

Anti-Corruption Policy

1. Scope

This Policy shall apply to all officers, employees, contracted workers, part-timers, and temporary workers (hereinafter collectively referred to as the "Officers and Employees, etc.") of Daiei Kankyo Co., Ltd. and its subsidiaries (hereinafter collectively referred to as the "Group").

2. Declaration of the Prohibition of Corruption

The Group shall strictly comply with related laws and regulations in all local areas and countries where the Group does business, and shall prohibit Officers and Employees, etc. from directly or indirectly engaging in or being complicit in corruption.

3. Accurate Accounting and Record Keeping

The Group shall maintain books and records that accurately reflect all transactions carried out on behalf of the Group for a reasonable reason in compliance with related laws, regulations, and each subsidiary's rule with transparency on its corporate activities.

4. System Establishment

The Group shall continue to provide education and training to Officers and Employees, etc. upon joining the Group and on a regular basis in order to raise awareness of ethics with the aim of preventing corruption.

5. Reporting System

The Group shall establish a system for appropriately consulting about and reporting corruption in order to prevent and rectify any actions that violate this policy by Officers and Employees, etc. Appropriate measures shall also be implemented so that no disadvantage will be caused to the individual as a result of consulting, reporting or cooperating with an investigation.

6. Action on Violation, etc.

If any act that violates or may violate anti-corruption laws, regulations, or this Policy, corrective measures or disciplinary action shall be imposed following a thorough and prompt investigation in accordance with internal rules.

Note: Corruption means abuse of authority to acquire illicit benefits including bribery, embezzlement, breach of trust, extortion of profit-sharing, deviant hospitality, and offering or accepting gifts.

Established on October 1, 2025