

Revision of Mission, Vision, Values and Code of Conduct of the DOWA Group

DOWA HOLDINGS CO., LTD. (4-14-1 Sotokanda, Chiyoda-ku, Tokyo; Capital: 36.4 billion yen; President: SEKIGUCHI Akira) announces that it has revised the Mission, Vision, Values and Code of Conduct of the DOWA Group.

The social and business environments surrounding individuals and enterprises have been changing dramatically in recent years. In the circumstances, enterprises are now required to connect their corporate activities directly to solutions to social issues and contribute to achieving a sustainable society. That has become more important as the world is changing due to the COVID-19 pandemic.

The Company has been conducting business activities that address social issues under its mission: DOWA helps to create an affluent, recycling-oriented society through its business activities worldwide. To continue to meet rapidly changing social expectations for companies, the Company has revised its mission, vision, values and code of conduct, on which its business activities are based, from a medium- to long-term perspective.

The Company has made the revisions by referring to the principles of the UN Global Compact, the SDGs and the Charter of Corporate Code of Keidanren (Japan Business Federation), among other guidelines, reflecting what stakeholders expect from us, and considering the Company's corporate culture cultivated in its long history. The revision has been approved by the Board of Directors of the Company.

The Company will conduct business activities under these guidelines and will continue to contribute to building a sustainable society.

Mission, Vision, Values and Code of Conduct of the DOWA Group

Mission: The reason for existence of the DOWA Group

Contribute to creating an affluent, recycling-oriented society through our business activities worldwide.

Vision: The vision of the DOWA Group (our goal in 2030)

Contribute continuously to building a sustainable future through our core businesses, the promotion of resource recycling, and the provision of excellent materials and technologies.

Value: The values of the officers and employees of the DOWA Group

1. Properly understand social issues and address them.
2. Act honestly and responsibly.
3. Engage in fair competition.
4. Embrace change and turn it into an opportunity to challenge ourselves.
5. Respect diversity and individuals.

Code: The exemplary behavior and judgment for the officers and employees of the DOWA Group

1. Improving corporate value and resolving social issues
We shall improve our corporate value and solve social issues to contribute to the achievement of a sustainable society.
2. Pursuing improvements in technologies and quality
We shall proactively meet social and customers' needs by continuing to commit to the improvement of technologies and quality.
3. Promoting occupational health and safety
We shall act with full recognition of "safety first" and strive to prevent occupational accidents and injuries. We shall also maintain and improve the working environment in order to safeguard the health and safety of all people involved in our business.
4. Reducing environmental loads
We shall strive to reduce the environmental impact of our business activities. Moreover, all officers and employees shall be united and promote to reduce greenhouse gas (GHG) emissions and addressing biodiversity, among other initiatives. We shall proactively disclose relevant information.
5. Implementing governance practices
We aim to create an open and transparent organization by establishing and operating a framework that brings discipline to our business activities with high ethical standards. Moreover, we shall prevent fraud and misconduct, including corruption, bribery and abuse of dominant

bargaining position, and shall not engage in any prejudicial treatment of individuals who blow whistle on such fraud and misconduct.

6. Complying laws, regulations, rules and procedures

We comply with laws, regulations, rules and procedures. We shall engage in fair competition, fair transactions and responsible procurement activities. We shall block all relations with antisocial forces.

7. Adopting comprehensive risk management

We shall take steps to ensure we are prepared for large-scale disasters, while practicing risk management and crisis management. We shall also strictly control information assets and intellectual property, including management information and personal information.

8. Changing, challenging and growing

We shall transform ourselves by focusing on changes in society and learning humbly, while placing value on our own history. Moreover, we shall maintain our corporate culture of quickly and boldly taking on challenges and continuing to grow. We shall support the autonomous growth of individuals through the delegation of authority and the provision of quality education.

9. Respecting individuals

We respect the rights of all people and shall avoid discrimination on any grounds such as race, age, gender, gender identity, sexual orientation, physical characteristics, disability, ethnicity, nationality, birthplace, religion, political affiliation, group activity, marital status, pregnancy and family situation. Moreover, we shall never engage in any unlawful or unreasonable act, such as forced labor including child labor, inhumane treatment and harassment.

10. Encouraging teamwork

We shall trust each other and promote teamwork in order to achieve maximum results. We shall remain a free and open organization where communications are rich.

11. Engaging in constructive dialogues with stakeholders

We shall disclose information in a timely, appropriate and fair manner to all stakeholders, including shareholders, customers, partner companies, creditors, local communities, administrative agencies and employees, and conduct constructive dialogues with them.

12. Contributing local communities

We are aware that we are members of local communities and shall engage in business activities with due attention to corporate social responsibility (CSR). Moreover, we shall contribute to community development by proactively promoting social contribution activities in line with regional characteristics. We shall also strive to promote education, sports and culture and protect cultural assets.