

Tadano Group Compliance Regulations (Excerpt from the Codes of Conduct only)

Tadano Ltd.

Article 3. (Codes of Conduct)

The officers and employees of the Tadano Group shall act in accordance with the following standards in performing their duties.

(1) Prohibition on Acts Involving Conflict of Interest

Officers and employees shall not engage in any business that competes with the Tadano Group or engage in any act that conflicts with the interests of the Tadano Group for the benefit of an individual or third party without justifiable grounds, or engage in any act that appears or is likely to conflict therewith.

(2) Fair Trade and Competition

(i) Officers and employees shall not engage in bid rigging, cartel activities, acts that impede fair and free competition, participate in meetings that restrict free competition and exchange of information and acts that may raise suspicion of the foregoing.

Officers and employees shall comply with the Antimonopoly Act and other competition laws of other countries concerned and conduct fair transactions.

(ii) Officers and employees shall not, in advertising or other business activities, make representations or expressions that are contrary to facts or that may cause misunderstandings to customers with respect to the quality, performance, specifications or other characteristics of products and services.

(3) Prevention of Corruption

(i) No officer or employee shall pay money, entertain or give any other benefits(including those through a third party) to any public officer or candidate for public office, whether in Japan or overseas, for the purpose of obtaining improper business benefits. In addition, officers and employees shall endeavor to prevent such improper benefits from being provided by distributors and consulting companies who are business associates of the Tadano Group.

(ii) Officers and employees shall not offer any benefit considered excessive from the perspective of sound business practices and social norms in the countries concerned, nor engage in any other improper acts, with regard to entertaining business associates and exchanging gifts.

(4) Compliance with Export and Import Restrictions

Officers and employees shall comply with the applicable laws and regulations of the countries concerned with respect to import and export transactions of products,

technologies, services, and shall carry out necessary procedures such as reporting to the competent authorities.

(5) Ensuring Product Safety

Officers and employees shall provide safe products and services to customers in compliance with applicable laws and regulations of the countries concerned, and shall endeavor to promptly respond to any problems that occur regarding products or services.

(6) Compliance with Environmental Regulations and Environmental Conservation

Officers and employees shall comply with the environmental regulations of the countries concerned and endeavor to reduce Tadano's environmental impact in all business processes through efforts such as resource conservation, recycling, and prevention of environmental pollution.

(7) Respect for Human Rights

Officers and employees shall respect the basic human rights of individuals and shall not discriminate on the basis of nationality, race, religion, belief, age, gender, sexual orientation, disability or other factors, nor shall they engage in any act detrimental to the dignity of individuals, or any kind of harassment. In addition, officers and employees shall also work with business associates to prevent slave labor and trafficking in the supply chain.

(8) Regulatory Compliance concerning Political Activities

Officers and employees shall observe the applicable laws and regulations of the countries concerned with respect to political funding, donations, elections, and other political activities, and shall fully consider the necessity and validity of donations by the Tadano Group.

(9) Privacy Protection

Officers and employees shall endeavor to protect the privacy of individuals and comply with the applicable laws and regulations of the countries concerned with regard to the handling of personal information.

(10) Management of Confidential Information

(i) Officers and employees shall properly manage trade secrets and other confidential information in the possession of the Tadano Group or disclosed by a third party in accordance with internal rules, and shall maintain the confidentiality thereof.

(ii) Officers and employees shall not buy or sell stock or other securities or provide benefits or favors to third parties by using nonpublic information of the Tadano Group and other companies that they have come to know in connection with the performance of their duties or transactions.

(11) Appropriate Information Disclosure

In order for the Tadano Group to disclose corporate information such as the company's management and business activities to customers, shareholders, business associates, employees and all other stakeholders in a timely and appropriate manner, officers and employees shall comply with applicable laws and regulations related to the disclosure of corporate information.

(12) Prohibition of Unauthorized Use of Company Assets

Officers and employees shall not use the facilities, equipment, funds, information, and other assets held by the Tadano Group for purposes other than the performance of their duties, and shall manage such assets to prevent the loss, leakage, theft, or unauthorized use thereof.

(13) Prohibition of Involvement with Antisocial Acts

Officers and employees shall take a resolute stance against criminal organizations and other organizations that threaten social order and safety, and shall not have any relations with them. Officers and employees shall not cooperate in money laundering and shall take care not to be inadvertently used for money laundering.

(14) Compliance with Labor Laws and Regulations

Officers and employees shall comply with the Labor Standards Act and other applicable laws and regulations concerning labor conditions and the working environment.

(15) Maintaining and Improving Safety and Health of Officers and Employees

Officers and employees shall strive to create a safe and comfortable work environment, prevent occupational accidents, and maintain and promote the health of employees with a focus on continual improvement.

(16) Respecting Intellectual Property Rights

Officers and employees shall recognize that patents and other intellectual property rights are vital assets of the Tadano Group and shall endeavor to protect them. Officers and employees shall also respect the intellectual property rights of other companies, and shall take appropriate measures to prevent such rights from being infringed.

(17) Fair Procurement Activities

Officers and employees shall fairly select business associates in conducting procurement activities for components and materials, and shall pay attention to the status of the development of suppliers' compliance systems. In addition, officers and employees shall not engage in transactions unfairly, such as delaying payments, by abusing their superior bargaining position over business associates.

(18) Proper Accounting and Tax Return Filing

Officers and employees must properly account for the Tadano Group in accordance with applicable laws and regulations, internal rules, and generally accepted accounting standards.

In addition, tax returns for the Tadano Group must be filed properly in accordance with applicable laws and regulations.