

Code of Conduct

of the Mitsubishi Paper Mills Group

March 1, 2023

The Mitsubishi Paper Mills Group hereby establishes the „Code of Conduct of the Mitsubishi Paper Mills Group” to assist it in fulfilling its social responsibility and in fostering a corporate group that deserves the trust of the community.

The top management of each company in MPM Group shall recognize that the observance of this Code of Conduct is an obligation, and he/she shall build effective governance systems for performing the obligations. The top management shall also encourage behavior based on the principles of this Code of Conduct within the supply chain of our group.

1. Purpose of corporate activities

Through high technology and innovation centered on functional materials and paper materials, we shall develop and provide useful and safe products and services to society, in order to ensure sustained growth of the MPM Group and contribute so sustainable development of society.

2. Integrity and legal compliance

We shall act with integrity and sincerity as a member of society, and observe the letter and the spirit of domestic and foreign laws, regulations, etc. We shall conduct fair and transparent corporate activities, disclose corporate information proactively and properly communicate constructively with relevant stakeholders in order to offer greater insight into the MPM Group, and shall strive to improve corporate value.

3. Work environment with consideration given to diversity and with safety the paramount priority

We shall give top priority to safety and health in the workplaces and respect each employee's personality and individuality. We shall develop pleasant and fulfilling workplaces by maintaining an influx of diverse human resources, and ensure that each employee can exercise and enhance his/her abilities.

4. Coexistence with global environment

We shall contribute to the preservation of the irreplaceable global environment and the formation of a recycling society by sincerely addressing environmental concerns and making efforts in the sustainable management of forests, global warming countermeasures, respect for biodiversity, and the reduction of our environmental footprint, among other areas.

5. Respect of human rights

We shall conduct business that respects the human rights of all people, such as people affected by our corporate activities, people in the local community and people in the international community.

6. Cooperation with international community

We shall fully respect the cultures and customs of the regions of the world in which we conduct corporate activities, and strive to earn the trust of society.

7. Thorough crisis management

We shall strive to maintain order and safety in civil society and in our corporate activities, and strictly implement systematic crisis management in preparation for natural disasters, cyberattacks, antisocial behavior or terrorism, etc.