

The corporate governance of Chiyoda Corporation (hereinafter “Chiyoda” or the “Company”) is described below.

Basic Stance on Corporate Governance, Shareholder Composition, Corporate Data and Other Basic

1. Basic Stance on Corporate Governance

Chiyoda recognizes that operating in a manner that earns the trust and loyalty of shareholders, customers, vendors, creditors, employees, communities, and other stakeholders is the very foundation of our activities.

As we strive to achieve sustained growth over the medium to longer term, we are working to constantly strengthen the foundation of our business and to ensure sound and transparent management. To this end, we view continuously strengthening corporate governance and building and strengthening internal controls as critical areas, and we are working to put this into practice.

【Reason for Not Implementing Principles of Corporate Governance Code】

Principle 4.10.1 Use of Optional Approach, Establishment of nominating committee and remuneration committee

Chiyoda has not taken the option of establishing a nominating committee or compensation committee. However, as specified in the Chiyoda Corporate Governance Policy (Section II, Chapter 3.1 (iii) and (iv)), independent outside directors participate in, or attend, the meetings held to make decisions in the process of appointing directors and determining compensation, and the full-time members of the Audit and Supervisory Committee observe. This effectively serves the same function as a nominating committee, and we believe that this raises the level of objectivity and transparency, ensuring the validity of the process.

【Disclosure Based on Principles of Corporate Governance Code】

update

Pursuant to a resolution by the Board of Directors, the Company has adopted the "Chiyoda Corporation Corporate Governance Policy" (hereinafter referred to as the "Policy of the Company") as a statement of our fundamental approach to and our basic policy on corporate governance. Please refer to the document posted at our website.

Corporate Governance Policy : https://www.chiyodacorp.com/en/csr/assets/20250627_CGPE_r2.pdf

Principle 1.4 Cross-Shareholdings

See II. Chapter 1. 4. of the Policy of the Company.

As of March 31, 2015, Chiyoda held shares in 16 companies valued at 21.6 billion yen, but as of March 31, 2026, the company held shares in 3 companies valued at approximately 110 million yen.

Principle 1.7 Related Party Transactions

See II. Chapter 1. 7. of the Policy of the Company.

Supplementary Principle 2.4.1 Ensuring Diversity in the Promotion to Core Human Resources

The Company respects the diverse characteristics of individuals in terms of gender, sexual orientation, gender identity, nationality, race, age, religion, disability, work styles, and roles. The Company is making various efforts to realize an organizational culture in which each employee can demonstrate their abilities with enthusiasm. As the first step toward its realization, it established the Diversity and Inclusion (D&I) Policy in October 2023. In our medium-term management plan, Business Plan 2025, we identified the expansion of key human resources who will lead our business as a priority initiative to achieve “Be the Change,” which is necessary to stabilize earnings and diversify revenue. We will continue to promote the appointment of diverse human resources.

Regarding the promotion of women’s empowerment, we have established the Third General Employer Action Plan in fiscal 2024 based on the Act on the Promotion of Women’s Active Engagement in Professional Life and aim to maintain or increase the ratio of female employees in main career tracks, which is 15%. To achieve this goal, we are working to create an environment in which women can achieve their full potential by conducting return-to-work interviews for employees returning from childcare leave and holding career development discussions to continuously support women’s career development, enhancing PR activities to increase the number of female applicants for employment, and providing training for management positions to promote understanding of D&I and unconscious bias. As of the end of fiscal 2025, the ratio of female employees on the main career tracks was 14%. We will continue to work toward maintaining or increasing this percentage. Furthermore, the ratio of women in management positions was 4.9% at the end of fiscal 2025, which indicates an upward trend. We will monitor the percentage of female employees in the pool of candidates for future corporate management positions in order to further promote women’s empowerment.

In terms of the promotion of foreign nationals, many foreign employees are already working in our major projects, such as EPC projects, and we are continuously improving their work environment. The ratio of foreign nationals in management positions was 0.6% as of the end of fiscal 2025. We will adhere to the principle of appointing the appropriate employees to the appropriate positions and will continue to promote them.

Regarding the recruitment of foreign nationals, we are working to acquire global-scale human resources with diverse experience and skills by holding explanatory sessions for international students. In fiscal 2025, foreign nationals accounted for 1.7% of all regular hires.

In recent years, we have been actively recruiting mid-career workers, in order to secure diverse human resources with the knowledge and skills that are in short supply within the Company. In fiscal 2025, 56 mid-career employees were hired, accounting for 48.7% of all new hires. The proportion of mid-career hires in management positions was 29.7% as of the end of fiscal 2025. We will continue to appoint appropriate employees to appropriate positions regardless of their length of service with the Company.

For more information on the outline of our human resource management, please refer to the Annual Securities Reports and the Chiyoda Report posted on our website below.

Annual Securities Reports: <https://www.chiyodacorp.com/jp/ir/library/securities/> (Japanese Only)

CHIYODA REPORT: <https://www.chiyodacorp.com/en/ir/library/annualreport/>

Principle 2.6 Roles of Corporate Pension Funds as Asset Owners

See II. Chapter 2. 6. of the Policy of the Company.

Principle 3.1 Full Disclosure

See II. Chapter 3. 1. of the Policy of the Company.

With respect to item (i), please refer to the Chiyoda Corporate Philosophy, which consists of our Purpose and Mission, as well as the current medium-term management plan posted on our website.

Corporate Philosophy: <https://www.chiyodacorp.com/en/about/policy/>

Business Plan 2025: <https://www.chiyodacorp.com/en/ir/managementstrategy/managementplan.html>

Supplementary Principle 3.1.3 Sustainability measures

1. Our Annual Report (financial information) and Sustainability Report (non-financial information) are published together as the Chiyoda Report. This is posted at our website and contains information about our management policies for sustainable growth, the state of our business activities, and our SDGs (Sustainable Development Goals) initiatives.

CHIYODA REPORT: <https://www.chiyodacorp.com/en/ir/library/annualreport/>

2. In 2019, Chiyoda declared its support for the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and we have been performing TCFD analysis through a Ministry of Environment program and posting the results at our website.

Climate Change: <https://www.chiyodacorp.com/en/csr/environment/climate-change.html>

3. With the aim of achieving carbon neutrality by 2050, we have established medium to longer term greenhouse gas (GHG) targets and issued a carbon neutral declaration. This Carbon Neutral Declaration is available at our website.

Carbon Neutral Declaration: <https://www.chiyodacorp.com/en/csr/environment/climate-change.html>

4. The Chiyoda Group's greatest asset is its human resources. We promote human resource management from both the organizational culture and human resource development perspectives to achieve the concept of "Company and Employee Well-Being." In the Business Plan 2025, we identified "Creating a Robust Human Resources Pool" as a priority initiative to transform our company into one with stabilized and diversified revenue sources, and we are promoting measures to increase our core human resources.

For an overview of our human resource management policy, please refer to Supplementary Principle 2.4.1 "Ensuring Diversity in the Promotion to Core Human Resources" in this report, and the Business Plan 2025, annual securities reports, and the Chiyoda Report posted on our website.

