

News Release

April 1, 2022

Revision of the Nabtesco Group Code of Ethics

Nabtesco Corporation (headquarters : Chiyoda-ku, Tokyo; President & CEO: Kazumasa Kimura) hereby announces that it revised the Nabtesco Group Code of Ethics on April 1, 2022.

Nabtesco established the Nabtesco Group Code of Ethics on December 27, 2016, which sets the appropriate behavioral standards that all Nabtesco Group personnel are required to meet to ensure compliance. In view of the revisions made to the related laws and regulations since the formulation of the Code of Ethics, recent changes in the global business environment and situation, and of the need to align the Code with Japan's National Action Plan on Business and Human Rights, Nabtesco has made revisions to the Code, including revisions as described below:

- (1) Prohibit any type of discrimination, bullying or harassment
- (2) Raise awareness of the importance of maintaining a work-life balance
- (3) Practice responsible procurement and supply activities following proper trade policies in compliance with relevant laws and regulations
- (4) Develop, design, manufacture and sell safe and suitable products
- (5) Effective management system to combat external cybersecurity risks such as cyber-attacks and hacking
- (6) Control the emission of hazardous substances, consider the global environmental impact of every aspect of our operations while also seeking to form a cooperative relationship with local societies and communities

Nabtesco revised the Code of Ethics by incorporating the opinions of Nabtesco Group companies in and outside Japan (China, Southeast Asia, Europe and North America) for the revised Code to cover all the necessary items for the Nabtesco Group to conduct business activities as a global company.

Going forward, in line with the Code of Ethics translated and disseminated in 11 languages, Nabtesco will conduct compliance education and enlightenment activities across the Group to further enhance and promote compliance-oriented management toward meeting the expectations of all its stakeholders (customers, employees, business partners, shareholders and local communities).

Nabtesco Group Code of Ethics : <https://www.nabtesco.com/en/ir/policy/compliance.html>

End

【Contact】

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