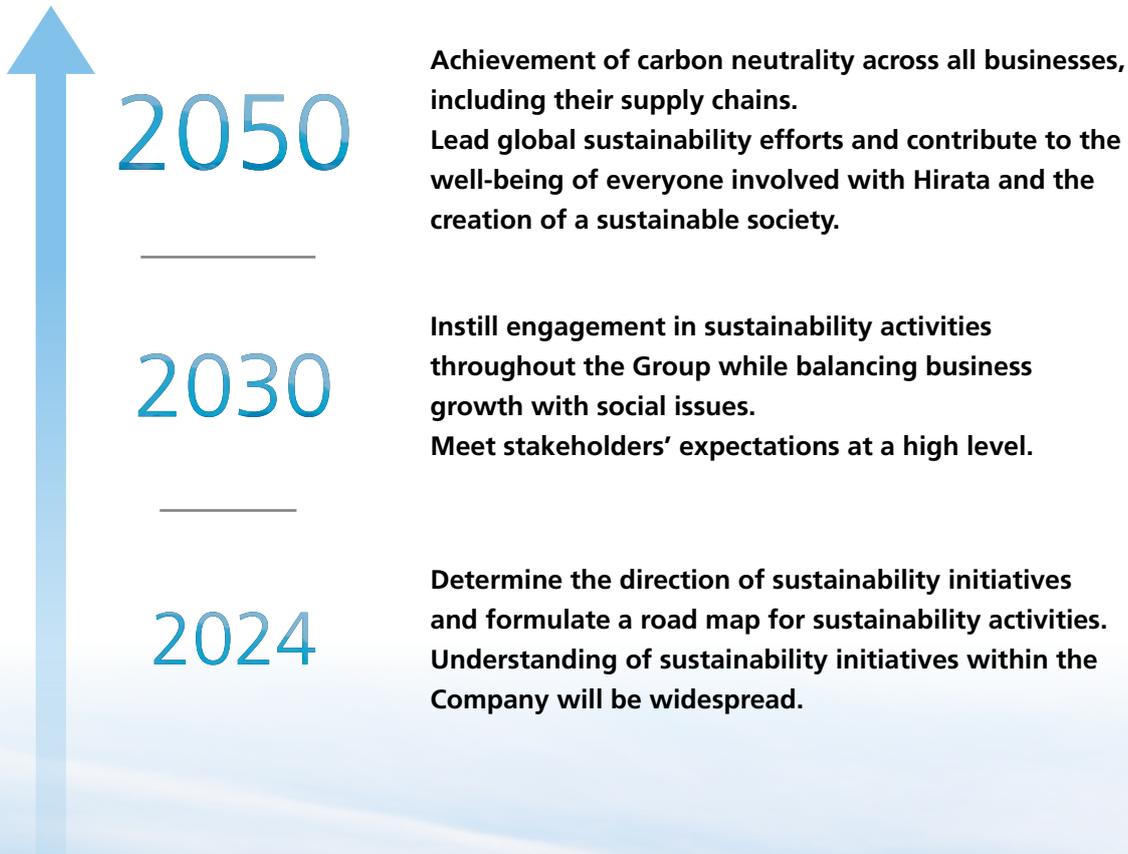


# Our Sustainability Activity Vision



## Sustainability-related Discussions and Initiatives from FY2023 to the First Half of FY2024

<b>Board of Directors</b>	June 2023	Decided upon the Hirata Group's vision and goals for sustainability promotion
	July 2023	Held discussion on declaring support for the United Nations Global Compact
	August 2023	Examined second Sustainability Promotion Committee meeting report
	December 2023	Established the Code of Conduct of the Hirata Group
	November 2023	Examined third Sustainability Promotion Committee meeting report
	February 2024	Examined fourth Sustainability Promotion Committee meeting report
	May 2024	Examined fifth Sustainability Promotion Committee meeting report
	August 2024	Examined sixth Sustainability Promotion Committee meeting report
<b>Management Meeting</b>	October 2023	Held discussion on Code of Conduct revisions
<b>Sustainability Promotion Committee</b>	April 2023	Established activity plans for each materiality and sustainability promotion regulations
	July 2023	Examined progress reports on the activities of each working group
	October 2023	Examined progress reports on the activities of each working group and decided upon the goals for 2030
	January 2024	Decided upon and partially revised goals of each working group; decided upon plan and budget for the next fiscal year
	April 2024	Examined progress reports on the activities of each working group, addressed the directionality of Group development, and shared EcoVadis' evaluation score of the Company
	July 2024	Examined progress reports on the activities of each working group, reaffirmed the positioning of sustainability at the Company, created plan for supporting Group development, and disclosed sustainability information