

# Sustainability Management

## Sustainability Basic Policy

The Hirata Group aims to make everyone involved in the Company content and to contribute to the building of a sustainable society.

To that end, based on the founding spirit encapsulated in our Mission Statement—and through the spirit of respect for people and the provision of products and services that show our consideration for the global environment—we will ensure management transparency and soundness while working to achieve both business growth and the resolution of social issues.

## Basic Concept behind Sustainability

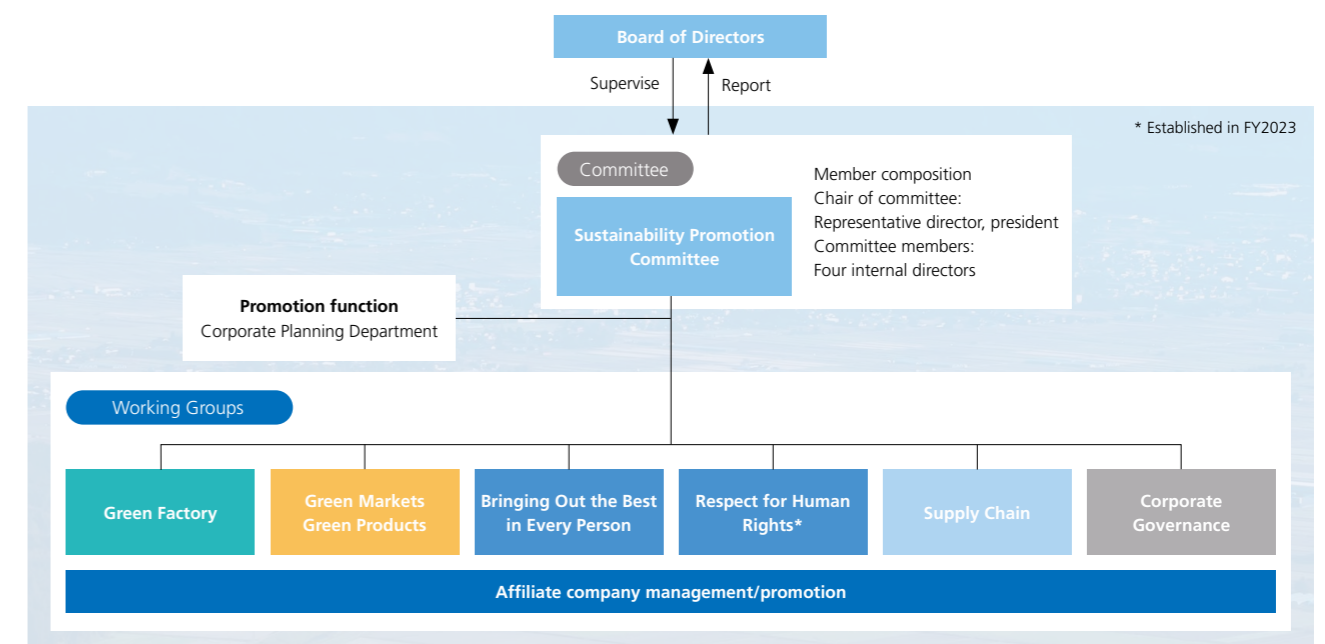
Our Sustainability Basic Policy was decided at a Board of Directors' meeting held in April 2022. The Sustainability Basic Policy clearly states in writing our policy to contribute to the realization of a sustainable society through corporate activities from the three perspectives of the

environment, society, and economy. The starting point of our sustainability is the perspective of continuing to grow our business while fulfilling our social responsibilities to all stakeholders.

## Sustainability Promotion System

We have established the Sustainability Promotion Committee to promote sustainability management. Chaired by the president, the Sustainability Promotion Committee incorporates the opinions of outside directors and external experts as observers, and working groups have been

established under the committee to promote sustainability activities. In principle, the committee meets at least twice a year, and under the supervision of the Board of Directors, the committee formulates sustainability targets and policies, discusses issues, and confirms the progress of activities.



Note: System structure current as of July 2024