

Kyokuto Kaihatsu Group Sustainability Policy

The Kyokuto Kaihatsu Group intends to realize a sustainable society and to achieve the Group's enduring growth and development through our incessant efforts to meet the changing needs and expectations of our stakeholders.

1. We will work toward solving social issues from a value chain perspective by providing products and services in which environment and people are properly considered.
2. We will respond to various environmental issues, including decarbonization and resource recycling, not only in our manufacturing processes, but also in entire product lifecycles, including product uses and disposals.
3. We respect diversity and human rights of our employees, and strive to create a work environment in which everyone involved in the Group can experience a sense of fulfillment and growth.
4. In order to ensure that everyone in the Group can enjoy a happy and healthy life, we will implement measures to develop a safe and healthy work environment and to promote good health among our employees.
5. We will actively work to solve local issues, intend to build trust with local communities and to realize a society that can be co-created with the communities.
6. We intend to carry out our corporate activities in a fair and honest manner by complying with laws and regulations, etc. and maintaining high ethical standards. We will establish management systems in response to potential and emerging risks that affect business continuity, and take measures to reduce and prevent those risks.
7. We will manage various risks in the supply chains properly with our suppliers, and strive to maintain sustainable procurement.
8. We will disclose our financial and non-financial information promptly and transparently.
9. We strive to reduce negative impacts that may be generated from our business activities. In addition, if it becomes clear that

the Group's activities have caused, or turned out to be conducive to, negative impacts on our stakeholders, we will make proper correction/restoration efforts.

April 1, 2024

Kyokuto Kaihatsu Kogyo Co., Ltd.

Tatsuya Nunohara, Representative Director, President, CEO