

# FANUC Code of Conduct

FANUC CORPORATION

First edition : December 22, 2015

Revision : July 29, 2019

Revision : October 28, 2019

Revision : January 26, 2024

Officers and employees of FANUC shall practice the following with “Strict Preciseness” and “Transparency,” which are the basic principles of FANUC.

- ① Upholding of a high standard of ethics
- ② Compliance with laws and regulations, and internal rules
- ③ Respect for human rights and diversity
- ④ Contribution to the benefit of FANUC

## Prohibited Acts which require Particular Attention

1. To discriminate based on gender, age, nationality, ethnicity, race, place of origin, religion, beliefs, disability, sexual orientation, sexual identity, etc. or to do harassment.
2. To engage in an act that creates, or appears to create, a conflict of interest between his or her personal interest and the FANUC group company’s interest, including dealing with the FANUC group company for the benefit of him/herself or any particular individual or organization.
3. To engage in an act that violates antitrust laws, including, unjust or unfair transactions.
4. To give money, gifts, entertainment or any other economic benefit to public officials or persons in similar positions in connection with their duties.
5. To unlawfully acquire, use or disclose intellectual property, personal information, etc., of any company or individual.
6. To conduct insider trading of stocks based on the material facts of the FANUC group or its business partners, etc.
7. To use forced labor or engage in an act that appears to use forced labor.

8. To develop or spread technology that is harmful to the environment.
9. To provide information that differs from the truth or misleads customers, business partners, etc.
10. To consent to an unjust request by anti-social forces, such as organized crime groups, or conduct a transaction with such entities or any related company or individual.

- \* FANUC establishes a contact point for whistle-blowing through which, in principle, all officers and employees of the FANUC group, including subsidiaries and sub-subsidiaries, can whistleblow to the headquarters of FANUC CORPORATION.
- \* This Code of Conduct applies to all officers and employees of the FANUC group, including subsidiaries and sub-subsidiaries (including contract workers).