Information about R&D activities is disclosed in our annual securities report and information about the technologies and solutions by Chiyoda is also disclosed via our website. Additionally, we are using intellectual property information compiled using IP landscaping to provide feedback for the management policy and business strategy, and we are building and implementing the intellectual property strategy in line with our business strategy.

Business Plan 2025: <https://www.chiyodacorp.com/en/ir/managementstrategy/managementplan.html>

Annual Securities Reports: <https://www.chiyodacorp.com/jp/ir/library/securities/> (Japanese Only)

CHIYODA REPORT: <https://www.chiyodacorp.com/en/ir/library/annualreport/>

Technologies and Solutions (Intellectual Property Initiatives): <https://www.chiyodacorp.com/en/csr/governance/information-security.html>

Supplementary Principle 4.1.1 Scope and Content of the Matters Delegated to the Management

See II. Chapter 4. 1. of the Policy of the Company.

As described in this section, in order to make business decisions quickly, Chiyoda has established an Executive Committee, comprising Representative Directors, Senior Vice President level or higher stationed at the headquarter, Division Director, Operations Director, and Vice President level or higher designated by the President with a quorum requiring the attendance of a majority of its members, as an advisory body to the President, who oversees the execution of business of the Company based on decisions made by the Board of Directors, with the scope of each item defined in the Rules of the Board of Directors and Rules of the Executive Committee to clarify the scope of delegation.

Principle 4.9 Independence Standards and Qualification for Independent Directors

See II. Chapter 4. 9. of the Policy of the Company.

Supplementary Principle 4.11.1 View on the Balance of Knowledge, etc. as well as Diversity and Size of the Board of Directors as a Whole

See II. Chapter 4. 11(1) of the Policy of the Company.

Supplementary Principle 4.11.2 Status of Concurrent Posts Held by Directors and Audit & Supervisory Board Members as Officers at Listed Companies

See II. Chapter 4. 11(2) of the Policy of the Company.

Please also refer to the notice of the general meeting of shareholders posted at the Chiyoda website.

Notice of General Meeting of Shareholders: <https://www.chiyodacorp.com/en/ir/library/general-meeting/>

Supplementary Principle 4.11.3 Analysis and Evaluation of the Effectiveness of the Board of Directors as a Whole

The Company recognizes that management, which earns the trust and empathy of stakeholders, forms the foundation of corporate activities. Based on this recognition, the Company strives to strengthen its corporate governance structure and therefore conducted an evaluation of the effectiveness of the Board of Directors in accordance with the Chiyoda Corporation Corporate Governance Policy. This section outlines the results of the evaluation.

*Chiyoda Corporation Corporate Governance Policy (established in October 2015, last updated in June 2025)
(https://www.chiyodacorp.com/en/csr/assets/20250627_CGPE_r2.pdf)

[Evaluation policy and method]

In the Business Plan 2025 (announced on May 8, 2025), the Company announced an action plan for the future with *self-transformation* as its key message. In addition, on January 28, 2026, the Company released its New Capital Policy and Future Strategy, announcing its policy of working toward establishing financial independence and further enhancing corporate value. The Board of Directors is responsible for making important management decisions and supervising the execution of business operations, as well as striving to enhance corporate value through the realization of these management policies. In evaluating Board effectiveness for the current fiscal year, and under the direction of the chair of the Board, the following two key evaluation items were established with the aim of realizing these management strategies:

- i) The roles that the Board of Directors should fulfill
- ii) Points for improvement in the operation of the Board of Directors

In fiscal 2025, a questionnaire was distributed to all 12 directors, and interviews with the directors were also held based on the responses to the questionnaire. The chair of the Board, who advocates self-transformation, took the lead in the interviews and elicited candid opinions from each director. In addition, to enhance the objectivity and expertise of the analysis, an external consultant was appointed and entrusted with assisting in the design of the questionnaire items, the analysis of the results, and the implementation of the interviews. Based on the report submitted by the external consultant, and after a review by the chair of the Board and the secretariat, the Board of Directors ultimately conducted a comprehensive evaluation.

[Outline of the evaluation results]

As a result of the analysis and evaluation, the Board of Directors confirmed that it shares a common understanding of the importance of achieving financial independence by 2028 and of transitioning to a growth phase as set forth in the New Capital Policy and Future Strategy in order to support the Company's sustainable growth. In addition, it confirmed that a framework is in place that enables active discussions among members with diverse knowledge and experience. The Board of Directors is also evaluated as functioning effectively overall as it focuses on the supervision of internal control, compliance, and risk management, and its oversight function over execution is appropriately exercised.

Meanwhile, the Company shared the recognition that, in order to achieve sustainable growth, the following are important roles that the Board of Directors should particularly fulfill going forward:

- 1) Supervision of continuous risk management
- 2) Discussion and support of management strategies aimed at future growth
- 3) Greater involvement in the development of management talent, as well as the appointment and evaluation of executive management

In order to ensure that these roles are fulfilled more effectively, the necessity of the following points has also been recognized:

- From the perspective of expanding opportunities for the deliberation of strategic issues, consider revising the operation of the Board of Directors, the criteria for matters to be submitted for Board approval, and other relevant factors.
- Enhance the way information is provided and shared in order to better leverage the knowledge and advice of outside directors.
- Make operational improvements to further strengthen the Board's involvement in the development of management talent and the nomination and evaluation of executive management.

By steadily and thoroughly implementing these initiatives, the role of the Board of Directors will be further strengthened, ensuring its continued effectiveness.

Supplementary Principle 4.14.2 Training Policy for Directors and Audit & Supervisory Board Members

See II. Chapter 4. 14. of the Policy of the Company.

Principle 5.1 Policy for Constructive Dialogue with Shareholders

See II. Chapter 5. 1. of the Policy of the Company.

[Action to Implement Management That Is Conscious of Cost of Capital and Stock Price]

Content of Disclosure	Disclosure of Initiatives (Update)
Availability of English Disclosure	Available
Date of Disclosure Update	May 21, 2025

Explanation of Actions

We have formulated the "Business Plan 2025" as our new medium-term management plan covering the period from fiscal year 2025 to fiscal year 2027 and have identified the following actions as key initiatives: steady execution of existing large overseas projects, overseas project approach reform (order policy), increasing domestic project revenue, expanding business co-creation, and creating a robust human resources pool.

Through these initiatives, we aim to achieve an average net profit of JPY 15 billion over the three-year plan period, while stabilizing and diversifying earnings. By doing so, we strive to improve the cost of shareholders' equity and increase corporate value.

