

## *KEYENCE Group Code of Behavior*

Amended: June 10,2022

All officers and employees in the KEYENCE Group are required to understand and comply with the Code of Behavior in all business activities. Compliance with the Code of Behavior is also required for all suppliers (including subcontractors) and partner companies in addition to all KEYENCE Group officers and employees.

The following are the main tenets of the KEYENCE Code of Behavior.

<To comply with laws and rules>

We shall comply with all laws and regulations of the country or region in which business activities are performed.

<Respect of human rights and Prohibition of Discrimination and Harassment>

We shall respect the basic human rights of individuals and shall not discriminate according to race, gender, nationality, creed, age, or disability. In addition, KEYENCE shall not make any statement or perform any action that could be considered harassment (including sexual harassment).

<Child Labor/Forced Labor>

We prohibit in any type of forced labor. We also confirm the age at time of hire and shall not engage contract or any employment contract with children under the minimum age for employment as stipulated by local labor laws and regulations or any other applicable local law or regulation.

<Freedom of association, Right to collective bargaining>

We respect the right to freedom of association and collective bargaining in accordance with local laws.

<Freely Chosen Employment>

We confirm intent of all workers and they must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment. We shall not require to surrender passports, or work permits as condition of hire. We shall not collect fees or other monies in any form. We use reliable dispatched agencies when hiring dispatched employees. We regularly review our contracts with the dispatched agencies to ensure that they are in compliance with all applicable laws and regulations.

<Wages and Working Hours>

We shall not engage in employment contracts for any amount below the minimum wage for employment as stipulated by the applicable laws and regulations. In addition, we shall compensate workers for overtime hours according to the applicable laws and regulations.

<Workplace Health and Safety>

We shall maintain a safe and hygienic workplace environment while complying with laws and regulations regarding workplace health and safety, and while practicing workplace safety and safety-related activities.

<Fair Trade>

We shall not engage in unfair or unethical transactions in violation of antitrust laws. In addition, we shall not engage in unfair competition activities such as obtaining or using confidential or other privileged information from other companies without proper authorization.

<Prohibition of Bribery and Corruption of Civil Servants>

We shall not receive or offer any form of bribe, kickback, or entertainment to or from any public servant or equivalent individual, either domestically or internationally.

<Gifts and Entertainment>

As a general rule, we shall not offer any gift or entertainment to customers. If the gift/entertainment is considered a minimum necessity for business activities, and corporate approval is obtained, the value shall be limited to a reasonable amount, and the actions must not violate any law or business practice.

<Information Security and Privacy>

We shall comply with all laws and regulations related to information security and privacy in addition to appropriately and strictly managing trade secrets, personal information, in-house information, and any other information obtained through interactions with other companies.

<Protection of Intellectual Property>

We shall appropriately and strictly manage all intellectual property in order to prevent inadvertent leakage, disclosure, or infringement of intellectual property. In addition, we shall respect and refrain from infringing on the intellectual property of third parties.

<Insider Trading>

We shall strive to prevent insider trading through strict information management in addition to timely and appropriate disclosure.

<Conflicts of Interest>

We shall not act against the company's legitimate interests for the benefit of KEYENCE or any other party.

<Proper Accounting and Taxation>

We shall ensure appropriate accounting, recordkeeping, and payment based on applicable laws and regulations.

<Suppliers>

We shall establish procurement guidelines and basic business agreements with suppliers while also requiring compliance from all suppliers and partner companies.

<Anti-Social Forces>

We shall have no connection, including business relations, to any anti-social forces. All unfair requests shall be refused, and relevant company departments will promptly cooperate with external organizations as required.

<Environmentally Friendly Business Activities>

We shall work to reduce its impact on the environment based on the Environmental Policy by focusing on the development, manufacture, and sale of automatic control equipment, measuring equipment, information equipment and related electronic application equipment, and optoelectronic equipment.