

Daito Group Anti-Corruption (Bribery) Guidelines

The Daito Group has established an anti-corruption (bribery) policy so that all officers and employees are never involved in corruption (bribery*1).

These Guidelines summarize matters that the Daito Group would like its business partners to understand in order to ensure the prevention of bribery. We would like to ask our business partners to read these Guidelines and have understanding and cooperation in the Daito Group's anti-bribery activities.

*1 "Bribery" is the act of offering, promising, or providing money or other tangible or intangible benefit to a public official or private company, or demanding or receiving such benefits, for the purpose of obtaining an improper opportunity or favor.

1. No Bribery

[No bribery]

- The Daito Group kindly ask that you, as a business partner are not involved in any form of bribery, including facilitation payments*2, whether in Japan or overseas, and whether directly or indirectly and comply with all local applicable anti-bribery laws and regulations.

*2 "Facilitation payment" is a small amount of money paid with the aim to expedite the processing of a transaction or the receipt of service or to reduce the administrative burden required to process a transaction or receive a service.

2. Your Cooperation in Our Anti-Bribery Activities

[Investigation of Bribery Risks]

- The Daito Group may investigate the risks of bribery at its business partners to ensure proper business relations, for example, when requested to do so by customers for the Group's products.

[Management of Accounting Records]

- We kindly request that you properly prepare and retain accounting records of all transactions with the Daito Group, including the descriptions of transactions and amounts paid and received.

[Education and Training]

- We kindly request that you provide education and training on anti-bribery to your officers and employees.

3. Response to Misconduct

[Response to Misconduct]

- If you become aware of any misconduct or suspected misconduct involving bribery in your business,

you should report it to the Daito Group.

- If such misconduct or suspected misconduct involving bribery is related to any transaction between you and the Daito Group, you are requested to cooperate with investigations conducted by the Daito Group.

Established: July 14, 2023

Yasunobu Otsuga

President and CEO

Daito Pharmaceutical Co., Ltd.