As for the constructive dialog with shareholders, see Section 1: Policy for Constructive Dialog with Shareholders in Chapter 5 in Part II of the

2. Shareholder Composition

Percentage of Foreign Shareholders	10% or more
------------------------------------	-------------

[Principal Shareholders] update

Name	Number of shares	Investment ratio (%)
Mitsubishi Corporation	86,931,220	33.45
MUFG Bank, Ltd.	9,033,925	3.48
Morgan Stanley MUFG Securities Co., Ltd.	7,090,498	2.73
Chiyoda Employee Shareholding Association	4,613,211	1.78
Ueda Yagi Tanshi Co., Ltd.	3,919,800	1.51
Mitsubishi UFJ Trust and Banking Corporation	3,874,000	1.49
BNYM SA/NV FOR BNYM FOR BNY GCM CLIENT ACCOUNTS M LSCB RD	2,985,250	1.15
The Master Trust Bank of Japan, Ltd. (Trust account)	2,557,700	0.98
BNY GCM CLIENT ACCOUNT JPRD AC ISG (FE-AC)	2,401,254	0.92
Nomura Securities Co., Ltd.	2,282,811	0.88

Has a controlling shareholder	(Not stated.)
Has a parent company	No

Notes update

- (1) "Principal Shareholders" data are based on common shares held as of March 31, 2026.
- (2) The investment ratio is calculated after deducting 449,135 treasury shares.
- (3) In addition to the common shares listed on the Tokyo Stock Exchange Standard Market, Chiyoda has also issued 175,000,000 shares of Class A preferred shares. The Class A preferred shares are unlisted shares with no voting rights and are held entirely by Mitsubishi Corporation. As of June 30, 2026, Chiyoda completed the partial acquisition and cancellation of the Class A preferred shares, and as of July 1, 2026, 64,600,000 shares of Class A preferred shares were issued.

3. Corporate Data

Stock listings and markets	Tokyo (Standard)
Fiscal year-end	March
Business type	Construction
Number of employees (Consolidated)	1,000 or more
Operating transactions (Consolidated)	¥100 billion to less than ¥1 trillion
Number of consolidated subsidiaries	10 to less than 50

4. Policy Concerning Protection of Minority Interests When Transacting with controlling Shareholder

(Not stated.)

5. Other Special Circumstances That Could Materially Affect Corporate Governance update

Mitsubishi Corporation, our largest shareholder, holds more than one-third of our voting rights. We have entered into a capital alliance agreement with Mitsubishi Corporation, through which we aim to improve our corporate value, while utilizing Mitsubishi's comprehensive strength and management resources.

Chiyoda has entered into the following important management agreements, including the aforementioned capital alliance agreement with Mitsubishi Corporation.

(1) Capital alliance agreement with Mitsubishi Corporation (March 31, 2008)

(2) Bilateral agreement with Mitsubishi Corporation (January 28, 2026)

// Management Organization and Other Corporate Governance Systems Concerning Management Decision-Making, Execution and Supervision

1. Matters Concerning Organizational Form and Organizational Management

Organizational form	Company with Audit & Supervisory Committee
---------------------	--

[Directors] **update**

Organizational form	Company with an Audit & Supervisory Committee
Number of directors in the Articles of Incorporation	17 persons
Term of office for directors in the Articles of Incorporation	1 year
Chairperson of the Board of Directors	President
Number of directors	11 persons
Appointment of outside directors	Yes
Number of outside directors	5 persons
Number of outside directors designated as independent directors	5 persons

Relationships with Chiyoda Corporation (1) **update**

Name	Association	Relationships With Chiyoda Corporation (*)										
		a	b	c	d	e	f	g	h	i	j	k
Yutaka Kunigo	Other											
Shoko Kuroki	Other											
Yutaka Osawa	Other											
Yumiko Matsuo	Lawyer											
Takashi Mukuno	Other											

* Choices for relationships with Chiyoda Corporation

* ○ indicates an item that currently or most recently applies to the person. △ indicates an item that previously applied to the person.

* ● indicates an item that currently or most recently applies to the person's close family member. ▲ indicates an item that previously applied to the person's close family member.

a) Executive officer of Chiyoda Corporation or its subsidiary

b) Executive officer or nonexecutive director of the parent of Chiyoda Corporation

c) Executive officer of a fellow subsidiary of Chiyoda Corporation

d) A person who has a significant business relationship with Chiyoda Corporation or who is an executive officer of an entity that has a significant business relationship with Chiyoda Corporation

e) A person with whom Chiyoda Corporation has a significant business relationship or who is an executive officer of an entity with which Chiyoda Corporation has a significant business relationship

f) Consultant, accountant, or legal expert who receives from Chiyoda Corporation a large sum of money and other properties in addition to director's remuneration

g) Major shareholder of Chiyoda Corporation (the Company's executive officer if the said major shareholder is a company)

h) Executive officer (the said person only) of an entity with which Chiyoda Corporation has a business relationship (not falling under d, e, or f)

i) Executive officer (the said person only) of an entity with which Chiyoda Corporation mutually appoints an outside director

j) Executive officer (the said person only) of an entity to which Chiyoda Corporation makes a donation

k) Other

Relationships with Chiyoda Corporation (2) **update**

Name	Audit and Supervisory Committee member	Independent directors	Supplementary information concerning applicable items	Reason for appointment as an outside director (Including reason for designation as An independent director)
Yutaka Kunigo		○	Independent Director	Mr. Kunigo has extensive knowledge and experience in the energy industry and corporate management. As Representative Director, Vice President, Executive Officer of Tokyo Gas Co., Ltd., he has been in charge of Chief Executive of the Energy Solution Division and the Power Business Control Department, and he has been Chairman of the Board of Tokyo Gas Engineering Solutions Corporation. Chiyoda expects that as an outside director, he will draw upon this expertise and experience to contribute to the oversight of management from an objective and expert perspective. <i>Reason for designation as an independent director</i> Because there is nothing that is seen as a potential conflict of interest with the general shareholders, he is deemed to meet the qualifications required of an outside director.
Shoko Kuroki		○	Independent Director	Ms. Kuroki has held the positions of Assistant to the Chief Administrative Officer (CAO), Fuji Oil Holdings Inc., and Director, Corporate Officer, General Manager of General Affairs and Accounting Headquarters (CFO/CHRO) of Jastec Co., Ltd. Chiyoda expects that as an outside director, she will utilize her extensive knowledge and experience in ESG, accounting, and finance to contribute to the supervision of the Company's management from an objective and expert perspective. <i>Reason for designation as an independent director</i> Because there is nothing that is seen as a potential conflict of interest with the general shareholders, he is deemed to meet the qualifications required of an outside director.
Yutaka Osawa		○	Independent Director	Mr. Osawa has held the positions that included Director of the Production Planning Department and Head of Production Division at Kyowa Kirin Co., Ltd. Chiyoda expects that as an outside director, he will utilize his extensive knowledge and experience in research and development, production, and corporate management in the pharmaceutical industry to contribute to the supervision of the Company's management from an objective and expert perspective. <i>Reason for designation as an independent director</i> Because there is nothing that is seen as a potential conflict of interest with the general shareholders, he is deemed to meet the qualifications required of an outside director.
Yumiko Matsuo	○	○	Independent Director	Ms. Matsuo has expert knowledge and experience as a lawyer. Chiyoda expects that she will contribute to strengthening the legal and compliance resources and governance management by auditing and supervising the management of Chiyoda with a high level of expertise from an objective perspective. <i>Reason for designation as an independent director</i> Because there is nothing that is seen as a potential conflict of interest with the general shareholders, she is deemed to meet the qualifications required of an outside director.
Takashi Mukuno	○	○	Independent Director	Mr. Takashi Mukuno served as President & Director of Asahi Photoproducts Europe, President & Director of Asahi Kasei America, Inc. and Senior Executive Officer, General Representative for China of Asahi Kasei Corp., and he has abundant knowledge and expertise in his overseas experience and corporate management experience. Chiyoda expects that he will contribute to the audit and supervision of Chiyoda's management with a high level of expertise and from an objective and multifaceted perspective. <i>Reason for designation as an independent director</i> Because there is nothing that is seen as a potential conflict of interest with the general shareholders, she is deemed to meet the qualifications required of an outside director.

