



## Internal Control

### Management Philosophy / Code of Conduct

At the core of Inabata's management approach is our Mission of contributing to society's development in the humanitarian spirit of "love (ai)" and "respect (kei)," two core values that have been there in the company since its foundation. Along with the company Values, Inabata is run according to our Vision: "to continually evolve, serving clients and society through our global operations and meeting their changing needs." We ensure awareness and understanding of these statements by having them publicised on various communication platforms.

### Risk Control System and Rules

We have put in place a risk control system to identify various risks we face including non compliance to laws and regulations relevant to our business activities. As a part of this system, we have set up various committees such as the Compliance Committee and Internal Control Committee chaired by top management, sub-committees such as Information Security Sub-Committee chaired by relevant general managers, as well as control offices such as Risk Management Office and Business Process Management Office. Also, we have put into effect a series of company rules on risk control including Compliance Regulations, Business Evaluation Committee Regulations, and Crisis Management Regulations. We ensure that all risks are minimized for members of the Inabata Group by enhancing internal auditing to prevent any misconduct or deficiency.

### Internal Control by Directors and Corporate Auditors

Inabata has applied a system that allows for the corporate auditors to check the performance of directors' duties as well as their conduct in the decision-making process. Directors themselves mutually also check and monitor the performance of each others' duties, so as to maintain an internal control system effectively.

## Contributing to Cultural Exchange

### Between Japan and France



In order to promote cultural exchange between Japan and France, in 1926, founder Katsutaro Inabata set up a foundation for Franco-Japanese cultural exchange in cooperation with the French Ambassador to Japan, Paul Claudel. At Institut Franco-Japonais du Kansai in Kyoto, which was established through the dedication of Katsutaro Inabata, the institute sponsors a variety of programs that are designed to spread the French language and culture in Japan and to promote exchange between artists and researchers of the two countries. Inabata & Co., Ltd. supports such initiatives conducted by the foundation.

### Between Japan and Portugal



In 1994, the year following the anniversary of 450 years of harmonious relations between Japan and Portugal, Katsuo Inabata, Counselor (then President) and Honorary Portuguese Consul in Osaka, set up the Sociedade Luso-Nipónica de Osaka at the request of the Portuguese Embassy in Japan. In addition to Portuguese classes, the Society organizes multifaceted events throughout the year, including workshops on Portuguese culture and history, and opportunities to appreciate "fado," the country's ethnic music. Inabata & Co., Ltd. helps to promote cultural exchange between the two countries.