

Drivers and Boosters of Value Creation

Sustainability

Management

Environment

Occupational health and safety

Human Capital

Social and Relationship Capital

Our future vision and direction

To become an enterprise group that provides a sense of safety and security to societies in the Pacific Rim by demonstrating the group's overall capabilities.

Basic Policy for Promoting Sustainability Management

- 1 Based on our Mission and Business Principles, the company will clarify the ideal form of sustainability management to be pursued and strive to advance operations based on sustainability.
- 2 Promoting a corporate culture that places great importance on compliance, we aspire for all directors and all employees to always make the most appropriate autonomous decisions.
- 3 We will manage the company in the awareness that contributing to global environmental issues and communities, as well as respecting human rights are conducive to our group sustainability.
- 4 We will proactively engage with key sustainability issues and undertake the most appropriate prioritization and resource allocation.
- 5 We will practice appropriate information disclosure and communication with stakeholders, based on the state of our sustainability management, and build relationships of trust.
- 6 We will treat the promotion of sustainability management as a group-wide activity.

Sustainability / CSR Objectives for 2025

1. **Prevention of accidents**
 - Zero fatalities
2. **Reduction of greenhouse gas emissions**
 - Reduce specific net CO₂ emissions by at least 10% or more (compared with 2000)
3. **Diversity**
 - Ratio of female recruits: At least 30%
 - Ratio of female employees: At least 10%
 - Ratio of newly appointed female managers: At least 10%

Mojave Plant (California, United States)
Blessed with a good location for wind power generation, it owns some of the wind turbines seen in the background, which supplement the electricity used for cement production.