[Audit and Supervisory Committee]

Details of Members, and Attribute of Chairperson

	No of Total Members	No of Full-time Members	No of In-house Directors	No of Outside Directors	Committee Chairman (Chairperson)
Audit and Supervisory Committee	3 persons	1 person	1 person	2 persons	In-house Director

Directors or employees assigned to assist the Audit and Supervisory Committee in performing its duties	Yes
--	-----

Matters concerning the independence of such directors and employees from the executive directors

To ensure the independence of the dedicated staff member assigned to assist the Audit and Supervisory Committee in performing its duties, the personnel evaluations for that staff member are performed by the Audit and Supervisory Committee, any personnel changes must be approved in advance by the Audit and Supervisory Committee, and that staff member may not concurrently serve in any role concerning the execution of our business.

Coordination among the Audit Committee, independent auditor, and Internal Audit Department

[update](#)

To ensure the effectiveness of audits conducted by the Audit and Supervisory Committee, the audit committee members monitor the status of the execution of operations within the Company departments, and regular meetings are held between the Audit and Supervisory Committee, the Internal Audit Department, and the independent auditor in an effort to ensure mutual cooperation. Additionally, three-way audit liaison meetings among the Audit and Supervisory Committee, Internal Audit Department, and the independent auditor are held regularly. The Audit and Supervisory Committee members and the independent auditor work closely together, and the annual audit plan briefing sessions, semiannual review report sessions, and year-end audit briefing sessions are held as regular briefing sessions by the independent auditor for the Audit and Supervisory Committee.

[Any Committees Corresponding to the Nominating Committees or the Compensation Committee]

Establishment of Any Committees Corresponding to the Nominating Committees or the Compensation Committee	NO
--	----

[Independent Directors and Audit & Supervisory Board Members]

Number of Independent Directors and Audit & Supervisory Board Members	5 persons
---	-----------

Other matters concerning Independent Directors and Audit & Supervisory Board Members

All outside directors who meet the qualifications for an independent director are designated as independent directors.

[Incentive System]

Initiatives to offer incentives to directors

Introduced results-linked remuneration system, Other

Supplementary explanation regarding applicable item

At the Ordinary General Meeting of Shareholders held in June 2021, Chiyoda decided to introduce, for directors (excluding outside directors and Audit and Supervisory Committee members), performance-based compensation, combined with base compensation, with the aim of increasing the incentive to lift the Company's performance in accordance with management policies; and a Performance-Based Stock Compensation Plan for directors, as compensation that is effectively linked to a medium to longer term rise in share price, with the aim of increasing the incentive to lift the Company's business performance over the medium to longer term. The maximum total of base compensation and performance-based compensation is set at 360 million yen per year, which is effective from the date of the Ordinary General Meeting of Shareholders convened in June 2025.

Eligible persons for stock options

Supplementary explanation regarding applicable item

(Not stated.)

[Disclosure concerning Directors' Remuneration]

Degree of disclosure

Non-disclosure

Supplementary explanation regarding applicable item

In accordance with the relevant laws and regulations, since fiscal 2004 Chiyoda has presented the total amount of director compensation, categorized by officer classification and type of compensation, in our business reports and annual securities reports, and we post this information at our website.

Has a policy for setting remuneration amounts and calculation method

Yes

Details of Policy for Setting Remuneration Amounts and Calculation Method

Chiyoda's executive compensation plan is designed to strengthen the link to performance, ensure that directors share the values of our shareholders, and improve the desire and drive to boost the Company's performance. The plan was approved at the 93rd Ordinary General Meeting of Shareholders held on June 23, 2021, and revised the monetary compensation at the 97th Ordinary General Meeting of Shareholders held on June 25, 2025.

a) Directors who are not Audit and Supervisory Committee Members

1. Base compensation (linked to job responsibilities and evaluation of individual performance): up to 360 million yen annually when combined with performance-based compensation.
2. Performance-based compensation: based on performance during the period, taking into consideration quantitative factors such as the level of the current net profit and dividends attributable to the parent's shareholders
3. Performance-based stock compensation (linked to medium to longer term business performance): trust-type stock compensation plan with a maximum annual monetary contribution of 70 million yen.
*Outside directors receive only base compensation.

b) Directors who are Audit and Supervisory Committee members

Up to 60 million yen annually as base compensation linked to job responsibilities.

[System for Supporting Outside Directors and/or Outside Audit & Supervisory Committee Members]

One dedicated staff member is assigned to assist the Audit and Supervisory Committee in performing its duties, to support the auditing activities. The dedicated employee performs various duties to support the Audit and Supervisory Committee, including communicating various types of information to the outside directors who are Audit and Supervisory Committee members.

Names of former chief executives and others who serve as special advisors and other roles

Name	Title/Position	Responsibility	Employment Status and Conditions (full-time, part-time, remuneration, etc.)	Date of Resignation from President	Term of Office
Masakazu Sakakida	Special Advisor	Provide advice on general corporate management and external activities	Full-time, remunerated	June 24, 2026	As stipulated in the Company rules

Total number of former chief executives and others who serve as special advisors and other roles 1

Other Information

(Not stated.)

2. Matters Concerning Business Execution, Audit and Supervision, Nomination Remuneration and Other Functions

update

At the fiscal 2015 Ordinary General Meeting of Shareholders held on June 23, 2016, Chiyoda transitioned from a company with a Board of Auditors to a company with an Audit and Supervisory Committee, with the Audit and Supervisory Committee. As a result, directors who are Audit and Supervisory Committee members (hereinafter referred to as "Audit and Supervisory Committee members") have voting rights at the Board of Directors, and under this regime they participate in the selection of the Company's representative directors and overall decision-making concerning the execution of business.

Under this "company with an Audit and Supervisory Committee" regime, by appointing five outside directors, Chiyoda endeavors to ensure that the management oversight function is performed from an objective and neutral position.

