

TOA Corporation is one of the largest and multinational construction and engineering companies in Japan. Founded in 1908 to launch itself into the business of developing port facilities and adjacent industrial lands by dredging and reclaiming the shallow waters in the Tokyo Bay, TOA has been in the forefront of coastal and maritime construction and engineering for more than 100 years.

As the postwar Japanese economy rapidly grew, TOA has expanded its business fields into on-land infrastructure works, architectural works, and international operations. To meet the emerging demands of this modern society, TOA also develops technologies and expertise for environmental sustainability, life cycle management of social assets, disaster prevention, and PFI projects.

As of April 1, 2009, TOA has the headquarters in Tokyo, under which twelve domestic branches, nine offshore offices, eight consolidated subsidiaries, nine non-consolidated subsidiaries, and twelve affiliate companies are actively involved in construction and related businesses.

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## CORPORATE PHILOSOPHY AND MANAGEMENT PRINCIPLES

Under its corporate philosophy, TOA Corporation strives for prosperity with advanced technologies and expertise, and fulfils its social responsibilities through steady and healthy management.

Furthermore, TOA bases its management policies on the following three principles;

- 1) To maintain competitiveness through elaborate corporate planning;
- 2) To gain a long-lived confidence with the clients and the society through careful and conscientious work practices; and,
- 3) To enhance personal competence of our staff and maximize our organization's power.

## TOA CORPORATION GROUP'S CODE OF CONDUCT

In order to dedicate ourselves to enhancing prosperity, healthiness, and sustainability of the society, TOA Corporation established "TOA Corporation Group's Code of Conduct" in 2006.

As a corporate citizen, the entire TOA Corporation Group will strictly follow the rules and principles as set forth herein, which, we believe, helps us earn the respect and confidence of our valued customers and the public.

- 1) Providing high quality constructions and services;
- 2) Thorough compliance with legal rules and social ethics;
- 3) Promoting fair and transparent competition;
- 4) Rejecting all contacts with antisocial activists and organizations;
- 5) Timely and reliable disclosures of corporate information;
- 6) Harmonizing with, and contributing to, the local communities;
- 7) Active and positive engagement in environmental issues;
- 8) Enhancing quality of the working environment and employee's life;
- 9) Harmonizing with, and contributing to, the world; and,
- 10) Management's commitment to implementing the Code and establishing an effective self-monitoring mechanism.