

[Specific measures for effectively implementing Basic Policy for the Prevention of Bribery]

1. Strictly preventing bribery

We have prepared the Relo Group Compliance Guidelines. They prohibit us from entertaining or offering any gift to any public employee or equivalent person or to any stakeholder including business partners. Any officer or employee conducting an act in violation of any law or regulation that prohibits bribery will face a strict disciplinary action in accordance with the Work Rules and other rules.

2. Constructing an anti-bribery system

We maintain a Compliance Committee comprising directors of Relo Group, Inc. and members appointed by the Board of Directors of Relo Group, Inc. It acts as a consultative body for compliance, including the prevention of bribery. In the Relo Group, the Legal and Compliance Unit of Relo Group, Inc. is the department in charge of compliance and handles compliance-related tasks in accordance with our Compliance Management Regulations. It also acts as the compliance hotline under the Relo Group's whistleblowing system. The Detailed Regulations for Implementation of Compliance Hotline provides for appropriate protection, including legal protection, of whistleblowers. If the investigation confirms the disadvantageous treatment of any whistleblower, those involved in it will face strict disciplinary action pursuant to these Detailed Regulations.

3. Offering education and training

We offer compliance education to all our officers and employees each year. It accompanies education for the prevention of bribery and awareness-raising activities. The Legal and Compliance Unit of Relo Group, Inc. will take the initiative in providing training as appropriate if it is necessary from the standpoint of preventing bribery.

4. Monitoring

The Internal Audit Unit of Relo Group, Inc. audits all of the offices in the Relo Group with regard to the implementation and operation of compliance including prevention of bribery. If necessary, it urges offices to improve their operations and other aspects.

5. Recording and storing transaction details

For transactions related to this Basic Policy, we create appropriate accounting and other records in accordance with the Accounting Regulations and other relevant regulations. We also store and manage these records appropriately in compliance with the Detailed Regulations on Document

Storage and the Schedule of Standards for Document Storage Periods.