



Compliance Pledge

I acknowledge that I have completed this training and fully understand its contents and principles. I agree to follow these principles at all times during the course of my employment and daily practices.

I understand that the principles in this training represent the commitment of my employer and the Rakuten Group to ethical behavior and compliance with applicable laws. I acknowledge and understand that any breach of these principles or my ethical, legal, and compliance obligations may seriously harm my employer and the Rakuten Group.

I will exercise my judgment to ensure that I am always acting in compliance with all applicable laws, regulations, policies, and ethical practices, whether or not they were specifically addressed in the training materials.

I will promptly report any potential violation to my supervisor, legal department, or the ethics hotline.

I understand that if I violate any of the principles referenced in this training or any relevant Rakuten Group policy or procedure, or breach any applicable law, I may be subject to disciplinary action, up to and including termination of my employment.

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In addition to the above pledge regarding the contents of e-learning, Rakuten Group urges all its employees and directors to comply with its Confidentiality policy. Therefore, Rakuten Group kindly asks you to read through and acknowledge the statement below:

In consideration of being employed or retained by Rakuten Symphony, Inc. or any legal entity owned or controlled directly or indirectly by Rakuten Symphony, Inc. (collectively referred to as the "Company"), I hereby acknowledge and agree to comply with the following:

1. I must comply with the Company's Employee Handbook/HR handbook and all the applicable policies of Rakuten Group and Rakuten Symphony, Inc., including Rakuten Group Regulation, and Rakuten Symphony Confidential Information Management Policy. I will not disclose the Company's Confidential information ("Confidential Information") to any third party without the Company's authorization.
2. After my employment with the Company ends, I will not take any recorded Confidential Information with me, and I will not further use or disclose any Confidential information that I become aware of during my employment for the Company.
3. If I have a duty of confidentiality and/or non-competition with my former employer, I agree that I must timely report it to my manager and comply with these duties.
4. I agree not to bring any third parties' confidential and proprietary information to the Company's premises, including but not limited to: laptops, removable medium storage devices, and/or hard copy documents, without the relevant third party's proper consent or authorization.

Kiran Kumar Rao
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