

## Kusumoto Chemicals Group Policy on the Prohibition of Conflict of Interest

The Kusumoto Chemicals Group, which is comprised of Kusumoto Chemicals, Ltd. and its subsidiaries (hereinafter referred to as “Kusumoto Chemicals”), prohibits activities that damage the interests of the company due to officers or employees using their positions or information learned in the course of duties. In addition, the company prohibits all acts that would damage the reputation and honor of the company.

All company judgments in the course of business are made fairly and transparently while the best interests of the company are considered at all times. The officers and employees of the company must personally avoid any situation or relationship building that may invite a conflict of interest arising from involvement outside work with another company or individual based on a high sense of ethics, and if any case where there is such a possibility arises, the company will take the measures required as appropriate.

January 1, 2025

Kusumoto Chemicals, Ltd.

Director : KUSMOTO Ryota