

Sustainability Management

- Environment
- Human Capital Management
- Occupational Health & Safety
- Respect for Human Rights
- Social and Relationship Capital
- Governance

<Mission of the Taiheiyo Cement Group>

Our mission is to contribute to social infrastructure development by providing solutions that are environmentally efficient, enhance our competitive position and bring value to our stakeholders.

Basic Policy for Promoting Sustainability Management

- ① Based on our Mission and Business Principles, the company will determine 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 with the recognition that contributing to global environmental challenges and communities, as well as respecting human rights, will contribute to the sustainability of our group.
- ④ We will proactively engage with key sustainability challenges and undertake the most appropriate prioritization and resource allocation.
- ⑤ Based on the progress of our sustainability management, we will disclose information and communication appropriately with stakeholders to build relationships of trust.
- ⑥ We will promote sustainability management as a group-wide activity.

CSR Objectives for 2025

- 1. Prevention of accidents
 - Zero fatalities
- 2. Reduction of greenhouse gas emissions
 - Reduce specific net CO₂ emissions by 10% or more (compared with FY2001)
- 3. Workplace Diversity
 - Ratio of female recruits: At least 30%
 - Ratio of female employees: At least 10%
 - Ratio of newly appointed female managers: At least 10%