

# CSR Policy

In accordance with the Tomoku Group Management Philosophy, "Providing value for consumers, enveloping life with sustainability and conservation for the our clients and the global environment", and the Group Code of Conduct, we will meet the expectations and demands of our stakeholders, recognize social issues and contribute to the realization of a sustainable society and conservation of the global environment through our business activities.

## Environment

Engage in global environmental conservation activities in harmony with our business activities such as waste reduction, recycling, resource and energy saving, utilization of renewable energy and conservation of biodiversity under our "Environmental Policy" along with further contribution to the circular economy.

## Social

### Fair business practices

Commit to be an ethical company by complying with relevant laws and regulations, conducting fair dealing and preventing corporate misconduct through compliance education.

### Human rights

Respect the fundamental human of all stakeholders by prohibit discrimination and harassment based on race, nationality, ethnicity, gender, religion, beliefs, personal history, birth, age, disability, sexual orientation, gender identity, or any other personal attributes. And do not tolerate forced labor, child labor, human trafficking, modern slavery.

### Labor practices

Human resource development is fundamental to the enhancing corporate value. Create a work environment where diversity and work-life balance are respected each employee can realize a rewarding job, and no accidents occur.

### Consumer issues

Comply with laws and regulations related to consumer safety and security, work to cultivate basic technologies and R&D to improve product safety and security, environmental performance, and aim to further enhance communication with customers and improve customer satisfaction.

### Community involvement and development

Strive for coexistence and co-prosperity with local communities through communication and social contribution activities such as events and volunteer activities.

## Organizational governance

Maintain transparency and develop systems and organizations that enable us to make prompt actions and realize highly fair and efficient management based on the "Management Philosophy". Commit to achieve a continuous increase in corporate value by fulfilling our responsibilities to all stakeholders based on the stance that compliance is the basis of corporate activities.