

Anti-Harassment Policy for Job Applicants and Recruitment Activities

Guided by our corporate philosophy of “contributing to the nation and society through industry,” DKS Co. Ltd. (hereinafter referred to as the “Company”) respects the human rights and individuality of all people. We believe it is an important corporate responsibility to provide an environment in which job applicants and candidates can engage in job-seeking and career-development activities with peace of mind.

The Company will not tolerate sexual harassment or any other form of harassment against job applicants and candidates in any situation related to our recruitment and career support activities. This includes, but is not limited to, recruitment selection processes, corporate information sessions, internships, visits to alumni employees, recruiter interviews, post-offer interactions, and any other recruitment-related events.

1. Basic Stance

The Company requires all officers and employees involved in recruitment activities to respect the dignity, character, and intentions of job applicants and candidates, and to act with fairness and integrity at all times.

Furthermore, recognizing that applicants may hesitate to decline requests or seek advice due to concerns over their recruitment status, the Company will carry out necessary awareness-raising initiatives, education, and system development to prevent any inappropriate conduct.

2. Prohibited Conduct

The Company strictly prohibits the following acts:

- Sexual jokes, questions, remarks, and any other conduct of a sexual nature
- Unnecessary physical contact
- Demanding actions against a candidate's will by implying advantages or disadvantages in the selection process
- Demeaning remarks against personal character, or coercive, intimidating, and insulting behavior
- Unfairly hindering or restricting candidates' job-seeking activities with other companies
- Any other conduct that causes discomfort, anxiety, or emotional distress to job applicants and candidates

3. Measures Concerning Recruitment Activities

The Company will establish appropriate guidelines governing interviews, communications, informal gatherings, visits to alumni employees, and all other contact points with job applicants, and will ensure thorough understanding and compliance among all officers and employees.

In addition, all communications and interactions with job applicants shall be conducted strictly within the necessary and reasonable scope required for recruitment purposes, and every effort will be made to prevent any private or improper contact.

4. Consultation and Reporting System

When a consultation or report regarding recruitment-related harassment is received, the Company will respond promptly and appropriately after conducting the necessary fact-finding investigation, while paying full consideration to the privacy, intentions, and protection of the individual seeking advice.

The Company will not subject job applicants, candidates, or cooperating parties to any unfavorable treatment on the grounds of having sought consultation or cooperated in a fact-finding investigation.

If harassment is confirmed, the Company will take immediate and appropriate measures to support the victim, address the conduct of the perpetrator in a strict and appropriate manner, and implement corrective actions to prevent recurrence.

September 25, 2026

DKS Co. Ltd.

President & CEO

YAMAJI Naoki