

## [Tomoe Shokai Group CSR Policy]

The Tomoe Shokai Group undertakes CSR activities based on the following policy in order to contribute to the creation of a society in harmony with the global environment and to create a more prosperous future.

### 1. Implementation of our company credo and management philosophy

We are constantly aware of our company credo, “doing for the benefits of our customers” and management philosophy, and embody these principles in all our corporate activities.

### 2. Building relationships of trust with stakeholders

We aim to conduct business activities that value relationships of trust with our stakeholders (customers, suppliers, employees, local communities, etc.), and communicate with them in an honest and transparent manner.

### 3. Coexistence with local communities

We aim to work and grow together with local communities and actively contribute to their future development.

### 4. Pursuit of sustainable growth

We will strive to protect the environment and contribute to society, and promote initiatives to achieve sustainable growth.

### 5. Environmental, material procurement, ethics, labor and human rights initiatives

We will establish policies and review them periodically and develop the necessary internal regulations to ensure effective internal controls in each group company.

Established: September 01, 2024

CSR Committee Chairperson  
Vice President & Representative Director

深尾 尚男