

## **SCREEN Group CSR Charter**

The SCREEN Group will contribute to the development and sustainability of society by satisfying the expectations and maintaining the trust of society in a forward thinking manner based upon our corporate philosophies of “Sharing the Future”, “Human Resource Development” and “The Pursuit of Technology”.

### **1. Provision of Products and Services Beneficial to Society**

The SCREEN Group will provide products and services which are beneficial to society through the pursuit of new technologies, and aim to share our vision of a prosperous future.

### **2. Respect for Human Rights and Friendly Work Environment**

With our belief that people are the core of our business operations, the SCREEN Group will respect the human rights of each and every person, and support the performance of our diverse workforce. We will also create a safe and sound work environment so that employees can work comfortably and at ease.

### **3. Establishment of Friendly Environment for People and Our Planet**

The SCREEN Group considers environmental issues such as global warming and pollution as substantial concerns for sustainable social development, and therefore, we will engage in business activities incorporating environmental concerns which are friendly to both people and our planet.

### **4. Sound and Effective Corporate Governance**

The SCREEN Group will implement high transparency in the management of its business by sound and effective corporate governance.

### **5. Compliance with Laws and Regulations, and Standards of Ethics**

The SCREEN Group will comply with all applicable laws and regulations, as well as standards of ethics of all relevant countries, and will conduct business activities in a fair and sensible manner.

## **6. Appropriate Management and Utilization of Information and Intellectual Property**

The SCREEN Group will, through development of information security, and in compliance with local laws of all relevant countries and our internal regulations, appropriately manage and maintain the confidentiality of our trade secrets as well as information such as personal information and intellectual property, and we will also seek practical applications therefor.

## **7. Appropriate Disclosure of Company Information**

In addition to actively communicating with stakeholders, the SCREEN Group will disclose information relating to the Group in a timely and appropriate manner.

## **8. Corporate Social Responsibility as Good Corporate Citizen**

The SCREEN Group will actively participate in activities which contribute to society as a good corporate citizen in order to promote sustainable social development.

## **9. Exclusion of Anti-Social Forces**

The SCREEN Group will ban any relationships with anti-social forces, including organized crime groups, which pose a threat to public order and safety of society.

# **SCREEN Group Code of Conduct**

## **Basic Policies**

We, all directors, officers, and employees of the SCREEN Group, will continue to strive to create new value, and contribute to the realization of a better environment, by giving our full attention to society with a forward-thinking attitude at all times. In addition, each of us will seek to strengthen our personal character through the enjoyment of our work and be conscientious in taking actions which display integrity and decency as members of society.

## **1. Provision of Products and Services Beneficial to Society**

The SCREEN Group will provide products and services which are beneficial to society through the pursuit of new technologies, and aim to share our vision of a prosperous future.

### **(1) Creation of Products and Services**

We will devote our attention to the market with open-mindedness and interest at all times, and continue to be responsive to the changing needs of society. We will also strive to come up with new ideas, by challenging for the better, to create products and services having new and innovative features.

### **(2) Provision of Products and Services Responsive to Market Needs**

We will be carrying out on-going marketing activities, and will provide products and services that satisfy the needs of the market.

### **(3) Quality Improvement and Ensuring Safety**

In order to ensure customer satisfaction and our credibility, we will strive to improve and ensure the quality and safety of our products and services.

### **(4) Customer Support**

We value communication with our customers, and will provide them with information relating to our products and services in a proactive and appropriate manner. We will also respond to requests and inquiries of our customers in an expeditious and proper manner, and provide proper assistance to maintain the stable supply of our products.

## **2. Respect for Human Rights and Friendly Work Environment**

With our belief that people are the core of our business operations, the SCREEN Group will respect the human rights of each and every person, and support the performance of our diverse workforce. We will also create a safe and sound work environment so that employees can work comfortably and at ease.

### **2-1. Respect for Human Rights**

#### **(1) Respect for Fundamental Human Rights and Non- Discrimination**

We will respect the fundamental human rights of all people, and will not engage in any discriminatory treatment, or improper acts or conduct, based upon race, color, ethnicity, religion, gender, sexual orientation, national origin, age, mental or physical disability, or genetics.

#### **(2) Prohibition of Harassment**

We will not tolerate any illegal or inappropriate acts which degrade or disregard the dignity of individuals, such as sexual harassment, power harassment, or other such acts.

#### **(3) Prohibition of Child and Forced Labor**

We will not utilize or tolerate the use of child labor, workers under the minimum employment age, or any form of forced or compulsory labor.

