

## **Takara Bio Group Basic Policy on Anti-Corruption**

Based on Takara Group Compliance Action Guidelines, this policy embodies initiatives to prevent corruption by Takara Bio Group and all of its executives and employees. The aim is to promote and thoroughly implement anti-corruption initiatives throughout our Group.

1. Observance of law to be applied

Takara Bio Group will comply with anti-corruption laws and regulations applicable in the countries and regions in which it conducts business.

2. Prohibited Acts

Takara Bio Group will prohibit all directors and employees from corrupt practices, whether direct or indirect.

3. Records and management

Takara Bio Group shall record all transactions in the accounting books in a timely and accurate manner in accordance with internal regulations, and properly store related materials.

4. Education and training

Takara Bio Group provides education and training on anti-corruption to all executives and employees, including awareness of the Action Guidelines for the Prohibition of Corrupt Practices such as Bribery and the Internal Reporting System.

5. Measures for violation, etc.

Takara Bio Group will conduct strict investigations when it discovers any activity that violates or is likely to cause violations of this policy, and will take strict dispositions based on internal regulations.

6. Compliance System

Takara Bio Group will establish and maintain a system to ensure that this policy is properly observed by all officers and employees of our Group. We will also regularly check the status of compliance and effectiveness, and, depending on the results, continuously improve our anti-corruption management system. Compliance activities, including anti-corruption, are reported to the Board of Directors twice a year and are supervised by the Board of Directors.

## 7. Scope of Application

This policy applies to all directors and employees of the Takara Bio Group. We will also ask all business partners involved in the business activities of the Takara Bio Group to understand and cooperate with this policy.

(Supplementary Provisions) Revision or abolishment of this policy

Management, revision, and abolition of this policy are by the Sustainability Promotion Committee.