

Fundamental Policy against Harassment by Clients

Introduction

We, TAISEI CORPORATION, have established this “Fundamental Policy against Harassment by Clients” to take proper measures against a possible demand or behavior by the Clients etc. (as defined below) that is beyond what is socially accepted, in our effort to respect human rights of all the executives and employees as well as the business partners including our clients (the “Clients etc.”) in accordance with Taisei Group’s Human Rights Policy and to meet trust and expectations among the Clients etc..

We intend to take a firm attitude against any behavior by the Clients etc., which denies human integrity of our executives and employees, to maintain healthy working environment, and further face the Clients etc. with good faith to maintain fair relationship with them.

Our definition of Harassment by Clients

We define a demand or behavior by the Clients etc. as “Harassment by Clients”, if: (i) such demand is deemed to lack in validity; or (ii) even if such demand is deemed to be valid, there is concern about the appropriateness of the means or mode in which to fulfill the demand in respect to the current social standards and the possibility to disturb the working environment for our executives and employees.

Our response

(1) Internal measures:

- 1.To establish a support desk for our executives and employees to consult about Harassment by Clients, and develop a response system;
- 2.To provide lectures and training to learn relevant knowledge and actual response methods in preparation for the occurrence of Harassment by Clients;
- 3.To properly grasp the factual background and promptly take necessary action, if Harassment by Clients occurs;
- 4.To have outside experts such as lawyers engaged in the responding procedure to enhance our appropriate response;
- 5.To look after and take proper care of all those executives and employees who have suffered from Harassment by Clients;
- 6.To keep reviewing and improving our responding measures to prevent similar acts from happening again; and
- 7.To take necessary measures to protect the privacy of those seeking consultation, and ensure that no executive or employee would encounter any disadvantage due to such reasons.

(2) External correspondence

In the event of Harassment by Clients, we intend to take rational steps toward a reasonable settlement and try to improve our relationship.

November 2023

Yoshiro AIKAWA

Representative Director, President and Chief Executive Officer

Taisei Corporation