



EBARA TECHNOLOGIES, INCORPORATED  
51 Main Avenue  
Sacramento CA 95838 U.S.A.

May 10, 2022

Declaration by Top Management  
Ebara Technologies  
Anti-Corruption Programs

The Anti-Corruption Program has been one of the core elements of our CSR activities. It has an important role in the implementation of our business ethics. The Program consists of 4 elements: namely, prohibition of the taking and receiving of bribes, promotion of fair and free competition, exclusion of any ties with anti-social forces and implementation of trade control checks when importing or exporting goods and providing technologies. Today, with the global expansion of the Program, we continue to monitor, evaluate, and adjust ourselves, always keeping the same original commitment against corruption.

As the President and Chief Executive Officer of Ebara Technologies, Inc. I hereby renew our pledge against corruption.

1. The Company's management and employees will promote fair, faithful, and transparent business activities by complying with all laws and ordinances, as well as relevant internal policies and rules.
2. The Company will not tolerate breach of laws, ordinances, or internal policies and rules by our management and employees. Infractions will be met with strict consequences. In addition, if an external party conducting business with The Company engages in a clear incident of corruption, The Company will suspend its business transaction with the offending external party.
3. Top management will take initiative in implementing the Anti-Corruption Program by actively disseminating the Program and leading by example. Top management will also take responsibility when there is suspicion of corruption by ensuring proper measures are taken in the course of investigations and taking measures to prevent any recurrence.
4. The Company recognizes that trust and confidence gained from other companies, customers, business partners and stakeholders is indispensable and strives to earn that trust through fair, faithful and transparent business activities.
5. The Company will aim at thorough prevention of corruption, by periodically providing internal training sessions, reexamining the regulations, and reviewing the state of compliance, in accordance with the Anti-Corruption Program.

A handwritten signature in black ink, appearing to read "Sachin Paradkar", written over a horizontal line.

Sachin Paradkar  
President & Chief Executive Officer