

Penalty Policy

ALLY REIT MANAGEMENT CO.,LTD.

ALLY REIT

In reference to the fundamental principles of operation based on the company's code of ethics and business conduct.

(Code Of Conduct)



1st Written Warning

Verbal Warning



2nd Written Warning

**Verbal warning with
a documented record.**



3rd Written Warning

**Written warning, such
as a warning letter.**



**Unpaid Suspension
(5 business days)**



Termination

Whistleblowing and Complaint Submission Channels

<https://www.allyreit.com/en/contact-us/whistleblowing>