



IINO Group Sustainability Policy

The IINO Group has our corporate philosophy of "Connecting Wishes. Building a Brighter Future. Always Safety First." In pursuit of this vision, the group is committed to addressing environmental and social issues through its corporate activities. Additionally, through a focus on sustainability in management, the group endeavors to enhance long-term corporate value and contribute to realize a sustainable society.

1. Safety is Priority No. 1

The IINO Group places our highest management priority on ensuring safety.

2. Respect for Human Rights

The IINO Group respects the human rights of all people, strives to raise awareness of human rights, and prohibits any discrimination on unreasonable grounds.

3. Environmental Protection

The IINO Group strives to comply with all relevant domestic and international regulations, reduce the environmental impacts arising from its business operations, and to protect the environment. Additionally, the group is actively committed to addressing climate change and protect the natural environment.

4. Contribute to Society

As a good corporate citizen, the IINO Group will contribute to the sustainable development of the earth and society. We aim to enhance the corporate value in a sustainable and progressive manner through our business activities, and to gain the trust of a wide range of stakeholders.

5. Ensuring Thorough Compliance

The IINO Group adheres to all laws and regulations in each country and region where it conducts business activities, and also establishes compliance with competition laws and anti-bribery measures to promote fair trade. Additionally, we will not be involved with any antisocial forces or groups that threaten the order and safety of society.

6. Respects for Customers

The IINO Group will stand on an equal footing with all of its business partners and strive to

respond to them with sincerity, kindness, and politeness. We will respond promptly and directly to our customers' needs, always striving to improve customer satisfaction.

7. Promotion of Diversity

The IINO Group will develop an environment in which diverse human resources can play an active role and promote efforts to ensure that each individual maintains good physical and mental health.

8. Disclosure of Information and Communication

The IINO Group endeavors to consider the interests of all stakeholders and strives to engage in sufficient communication to gain understanding. Furthermore, we commit to disclosing information promptly and appropriately including information that may be unfavorable to the group.

9. Education and Training

The IINO Group conducts appropriate educational activities for officers and employees to ensure that the Policy permeates throughout the group and is effectively put into practice.

The Policy was approved by the Board of Directors on March 28, 2024.

March 28, 2024
IINO Kaiun Kaisha, Ltd.