

## **Basic Policy on Sustainability**

Based on its Management Philosophy under its Corporate Philosophy, the Hakudo Group (hereinafter “the Group”) recognizes the paramount importance of pursuing sustainable management that includes environmental, social, and governance (ESG) initiatives, sustainable development goals (SDG) initiatives, and other initiatives. By engaging in business activities centered on the following matters, the Group concurrently enhances its corporate value and contributes to the realization of a sustainable society.

1. The Group deepens its understanding of sustainable management while taking into account ESG and SDGs, and works to contribute to the environment and society through its businesses.
2. The Group cares for the global environment and nature, and strives to prevent global warming and realize a recycling-oriented society.
3. The Group aims to promote the health of its employees, and supports initiatives such as training and employing diverse human resources, and promoting diverse work styles.
4. The Group strives to improve attributes such as health, efficiency, and transparency, and reduces various risks.
5. The Group endeavors to strengthen its relationships with the stakeholders of its businesses.
6. The Group engages in initiatives that help realize a society in which everyone can live with peace of mind.