[Board of Directors]

The Board of Directors (which meets monthly) consists of 11 directors, including Audit and Supervisory Committee members (chaired by Koji Ota, Representative Director, President & CEO, and Tetsuya Konno, Naoki Kobayashi, Atsushi Deguchi, Satoshi Sato, Yutaka Kunigo, Shoko Kuroki, Yutaka Osawa, Shuhei Watanabe, Yumiko Matsuo, and Takashi Mukuno). The Board of Directors makes decisions on important management matters and oversees the execution of business operations, and the objective and neutral standpoint of the outside directors ensures that it engages in appropriate decision making and management oversight in a reasonable manner. Matters discussed at the Board of Directors include management plans, important organizational and personnel matters, and large investments and loans.

[Executive Committee]

In order to make business decisions quickly, Chiyoda established the Executive Committee on the basis of a resolution adopted by the Board of Directors as an advisory body to the President who oversees the execution of the Company's business. This Committee consists of the Representative Directors, Senior Vice President level or higher stationed at the headquarter, Division Director, Operations Director, and Vice President level or higher designated by the President with a quorum requiring the attendance of a majority of its members. The Committee reviews matters related to the execution of business as determined by resolutions adopted by the Board of Directors, such as preliminary reviews of agendas to be submitted to the Board of Directors, and reports the results to the President who oversees the execution of the Company's business.

[Audit and Supervisory Committee]

Chiyoda has an Audit and Supervisory Committee comprising three Audit and Supervisory Committee members (one full-time), and the Audit and Supervisory Committee performs audits concerning the directors' overall execution of their duties. Two of the Audit and Supervisory Committee members (Yumiko Matsuo and Takashi Mukuno) are independent directors, and one (Audit and Supervisory Committee Chairman Shuhei Watanabe) is Audit and Supervisory Committee member with considerable knowledge of financial accounting. A dedicated staff member is assigned to assist the Audit and Supervisory Committee members to support the audits performed by the Audit and Supervisory Committee.

3. Reason for Selecting Present corporate Governance System

Under this "company with an Audit and Supervisory Committee" framework, by appointing five outside directors, Chiyoda has put in place a system to ensure that the management oversight function is performed from an objective and neutral position, and this is why we have adopted the current corporate governance system.

/// Implementation of Initiatives Concerning Shareholders and Other Stakeholders

1. Measures to Ensure an Active Ordinary General Meeting of Shareholders and Smooth Exercise of Voting Rights

update

	Remarks
Early notification of the Ordinary General Meeting of shareholders	Dispatched on June 5. Note that it was posted on the website on May 26. (recent result)
Scheduling of the Ordinary General Meeting of shareholders to avoid dates of most other shareholder meetings	Held on June 24 (recent result)
Allows voting right to be exercised via the Internet	This has been implemented since June 2007
Participation in an electronic voting platform, and other initiatives to enhance the voting environment for institutional investors	Chiyoda uses the electronic proxy voting platform for institutional investors that is operated by ICJ, Inc.
Provision of notice of convocation (summary) in English	This has been published on the Website of the Company

2. Investor Relations (IR) Activities

update

	Remarks	Presentation by Representatives
Creation and announcement of a disclosure policy	Chapter 3.1 of the "Chiyoda Corporation Corporate Governance Policy", adopted pursuant to a resolution by the Board of Directors as a statement of our fundamental approach to and our basic policy on corporate governance, provides for the enhancement of information disclosure. Chiyoda has also established an IR Policy, and this is posted at our website. Corporate Governance Policy: https://www.chiyodacorp.com/en/csr/assets/20250627_CGPE_r2.pdf IR Policy: https://www.chiyodacorp.com/en/ir/managementstrategy/policy/	
Holds regular meeting for analysts and institutional investors	We hold financial results presentation every quarter for analysts and institutional investors, in which our senior management provide explanation on the outline of our financial summary, business overview and management policies, among others. In addition, we endeavor to provide timely and adequate information by having interviews with analysts and institutional investors and actively participating in conference meetings, etc.	Available
Holds regular investor meetings for overseas institutional investors	Chiyoda provides information to foreign investors as appropriate. Additionally, 1) Chiyoda participates in conferences held in Japan by securities firms; and 2) Chiyoda endeavors to disclosure information fairly, with no disparity from domestic investors, by providing information via quarterly individual meetings and telephone conferences.	Available
Posts IR materials on Chiyoda Corporation' website	Chiyoda provides financial results summaries, financial results briefing materials, and other information on the Investors page of the Company's website (https://www.chiyodacorp.com/en/ir/). From the standpoint of providing fair disclosure to individual Japanese investors and overseas investors, we publish Japanese and English versions of financial results briefing materials.	
Established an IR office (officers)	The Financial Planning Office has been established within the Finance & Accounting Division as the Department responsible for IR.	
Other	We have been publishing the Chiyoda Report (integrated report) since fiscal 2020. This report condenses information about the state of our management policies and business activities aimed at achieving sustainable growth, as well as our sustainability initiatives etc.	

3. Measures Concerning Respect of the Standpoint of Stakeholders update

	Remarks
Prescribed respect for the standpoint of stakeholders in internal regulations, etc.	Chapter 2 of the above-mentioned Corporate Governance Policy of the Company prescribes the Company's appropriate cooperation with stakeholders other than shareholders.
Environmental protection and CSR activities	1) The Chiyoda Group formulated its Purpose of "Enriching Society through Engineering Value" and the Mission to "Grow as a fully integrated engineering company aiming for harmony between energy and the environment while contributing to a healthy, prosperous and sustainable society through profound engineering expertise and systematically developed technology." Under this Purpose and Mission, we have established our CSR Basic Policy, which represents the values that should be shared across the entire Group. We apply these values to the business activities of each and every employee in this group, and the details of these activities are published in the Chiyoda Report as well as on our website as CSR initiatives. 2) Chiyoda has signed the United Nations Global Compact (UNGC), the global framework for acting as a good member of society to achieve sustainable growth. We are developing initiatives to incorporate the UNGC's 10 principles in four areas—human rights, labor, environment, and anti-corruption—into our business activities. Additionally, in response to climate change measures, Chiyoda is also working on the green value chain for environmental conservation activities and the realization of a decarbonized society, starting with technological development to help realize a society that balances the environment and economic growth. We also aim to improve corporate value by solving social issues through our efforts on global issues related to sustainability, including SDGs and the TCFD. CSR Basic Policy: https://www.chiyodacorp.com/en/about/policy/
Formulated policy on the provision of information to stakeholders	Chapter 3 .1 of the Policy of the Company discusses how we are enhancing the information that we disclose.

IV Internal control System

1. Basic Stance Regarding the Internal Control System and Status of Establishment update

[Basic approach to internal control systems]

In accordance with laws and regulations and the Articles of Incorporation, Chiyoda Corporation (hereinafter "Chiyoda") establishes and uses internal control systems to ensure that business is properly conducted. An Internal Control Committee, chaired by the officer concurrently serving as both the Chief Financial Officer (CFO) and Chief Compliance Officer (CCO), has been established to strengthen internal controls. This committee coordinates and collects opinions within the Company and proposes improvements on internal controls to the President at the end of each period or as necessary. The President then reviews and approves such proposals through the Executive Committee, and the Board of Directors makes all decisions regarding the internal control systems.

