



The Code of Behavior

MCE Ltd.

1. Social Mission of Our Company:

Contributing to the society through our valuable products, encouraging free and fair competition and gaining trust from the consumers and users.

2. Awareness and Responsibility as a Member of the ACT Group:

Having awareness as a member of the Mitsui Kinzoku ACT group, and while constantly acting with dignity and responsibilities, maintaining sound and appropriate relationships with politics and public administration.

3. Compliance to Regulations and Company Rules:

Observing the domestic and overseas regulations, social and internal rules, and acting according to good common sense.

4. Contribution to the Society:

Seeking good communication with the society to actively engage in social contributions, while respecting the foreign cultures and customs, thus conducting the management that contributes to the local communities.

5. Active Information Disclosure:

Disclosing corporate information actively and fair, thus aiming at trustworthy company to the society.

6. Elimination of Anti-Social Behavior:

No association with anti-social groups or organizations.

7. Harmony with Environmental Protection:

Making an effort in performing business activities that consider the prevention of pollution and preservation of global environment, while striking a balance between the corporate development and the environmental protection.

8. Maintenance of Workplace Environment:

Respecting the associates' human rights, personality and individuality, and creating safe and ideal workplace environment.

9. Exemplary Initiatives by Management Personnel:

Management personnel shall bear in mind that his/her own role is to actualize the spirits of this Code of Behavior, and take initiative to be exemplary for thoroughly publicizing this code among the people involved in the Group. Also, he/she shall constantly grasp the opinions of people inside and outside of the company, and consolidate the effective company structure while vigorously implementing the corporate ethics.

10. Clarifying Responsibilities:

If any violation against this Code of Behavior arises, management shall take initiative for solving the problem, investigate the causes, prevent recurrence of such violation, carry out prompt and accurate information disclosure to the society and take rigorous actions against those who are responsible, including himself/herself.