

## ◆ Compliance Program

Osaka Soda Group officers and employees thoroughly comply with laws and ordinances and act in a corporate ethical manner in line with the Compliance Program, which is based on the Mission Statement. It is understood that in order to continue to grow the business and enhance corporate value, the most important thing is for each person to be honest and possess the confidence and sense of responsibility of a professional, accept the individuality of others and diversity, and spare no effort to achieve targets, and to put this into practice.