#### **(4) Respect for the Rights of Workers**

We will respect the rights of workers to associate freely, join labor unions, and participate in the activities of labor unions in accordance with the local laws of all relevant countries.

#### **(5) Refusal to Take Part in the Infringement of Human Rights**

We will not infringe human rights nor take part in the infringement of human rights by a third party.

#### **(6) Respect for Culture and Customs**

We strive to understand and have respect for various cultures and customs of all countries and regions.

## **2-2. Friendly Work Environment**

### **(1) Work Environment Which Enables the Fulfillment of One's Ability**

We acknowledge the diverse values which exist among us, and seek to establish a work environment which enables the fulfillment of each individual's ability.

### **(2) Developing and Making Active Use of Diverse Human Resources**

We will establish a program to support the career paths of employees, as well as a system to fairly treat and evaluate employees, and will develop and actively utilize diverse human resources.

### **(3) Compliance with Laws and Regulations with respect to Labor Standards**

We will comply with all local laws and regulations of all relevant countries with respect to standards for labor, such as wages and working hours, etc.

### **(4) Safe and Sound Work Environment**

We will establish a work environment which is safe and sound, and comply with all laws and regulations of relevant countries as well as any other relevant rules relating to the health and safety of our workplace and prevention of work-related injuries or deaths. We will strive to be prepared for emergencies, such as natural disasters or pandemics, to ensure the safety of employees.

## **3. Establishment of Friendly Environment for People and Our Planet**

The SCREEN Group considers environmental issues such as global warming and pollution as substantial concerns for sustainable social development, and therefore, we will engage in business activities incorporating environmental concerns which are friendly to both people and our planet.

### **(1) Provision of Eco-Friendly Products and Services**

We will actively develop and provide eco-friendly products and services.

### **(2) Promotion of Environmental Load Reduction in Business Operations**

In order to realize a sustainable society, we will strive to promote environmental load reduction and contamination control in every phase of our business operations.

### **(3) Compliance with Environmental Laws and Regulations**

We will comply with all environmental laws and regulations of all relevant countries, establish our own standards and objectives, as well as work towards the achievement thereof.

#### **4. Sound and Effective Corporate Governance**

The SCREEN Group will implement high transparency in the management of its business by sound and effective corporate governance.

##### **(1) Group Management**

We will establish internal control system for the entire SCREEN Group and address management issues as a whole.

##### **(2) Effective Execution of Operations**

We will effectively execute our business by eliminating unproductive activities and acting promptly to address any issues that may arise.

##### **(3) Establishment of Risk Management System**

We will establish a risk management system by understanding the risks associated with business operations. Furthermore, we will implement our business plan to maintain the steady supply of our products and services in the event of unforeseen circumstances such as large-scale disasters.

##### **(4) Ensuring the Reliability of Financial Reports**

We will ensure the reliability of our financial reports by appropriately developing and managing the internal control systems in conformity with any relevant laws and regulations, accounting standards, and any other relevant rules.

#### **5. Compliance with Laws and Regulations, and Standards of Ethics**

The SCREEN Group will comply with all applicable laws and regulations, as well as standards of ethics of all relevant countries, and will conduct business activities in a fair and sensible manner.

##### **5-1. Matters Pertaining to Business Transactions**

###### **(1) Fair Competition and Business Transactions**

We will comply with all competition laws and regulations of relevant countries prohibiting any acts which hinder fair competition and fair business transactions (such as unlawful cartels or bid-rigging).

## **(2) Appropriate Purchase Transactions**

We will maintain appropriate business relationships with properly selected business partners. We will not engage in unfair dealings such as forcing our partners to accept unreasonable terms and conditions, or unfairly utilizing our advantageous position in business.

## **(3) Prohibition of Business Entertainment and Gifts**

We will not provide or accept any business entertainment or gifts which are prohibited by laws and regulations of any relevant countries, or not in accordance with generally acceptable business practices.

## **(4) Healthy Relationship with Administrative Agencies and Political Organizations**

We will not provide gifts or business entertainment to domestic or foreign government officials, civil servants or any other persons in equivalent or similar positions. We will not make political donations which fall outside the extent permitted by any laws and regulations of any relevant countries.

## **(5) Complete Adherence to Security Export Control**

In the event of exporting any goods (i.e., products, parts, equipment, or raw materials) or technologies (i.e., software, data, drawings, documents), and to maintain international peace and security, we will comply with all applicable laws and regulations of all relevant countries relating to export control as well as our company regulations, and will conduct any necessary export control procedures including classification, customer screening, or license applications.

