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## Notice of registration of Whistleblowing Compliance Management System (WCMS)

Tsubaki Nakashima Co., Ltd. ("TN") announces that TN has registered its whistleblowing system under Japan's Consumer Affairs Agency's "Whistleblowing Compliance Management System (WCMS)" on October 23, 2020.

TN's policy is to continue profitable growth and to contribute to the society, and hence, corporate governance is one of the most important management issues of its management policy.

In response to this certification registration, TN will further promote compliance management and further improve our corporate value.

### 1. Outline of Whistleblowing Compliance Management System (WCMS)

Whistleblowing Compliance Management System (WCMS) is certification process of self-assessment for whistleblowing with the purpose of ensuring business execution in a sound manner and increasing corporate value by promoting compliance management and providing safe and secure products and services. A Company evaluates its whistleblowing system by itself, and if it is judged by the Consumer Affairs Ministry that it meets the criteria of "Guidelines for Private Enterprises Regarding the Development and Operation of Internal Reporting Systems Based on the Whistleblower Protection Act", the company is recognized registered business by registration agency of the Consumer Affairs Agency and is licensed to use "WCMS mark".

"WCMS mark"



### 2. Specific efforts of our whistleblowing system

TN has established whistleblowing rules, thoroughly disseminated them within the company, and has established an internal consultation desk and an external hotline (lawyer) to receive reports and consultations from employees and respond appropriately. At the same time, TN has established a system that allows whistleblowers to use them with peace of mind by

thoroughly maintaining confidentiality for the protection of whistleblowers. In addition, TN makes efforts to maintain and improve sensitivity to compliance by regularly conducting training for executives and employees.