[Status of internal control systems]

1. Regulatory compliance framework

- (1) Chiyoda places the highest priority on conducting business in compliance with Japanese and foreign laws and regulations and the Articles of Incorporation and in accordance with the Company's corporate ethics. The Company conducts business in accordance with the Purpose, Mission, and Chiyoda Group Code of Conduct. Additionally, with the objective of supporting sustainable growth and the medium to longer term enhancement of corporate value, Chiyoda established the Corporate Governance Policy that sets forth the fundamental approach to corporate governance and the basic policy, and the Company endeavors to put this into practice as the foundation of all business activities. The directors take the initiative in setting an example, and the Board of Directors oversees the execution of duties by the directors to ensure regulatory compliance.
- (2) To strengthen the compliance framework for laws and regulations and the Articles of Incorporation, Chiyoda created the position of Chief Compliance Officer (CCO) and the Compliance Committee. Furthermore, in addition to raising the awareness of its officers and employees by establishing related regulations and manuals, monitoring of operations for appropriateness, conducting the various training programs, and providing relevant information, Chiyoda also improves the effectiveness of its compliance efforts by establishing an internal whistleblower program. With the internal whistleblower program, the Company will ensure the strict confidentiality obligations of the designated contact person. Additionally, retaliatory treatment of those who have submitted reports or sought advice after submitting reports or seeking advice is prohibited.
- (3) In its decision-making process, the Board of Directors reviews legal issues and business decision-making processes with legal advisors as necessary to improve objectivity and transparency.
- (4) The Internal Audit Department performs audits of each department's compliance with laws and regulations, the Articles of Incorporation, and the internal regulations and reports to the Board of Directors.
- (5) Chiyoda resolutely confronts antisocial forces and does not furnish benefits to them. If the Company receives an improper demand from an antisocial force, Chiyoda will address it as an organization by coordinating with outside professionals, such as law enforcement, and corporate legal counsel.

2. Information retention and management framework

- (1) Chiyoda ensures that the information handled by directors in the execution of their duties is properly retained and managed by stipulating the

basic matters, such as the documents covered, the responsible manager, and the retention period through internal regulations governing the management of documents and confidential information.

- (2) Chiyoda properly retains and manages the minutes of important meetings, such as meetings of the Board of Directors and the Executive Committee, and those minutes are prepared in accordance with laws and regulations, the Articles of Incorporation, internal regulations, and other rules.

3. Loss management framework

- (1) At Chiyoda, the head of the department responsible for company-wide risk management collaborates with the chief officer in charge and the department heads to build loss management systems for the different types of risks in accordance with internal regulations and the various manuals.
- (2) Winning orders for projects and then executing those projects are at the very core of Company business. As part of the strategy of accepting orders only after taking into consideration the financial capacity of the Company and the number of employees, Chiyoda established a permanent department responsible for managing project risk from start to finish. This department starts its deliberations before accepting a project and reviews every stage, including the estimated guidelines and proposals. On the project execution side, the department provides management and project support both in terms of execution support and internal checks. It does this by establishing multi-track reporting lines, strengthening autonomous risk management within operating divisions, strengthening inter-department cooperation, and introducing mechanisms that make it possible to visualize P&L and risk on a frequent basis.
- (3) Another permanent department has also been established to oversee crisis management across the Company, and it oversees the activities of the risk managers assigned to each department in an integrated fashion. While constantly engaged in prevention and control activities, such as disseminating relevant information and giving warnings, this risk oversight department also responds in emergencies by serving as a central coordinating office when a crisis arises.

4. Efficiency framework

- (1) The Board of Directors makes decisions regarding company-wide management policies and important business actions, and it formulates specific business plans in order to achieve management goals. Additionally, to ensure that business decisions can be made swiftly and to the extent such decisions do not conflict with laws and regulations and the Articles of Incorporation, some authority is transferred to the president to ensure that these duties are carried out efficiently. Seeking to improve efficiency through matrix management, Chiyoda also established committees as organizations that cut across business departments. Specifically, to strengthen governance, Chiyoda established the Internal Control Committee, Compliance Committee, SQEI Management Committee, and Sustainability Committee. The Board of Directors appoints the chair of each committee. To strengthen the business strategy and company-wide resource allocation, the Company established the Integrated Strategy Committee, Project Competitiveness Committee, and Human Resources Development Committee. The president appoints the chair of each committee.
- (2) To help ensure that management goals are achieved in an efficient manner, Chiyoda adopted a nimble organizational structure and clarified and delegated authority based on internal regulations as the governing authority and for the assignment of duties.
- (3) To improve work efficiency across the Company, internal rules are systematically developed and then enforced and administered in an appropriate way. Chiyoda proactively uses information systems to share information about these rules and analyzes them.

5. Company group internal control framework

- (1) Through the Purpose, Mission, and the Chiyoda Group Code of Conduct, the Chiyoda Group clarifies the values that are to be shared by all officers and employees of group companies, and Chiyoda and its group companies maintain close cooperation while conducting business.
- (2) Along with establishing internal regulations to ensure that business is conducted in an appropriate and efficient manner as the Chiyoda Group, the group companies are managed and supervised by designating a supervising department for each group company. Furthermore, Chiyoda established a permanent department to draft plans and proposals, exercise control, and provide instructions in relation to group management.
- (3) Group companies have established an internal control framework that is consistent with Chiyoda's, including systems for reporting information to Chiyoda in a timely and appropriate manner and internal whistleblower programs based on thinking that is consistent with Chiyoda's mindset. Specifically, to ensure compliance with laws and regulations and the Articles of Incorporation, Chiyoda established the Group Company Compliance Liaison Committee comprising members from the group companies to facilitate information sharing within the Chiyoda Group. Risk management and crisis management systems that follow the Chiyoda framework are being developed for the group companies. Chiyoda's Internal Audit Department conducts internal audits of the group companies.
- (4) For major group companies, a member of Chiyoda's Audit and Supervisory Committee concurrently serves as auditor and may conduct proper investigations as necessary.

6. Framework to ensure the effectiveness of audits by the Audit and Supervisory Committee

- (1) A dedicated staff member has been assigned to assist the Audit and Supervisory Committee in performing its duties in order to support their auditing activities.
- (2) To ensure the independence of that staff member and to ensure the effectiveness of the instructions to that staff member, the personnel evaluations for that staff member are performed by the Audit and Supervisory Committee, any personnel changes must be approved in advance by the Audit and Supervisory Committee, and that staff member may not concurrently serve in any role concerning the execution of Company business.