## **(6) Promotion of Social Responsibility in the Supply Chain**

We place emphasis on our social and environmental responsibility, as well as efforts to enhance corporate ethics in the supply chain as a whole. Accordingly, we will provide our partners with the "SCREEN Supplier Code of Conduct", and we will encourage our business partners to approve and cooperate with same.

## **5-2. Matters Pertaining to the Company and Individuals**

### **(1) Prohibition of Conflicts of Interest**

We will not engage in any acts which compete with the business, or are in conflict with the benefit, of our company (the "Company"), for our own or any third party's benefit.

**(2) Prohibition of Acts Detrimental to the Reputation and Interests of the Company**

We will not engage in any acts which are detrimental to the reputation, goodwill, or interests of the Company, within or outside of the Company, including misuse of the Internet.

**(3) Prohibition of Unauthorized Use of Company Assets**

We will appropriately manage the Company's tangible and intangible assets, including the Company's equipment, facilities, information, and intellectual property, and will not improperly make use of such assets for the benefit of ourselves or others.

**(4) Prohibition of Fraudulent Reimbursement Claims**

In the event of utilizing the company expenses, we will follow the rules of the Company and will not make any fraudulent reimbursement claims.

**(5) Prohibition of Insider Trading**

In the event that we have or obtain any insider information of the SCREEN Group, customers or business partners, we will not engage in any transactions with respect to the relevant stock prior to the public announcement or disclosure of such information. Furthermore, we will not disclose any insider information to any third party except to any person who is deemed to be in need of such information for legitimate business reasons.

**6. Appropriate Management and Utilization of Information and Intellectual Property**

The SCREEN Group will, through development of information security, and in compliance with local laws of all relevant countries and our internal regulations, appropriately manage and maintain the confidentiality of our trade secrets as well as information such as personal information and intellectual property, and we will also seek practical applications therefor.

**6-1. Appropriate Management of Information**

**(1) Appropriate Management of Trade Secrets**

We will appropriately manage our trade secrets throughout the process of creation, storage, disclosure and disposal thereof in accordance with our internal regulations and will prevent any unintended disclosure or leakage.



## **(2) Appropriate Management of Trade Secrets of a Third Party**

In the event of acquisition of any trade secrets from a third party, we will properly obtain such trade secrets and will properly manage any trade secrets obtained from a third party in accordance with an agreement with such third party.

## **(3) Appropriate Management of Personal Information**

We acknowledge the importance of personal information, and will appropriately handle and protect the confidentiality of such personal information throughout the process of acquisition, recordation, use and disposal thereof, as required by applicable law.

## **6-2. Appropriate Management and Utilization of Intellectual Property**

### **(1) Creation, Protection and Utilization of Intellectual Property**

We recognize the importance of intellectual property for strengthening our business competitiveness and efforts to differentiate our products from competitors' brands, and accordingly, we will appropriately make registrations for the protection of our rights and make effective use of such intellectual property as well as endeavor to actively create same.

### **(2) Respect for Intellectual Property of Third Parties**

We will respect the intellectual property rights of third parties. Consistent with legal requirements, we will properly conduct preliminary searches at all appropriate stages, including development, production, and sales of products and services to prevent any infringement of any rights, including patents, of a third party. Furthermore, in the event of use of a copyrighted work of any third party, we will conduct such use in accordance with applicable law.

## **7. Appropriate Disclosure of Company Information**

In addition to actively communicating with stakeholders, the SCREEN Group will disclose information relating to the Group in a timely and appropriate manner.

### **(1) Communication with Stakeholders**

We value proactive communication with our stakeholders, and accordingly, we will promote the understanding of our business activities by carefully listening to the opinions and needs of stakeholders, and make effective use of the same in our business activities.

**(2) Timely and Appropriate Disclosure of Corporate Information**

We will disclose corporate information to stakeholders in a timely and appropriate manner, and will require accountability.

**8. Corporate Social Responsibility as Good Corporate Citizen**

The SCREEN Group will actively participate in activities which contribute to society as a good corporate citizen in order to promote sustainable social development.

**(1) Active Participation in Activities which Contribute to Society**

We will actively participate in activities which contribute to society in the name of the SCREEN Group. Furthermore, we will assist our employees to voluntarily participate in activities which contribute to society.

**9. Exclusion of Anti-Social Forces**

The SCREEN Group will ban any relationships with anti-social forces, including organized crime groups, which pose a threat to public order and safety of society.

**(1) Exclusion of Anti-Social Forces**

We will stand firm against, and reject, unreasonable demands and requests of anti-social forces. Furthermore, we will not engage in any transactions or relationships of any kind with anti-social forces. We will also demand that our customers and business partners also eliminate any relationships with anti-social forces.

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