

April 1, 2024

Anti-Bribery Policy

This Anti-Bribery Policy articulates the Yamato Group's policy on prevention of bribery, which prevents fair and free competition. The Yamato Group declares the policy as follows, understanding that upholding the policy is the duty of all Yamato Group companies, directors, and employees, and that violation of the policy is subject to disciplinary action in all Yamato Group companies.

1. The Yamato Group will comply with the regulations of Japan's Penal Code, Unfair Competition Prevention Act, Political Funds Control Act, National Public Service Ethics Act, and National Public Service Ethics Code, as well as the US Foreign Corrupt Practices Act, the UK Bribery Act, and anti-bribery related laws and regulations in other countries (hereinafter, "anti-bribery laws and regulations").
2. Irrespective of the nature of the counterparty, such as whether they are a public servant or private individual, the Yamato Group will not give, receive, propose, or promise any monetary or other benefits in cases where the actions of a counterparty violate anti-bribery laws and regulations, are conducted with improper intent, exceed socially acceptable limits, or raise suspicion of such violations.
3. The Yamato Group will not engage in bribery via a third party. Moreover, the Yamato Group will not provide benefits to a third party or receive benefits from a third party in cases where such benefits are to be used for bribery, or where such use is suspected.
4. Even in cases where it is permitted, the Yamato Group will only provide or receive hospitality, gifts, and tokens of appreciation, etc. when necessary for business purposes, having followed the established internal procedures.
5. The Yamato Group requires third parties involved in the Group's business and operations, such as suppliers, contractors, sellers, agents, and consultants, to observe antibribery laws and regulations.

Additional Provision: This policy is to be in effect from April 1, 2024