

# Conceptual Framework for Daicel Group Values

## Basic Philosophy

We place great importance on the Basic Philosophy concept, and in future will continue to hold this concept without being influenced by changing times.

**The company making lives better by co-creating value**

*Sustainable Value Together*

Co-creating value ... Understanding and communicating together with various partners, to jointly create new value

## Daicel Group Conduct Policy

We, the Daicel Group, have established the following Conduct Policy in order to realize our Basic Philosophy. Every member of the Daicel Group shall fully understand and voluntarily consider this Conduct Policy and shall put it into practice in a tangible way through their daily activities.

1. We shall not only comply with all laws and regulations but also act with high ethical standards and sound judgment.
2. We shall contribute to the development of society as good corporate citizens.
3. We shall offer safe, high-quality products and services that satisfy and gain the trust of our customers.
4. We shall contribute to the development of local communities by complying with international rules and each country's laws and regulations and by respecting local cultures and customs.
5. We shall willingly and justly disclose reliable corporate information.
6. We shall conduct honest trade in accordance with the basic principles of fair and free competition.
7. We shall work positively to conserve the natural environment and to ensure safety.
8. We shall properly manage corporate assets and information.
9. We shall respect the diversity, personality and individuality of every member connected to Daicel Group and shall contribute to realize a healthy and sound society that is free from discrimination and harassment.

## Sustainable Management Policy

Upon a firm foundation of safety, quality and compliance, the Daicel Group will realize its basic philosophy by both contributing to the establishment of a sustainable society and pursuing business growth with integrity, tireless efforts and self-transformation.

**We create and provide people with new values to achieve better quality of life.**

**We construct a circular process with all our stakeholders to make harmonious coexistence with the environment.**

**We promote “human-centered business management” that enables diverse employees to grow while establishing their own presence and achieving fulfillment.**