7. Audit and Supervisory Committee reporting framework

- (1) At the request of the Audit and Supervisory Committee, officers and employees report on their activities related to internal controls to the Audit and Supervisory Committee on a regular basis or whenever important matters arise. Chiyoda will not subject those officers and employees who have made reports to the Audit and Supervisory Committee to retaliatory treatment as a result of the report.
- (2) In order to ensure the effectiveness of audits conducted by the Audit and Supervisory Committee, the representative directors and the chairman of the board meet regularly with the Audit and Supervisory Committee to exchange views on reports made by officers and employees to the Audit and Supervisory Committee. Additionally, when the Audit and Supervisory Committee asks that a member or members of the Audit and Supervisory Committee be seated at an Executive Committee meeting or other important meeting, the representative directors address such requests.
- (3) To ensure the effectiveness of reporting by group companies, the Audit and Supervisory Committee meets regularly with the auditors from

major group companies to exchange views and share information about the group's internal control framework.

- (4) When the Audit and Supervisory Committee requests that an independent outside expert be appointed for an audit by the Audit and Supervisory Committee Members, Chiyoda bears the expense unless it is shown to be clearly unnecessary with respect to the duties of the Audit and Supervisory Committee Members.

8. Framework to ensure reasonableness of financial reports

- (1) Chiyoda and the major group companies have developed and continue to use the necessary internal control framework, such as documenting business rules, to ensure the reasonableness of the financial reports as required under the Financial Instruments and Exchange Act. If a new risk is recognized or if any type of defect or deficiency in this system is discovered, Chiyoda works to promptly improve the framework.
- (2) To ensure the effectiveness of the internal control functions for financial reports spanning the entire group, Chiyoda established a highly independent Internal Audit Department in order to gauge and verify the actual state of control activities within each department using audits of daily operations and other means.

[Overview of Internal Control System usage]

Chiyoda uses internal control systems based on the basic approach to internal control systems that has been approved by the Board of Directors. The Internal Control Committee, which was established on the basis of these systems, is chaired by the officer concurrently serving as both the Chief Financial Officer (CFO) and Chief Compliance Officer (CCO), and the committee is made up of directors who are closely involved with the internal control systems and the members of the Compliance Committee. The committee accelerates further improvements to the internal control systems by grasping the circumstances in which Chiyoda operates as well as social changes in a timely manner, expediting the decision-making process and swiftly issuing instructions to the relevant departments. It also makes recommendations to the president aimed at strengthening governance. In fiscal 2025, the Internal Control Committee convened three meetings, thereby continuing to enhance the sophistication of the control system, including the organization of standard operational procedures that are important for internal control, the formulation and implementation of measures to strengthen internal control in each department, the introduction of organizational evaluations for their implementation, and the provision of education and information sharing on internal control. The Internal Control Committee plans to meet at least twice in fiscal 2026.

Major initiatives in fiscal 2025:

1. Initiatives regarding the compliance framework for laws and regulations and Articles of Incorporation

- The CCO regularly reported to the Board of Directors on the specific circumstances of important compliance-related cases, such as cases that could affect Chiyoda's business and cases involving a reputational risk to the Chiyoda Group. The substance of these reports and any instructions or requests from the Board of Directors were shared with the compliance officers from the various units and group companies at the Compliance Committee, leading to the implementation of effective measures to prevent such incidents from occurring.
- The CCO regularly sent messages aimed at improving compliance awareness among all officers and employees.
- To enhance the risk awareness of officers and employees of the group, as well as their awareness of timely and appropriate consultation and reporting, the group provides all officers and employees with e-learning programs, including compliance in general, seminars on such risk areas as harassment, bribery, economic sanctions, and respect for human rights, and rank-based seminars for new employees and managers.
- In line with the Guidelines on Price Negotiations for Appropriately Passing on Labor Costs formulated by the Cabinet Secretariat and the Japan Fair Trade Commission, Chiyoda's response policy was formulated, and specific situations at Chiyoda concerning the price pass-through of labor costs were regularly reported to the Board of Directors.
- The Internal Audit Department inspected the compliance status of relevant laws and regulations and the Articles of Incorporation when conducting individual audits of group companies and projects.

2. Initiatives regarding the information retention and management framework

Four of the group companies, including the Company and Chiyoda X-One Engineering (CXO) in Japan, as well as Chiyoda Philippines Corporation (CPh) and Chiyoda Almana Engineering LLC (CA), which are overseas group companies, have obtained ISMS certification. In addition, internal structures are being strengthened through the following initiatives: (1) visualization of information assets, (2) information security risk management and assessment, and (3) regular education and response drills for information security incidents in order to reduce information security risks, including responses to cyberattacks.

3. Initiatives regarding the loss management framework

- With respect to risk management, when Chiyoda was seeking to win the order for a project, the department responsible conducted a cold-eye review, and the relevant corporate units submitted their opinions to the Executive Committee as the Company strictly assessed risk and determined whether to accept the order.
- On the project execution side, Chiyoda continued to establish multitrack reporting lines, strengthen autonomous risk management within operating divisions, and reinforce inter-department cooperation. Also, the group continued to provide company-wide support for important projects, making it possible to visualize P&L and risk status and expanding the scope to encompass medium-sized projects and projects with deteriorating profitability (including subsidiary projects).
- For projects above a certain size, Chiyoda assesses the credit and financial status of the JV partner, and when the risk is deemed to be high, the Company continues to apply strict procedures so that the case is resolved by the Board of Directors.
- In conjunction with the transformation of the business portfolio, Chiyoda is working to strengthen risk management systems for projects in new fields.
- Chiyoda implemented safety measures across the Company and all construction sites for crisis events that could affect performance both inside and outside of Japan (including geopolitical risks and infectious diseases risks). The Company also implemented measures to minimize the impact of higher costs due to inflation and other factors.

4. Initiatives regarding the framework to ensure efficiency

- To improve the information flow to directors and support a smooth decision-making process, the directors are provided with a report on the state of the business each quarter, rotating reports on the state of the divisions, and quick-response reports when there is substantial

movement on a major project.

- Committees held regular meetings and deliberations and reported the results of their discussions to the Executive Committee and the Board of Directors.
- The newly installed Business Reform Promotion Office contributes to improving the quality of internal control through the standardization of operational processes via EPC operational process reform, the elimination of person-dependent operations, and the visualization of operations. With regard to RPA acceleration, AI utilization, work-life balance reform and health management, and operational efficiency improvement, among other measures, the CDO Office has taken a leading role in continuous implementation. Chiyoda obtained certification as a DX-Certified Operator under the Digital Transformation Certification program, which is being advanced by the Ministry of Economy, Trade and Industry's IPA Information-technology Promotion Agency.

5. Initiatives regarding the Company group's internal control framework

- Through the Purpose, Mission, and the Chiyoda Group Code of Conduct, the Chiyoda Group clarifies the values that are to be shared by all officers and employees of the group companies, and Chiyoda and its group companies maintain close cooperation while conducting business.
- As compliance-related initiatives of the Company group, the system framework has been developed and is being operated through the regular issuance of messages from the CCO, the holding of the Group Companies Compliance Liaison Committee for domestic and overseas group companies (held twice in fiscal 2025), and the establishment and operation of more effective, timely, and appropriate reporting and collaboration with each group company, as well as regular monitoring and communication, thereby operating a stronger group compliance framework.
- Chiyoda provided seminars and e-learning both in Japanese and English for officers and employees of group companies inside and outside of Japan with the aim of increasing compliance awareness and knowledge.
- Chiyoda is working to strengthen the internal control systems through monitoring and follow-ups using checklists for regular verifications at group companies inside and outside of Japan.

