

AIDA Group Action Guidelines

Policy Established October 14, 2003

The “AIDA Group Action Guidelines” are a compilation of ideas upon which the pursuit of our business activities should be based, making all executives and employees in the AIDA Group aware of our social responsibility to “develop globally as a forming systems builder and continue to contribute to the people and society” as stated in our corporate philosophy.

Therefore, it is important that we all conduct our day-to-day operations based upon this policy. Should problems occur which are not identified in this policy or are not clear how to handle, please consult with your direct supervisor or with a compliance manager.

1. Contributing to the Needs of Society

We will make every effort to conduct high-quality business activities in order to meet social needs.

- (1) We will make every effort to supply high-grade, high-quality products and service in order to satisfy our customers worldwide.
- (2) We will take pride as the leading company in the field of metal forming systems; and recognizing our responsibility as a corporate citizen in the international community, we will conduct sound business operations in countries and regions throughout the world.

2. Compliance with the Law and the Spirit of the Law

We will comply with laws and the spirit or ethics of the law, and we will conduct our business activities impartially and in good faith.

- (1) When there is a conflict between corporate profits and ethics, we will always prioritize ethics.
- (2) When we face compliance-related issues, we will actively seek solutions through free and lively discussion.
- (3) We will stand firm against antisocial activities that pose a threat to safety and order in civil society.

3. Respect for All Concerned Parties

In the pursuit of our business activities, we will respect all concerned parties, including customers, stockholders, business partners, and local communities, and we will contribute to the sound development of society.

- (1) We will respect the dignity and basic human rights of all concerned parties and will create a corporate culture that fully respects human dignity.

- (2) We will maintain healthy transparent relations with customers and business partners.
- (3) We will appropriately disclose information such as management policies and business performance, etc., required by concerned parties such as stockholders and investors to enhance the transparency of our business activities.
- (4) In this era of globalization, we will have respect for all cultural customs and traditions, and we will contribute to the development of local communities.

4. Promoting Environmentally Friendly Business Activities

We will always strive to preserve the global environment as we engage in business activities.

- (1) We will promote the development of products that give consideration to resource conservation, energy conservation, low vibration, and low noise.
- (2) We will conduct business activities that consciously strive maintain and improve the environment, and we will strive to promote recycling and waste reduction.

5. Proper Usage of Confidential Information and Respect for Intellectual Property

We understand the importance of confidential information and intellectual property and we will manage it appropriately. We will also strive to create intellectual property at AIDA.

- (1) We will strictly control confidential information of companies and individuals. We will not improperly obtain, utilize, or disclose such information.
- (2) We will strive to create and to leverage all of AIDA's intellectual property such as patents, technical expertise, etc.

6. Respect for Employees and Environmental Consideration

We will respect each employees as an individuals, and we will strive to create a workplace environment where all employees can safely and fully employ their abilities.

- (1) Each associate will voluntarily and independently act in accordance with high ethical standards.
- (2) We will conduct business while respecting each other's human rights and personality, always aiming to strictly maintain compliance and workplace safety and to improve work efficiency and quality. We will also create a free and open workplace where all things can be discussed freely.