

Nippon Paint Group Global Code of Conduct

Global Code of Conduct ensure our people act according to our Purpose and our stakeholders understand how we operate

DEALING WITH INTEGRITY

We maintain our reputation by conducting our business in a fair and honest way

- We compete fairly
- We market responsibly
- We conduct business ethically
- We comply with laws, regulations and maintain accurate records
- We do not tolerate bribery or corruption
- We avoid conflicts of interest and are responsible to act sensibly with gifts and entertainment
- We prohibit insider trading
- We do not compromise on quality or safety
- We protect our assets and confidential information
- We use technology and innovation to enhance and enrich

WORKING TOGETHER

We care and work as a team to ensure the safety and well being of all our stakeholders

- We care about people
- We work as a team
- We embrace diversity
- We treat each other and our stakeholders fairly
- We provide a safe and healthy workplace free from harassment and discrimination
- We act in the best interests of the company
- We work collaboratively with our partner companies for the greater good
- We act in accordance with the Global Code of Conduct and protect those that speak up

RESPECTING ENVIRONMENT & COMMUNITIES

We respect and enrich the environment & communities that we operate in

- We embrace social and environmental responsibility
- We respect human rights, including supporting all efforts to eliminate forced labour and child labour
- We strive to reduce the environmental impact of what we do
- We aim to leave a positive and sustainable footprint

Acting in accordance with Global Code of Conduct, Speaking Up when there is a suspected breach and protecting others who Speak Up is a responsibility for all who work with us.

<To Speak Up>*

(*)supplementary notes:

- Concrete focal point information/procedures for Speak up by employee is provided locally in a manner of no unfair treatment or fear of retaliation to those who make honest speak up.