

Toyo Tires Group Code of Conduct

■ Integrity

1. Compliance

We shall comply with laws and internal rules in all aspects of our business activities and shall conduct ourselves according to the highest ethical standards.

2. Accounting Procedures

We shall ensure proper accounting in accordance with laws and internal rules for financial reporting, accounting, tax and internal controls.

3. Company Assets

We shall properly manage and utilize tangible and intangible company assets, including intellectual property rights.

4. Information Security

We shall properly manage and protect both internal and external confidential and personal information.

5. Free Competition and Fair Trade

We shall conduct business in an open and fair manner in accordance with all applicable laws and regulations in each country and region.

6. Gifts and Entertainment

We shall not accept or provide gifts or entertainment in contravention of applicable laws and regulations or social practices in each country and region.

7. Relationships with Politicians and Public Officials

We shall not provide inappropriate money, goods or entertainment to politicians or public officials.

■ Manufacturing

8. Provision of Products and Services

We shall give top priority to safety and provide eco-friendly, high quality products and services in order to win public confidence.

■ Human

9. Safe and Healthy Workplace

We shall strive to improve safety, health, the environment and disaster prevention at our workplace.

10. Respect for Diversity

We shall respect each other and strive to create a dynamic workplace that is free of discrimination and harassment.

■ **Environment**

11. Eco-friendly Activities

We shall strive to promote eco-friendly activities in accordance with all applicable environmental laws and regulations.

■ **Society**

12. Interactive Communication

We shall build good relationships with stakeholders through appropriate disclosure and interactive communication.

13. Prohibition of Insider Trading

We shall never buy or sell stocks and other securities using non-public information about the Toyo Tires Group or other companies.

14. Social Contribution Activities

As members of the local community, we shall take an interest in social issues and strive to cooperate in addressing them.

15. Human Rights and Local Communities

We shall respect the human rights of people engaged in our business activities, local cultures, and customs.