, each Kirin Group company will prepare compliance guidelines (or similar) as necessary, taking into consideration the characteristics of each region and business, laws and regulations, etc. We will formulate and promote policies, understand and permeate the importance of compliance among members, and strive to prevent compliance violations.

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