

Roland Group Code of Conduct

The Code of Conduct is a policy established by the Roland DG Group to ensure that directors and employees conduct themselves according to our principles and values.

CREATION OF NEW VALUE

- We will maintain a spirit of creative inquiry and help make people's lives better by creating innovative value.
- We will strive harder towards making the company the *best* rather than the *biggest* and will work to improve corporate value through the excellence, sustainable business development.
- We will continually challenge new fields with unrestricted imagination and originality.

GLOBAL BUSINESS EXPANSION

- We will constantly pursue new opportunities and engage in business activities with the goal of global expansion.
- We will respect the diversity in various regions around the globe, including their histories and cultures, and will remain conscious of the importance of harmonious coexistence as we conduct our business activities.
- We will do our part to conserve the global environment in order to ensure a pleasant society for the people of the world.

CLEAN AND OPEN CORPORATE CULTURE

- Each one of us will remain conscious of social responsibility and will observe laws and social ethics when conducting ourselves.
- Each one of us will build trust by following our consciences to make fair decisions and by maintaining transparency and accountability.
- We will create a corporate culture in which everybody can work with enthusiasm and passion.