6. Framework to ensure the effectiveness of audits by the Audit and Supervisory Committee and the framework on audit reports by the Audit and Supervisory Committee

- Audit and Supervisory Committee members received reports on the status of the execution of the Company's business through regular meetings with Representative Directors, the Chairman of the Board and Audit and Supervisory Committee members, interviews with the heads of each organization, and visits to major projects and major group companies. They also exchanged opinions and confirmed the appropriateness of business operations.
- Audit and Supervisory Committee members attended meetings of the Executive Committee, Compliance Committee, and other important meetings. In order to liaise with internal control departments, they also attended meetings of the Internal Control Committee and offered opinions.
- Audit and Supervisory Committee members met regularly with auditors from the major group companies and exchanged views and shared information about the internal control framework for the Company group.
- Audit and Supervisory Committee members gave an explanation about the audit implementation plan at a meeting of the Board of Directors and exchanged views.

7. Framework to ensure reasonableness of financial reports

- The Company assigned an accounting officer who, along with carrying out accounting functions in accordance with generally accepted accounting standards, prepares and discloses financial statements in compliance with laws, regulations, and accounting standards.

2. Basic Policies to Protect against Entities and Individuals engaged in Unlawful Activities and Status of Established

Our basic approach to eliminating antisocial forces is as set forth in the Compliance with Laws and Regulations in the establishment and operation of the internal control system mentioned above. The code of conduct is set forth in Section 5 of the Chiyoda Group Code of Conduct below.

- A system has been established to obtain necessary information by contacting the Kanagawa Prefectural Center for the Elimination of Antisocial Forces and other external specialized organizations on a regular basis or as needed.
- The Legal Department has been designated as the department to oversee the response to this issue. A person responsible for preventing unreasonable demands has been appointed.
- Regular in-house training, seminars and e-learning programs are conducted.

[Chiyoda Group Code of Conduct]

The Chiyoda Group Code of Conduct is presented below.

Chiyoda Group recognizes that earning the trust and understanding of clients and society forms the basis of our business activities. To ensure that our business activities conform to social standards, we fully comply with all applicable domestic and international laws and regulations as well as our own rules, and conduct business activities in accordance with the following principles:

1. Commit to excel in achieving the highest standard of quality to best serve our clients and society with reliable services using cutting-edge technologies.
2. Conduct business with transparency, and fair competition, in order to earn the trust and confidence of society, clients, and third parties concerning our corporate activities.
3. Ensure timely and fair disclosure of information which stakeholders have the right to know, and promote constructive dialogues with the wider community.
4. With the understanding that helping to solve environmental issues is an essential part of Chiyoda Group's business activities, contribute to the society by cooperating with government agencies in solving environmental issues.
5. Stand strong against organized crime and never let criminal (or potentially criminal) individuals or groups benefit by their use of extortion or deceit.
6. Protect personal data and client proprietary information, and handle intellectual property with utmost care to avoid infringing on intellectual property rights.
7. Clearly distinguish private life from work, and refrain from any conflicting actions which undermine Chiyoda Group's interests.
8. Respect human rights, diversity of cultures, and individual differences as well as endeavor to ensure every employee's health and safety by

providing a suitable working environment.

9. Chiyoda Group's leadership hereby commit themselves to live the spirit and intent of the Code and implement by exercising leadership and setting an example as role models. Leadership shall also be prepared to listen to stakeholders inside and outside of Chiyoda Group, and if anything contrary to the Code is detected, commit themselves to corrective action and to remediate any internal control discrepancies.

V Other

1. Matters concerning anti-takeover measures

Matters concerning anti-takeover measures

No

Supplementary explanation regarding applicable item

(Not stated.)

2. Other matter concerning the corporate governance framework **update**

[Overview of the timely disclosure system]

With respect to the disclosure of information, the Chiyoda Group's Code of Conduct states that we will ensure timely and fair disclosure of information as a means of communication with the wider society.

Under this policy, we will disclose information in accordance with laws and regulations, Tokyo Stock Exchange (TSE) rules, and our own management standards.

(1) Internal rules for timely disclosure and responsible department(s)

Chiyoda has established internal rules for the appropriate disclosure and control of information (to prevent insider trading). We have also clarified disclosure procedures and we are working to ensure they are followed rigorously within the Company. At Chiyoda, the control of information is under the jurisdiction of the CFO, and the General Affairs Department, the Financial Planning Office, or both are responsible for the disclosure and publication of material matters.

(2) Information gathering process

When a Chiyoda Group officer or employee learns information that may constitute undisclosed material facts, they must promptly report it to the CFO, who is the officer responsible for the control of information, through their reporting line.

(3) Information disclosure decisions

Upon receiving a report as described above, the CFO, who is the officer responsible for the control of information, determines the necessity, timing, and means of disclosure after consulting with the department responsible for disclosure and the relevant departments, as appropriate. However, within material facts, the Executive Committee also discusses the disclosure of information concerning decision items, and any decision by the Executive Committee takes precedence over a decision made by the officer responsible for the control of information concerning matters deliberated by the Executive Committee.

(4) Disclosure process

Organizational decisions, such as earnings information and corporate decisions, are disclosed to the Tokyo Stock Exchange after such decisions, and other material facts are disclosed to the Tokyo Stock Exchange after disclosure is approved by the CFO, in each case in a timely manner as soon as possible. We endeavor to proactively explain especially material matters using means such as press conferences.

(Translation)

Reference: Skills and experience of directors and Audit and Supervisory Committee members

(at the conclusion of the 98th Ordinary General Meeting of Shareholders and General Meetings of Class Shareholders Holding Common Shares)

Name	Position	Skills and experience					
		Management	Finance and accounting	Legal, compliance, and risk management	Overseas experience	Project and technical experience	Sustainability
Koji Ota	Representative Director, President & CEO and CSO	✓		✓	✓	✓	✓
Tetsuya Konno	Director, Senior Executive Vice President & CHRO				✓	✓	
Naoki Kobayashi	Representative Director, Executive Vice President	✓		✓	✓	✓	
Atsushi Deguchi	Representative Director, Executive Vice President & CFO and CCO	✓	✓	✓	✓		
Satoshi Sato	Director	✓			✓	✓	
Yutaka Kunigo	Outside Director	✓				✓	
Shoko Kuroki	Outside Director		✓		✓		✓
Yutaka Osawa	Outside Director	✓		✓	✓	✓	
Shuhei Watanabe	Director, Audit & Supervisory Committee Member (full-time)		✓	✓	✓	✓	✓
Yumiko Matsuo	Outside Director, Audit & Supervisory Committee Member			✓	✓		
Takashi Mukuno	Outside Director, Audit & Supervisory Committee Member	✓			✓		✓

Correlation Chart of Corporate Governance & Internal Control

April 1, 2025

