

## Basic Sustainability Policy

The SAKAI Group aims to contribute to a sustainable society, the Group's sustainable growth and medium- to long-term increase in corporate value through implementation of ESG management based on our basic management policies of contributing to the social business of global land development through the road construction

### 1. Environment

Together with our initiatives to reduce our own CO2 emissions we contribute to a decarbonized society through the creation of added value by developing new technologies.

### 2. Society

We engage in resolving social issues and creating social value through our road construction equipment business.

### 3. Human rights

We do not discriminate based on personal attributes such as gender, nationality or age and we respect the human rights of all stakeholders involved in our business activities.

### 4. Human resources

Human resources are the driving force behind corporate development and we prepare a safe and secure work environment while recognizing diversity and we strive to secure and train human resources.

### 5. Corporate governance

We strive to build a relationship of trust with all stakeholders, promoting the creation of a management structure based on the Corporate Governance Code.