

Yoshida Group Social Responsibility Policy

We, the Yoshida Group, build corporate value by building relationships of trust with all stakeholders, including "customers," "business partners," "employees," and "society," in accordance with the following "basic policies" and "code of conduct". We will enhance it and contribute to the development of a sustainable society.

- Basic Policies -

1. We provide high quality and safe products, services that please our customers.
2. We give top priority to safety of our employee, with respectful human rights and ensured comfortable working environment.
3. We will strengthen communication with various stakeholders and build and maintain fair relationships.
4. We will promote business activities with consideration for environmental conservation.
5. We will comply with laws, regulations, respect local customs and culture.
6. We will endeavor to protect properly and manage our information assets.

- Code of Conduct

We Yoshida Group, based on following code of conduct, each of our employees will aim to be desired presence from society, complying with laws and regulations, respecting social ethics, recognizing corporate social responsibility, based on following code of conduct.

【For Customers】

- 3) We give priority serving to customer in good stead, and produce products and services in High-quality beyond expectations.
- 4) Yoshida Group always providing safe products which could be used at ease.

【For Employee】

- 5) Yoshida Group respects each person's human rights. No human rights violation will be tolerated, such as discrimination or harassment on the basis of ethnic origin or skin color, religion, belief, gender, social status, disabilities, sexual orientation or any other illegal reasons.
- 6) No use shall be made of forced labor, or child labor under the age of 15.

Employment contract will be concluded with all employees.

- 7) Freedom of association and the right to organize will be respected under the laws and regulations, in the countries where we do business.
- 8) Yoshida Group provide fair working conditions to all employees and strive to maintain and improve the safe and healthy working environment, and we perform risk assessment and thorough safety education to prevent labor injury.

【For Subcontractors】

- 5) We endeavor to be honest, fair and transparent, and would not grant or receive, bribery or unfair profit.
- 6) We comply with each country or region laws and regulations which maintain fair competition.
- 7) In procurement activity, the issues set out in this policy, such as human rights, environment, will be considered.
- 8) We assist our subcontractors to comply with the labor standards law.

【For Environment】

- 5) We endeavor to growth in harmony with environment, by protecting resources, preventing global warming, Conserving of biodiversity.
- 6) We recognize necessity of a global scale environmental conservation, and strive to reduce environmental footprint of business activity and product's life cycles from material procurement to producing, selling, using, recycling, disposing, not only complying with laws and regulations.
- 7) We will comply with all laws and regulations regarding the storage, discharge, and disposal of industrial waste.
- 8) We care about natural resources such as water and fuels to maximize environmental contribution.

【For Social】

- 3) Yoshida Group strive to prevent any predictable risks in business. In order to this, we clarify the definition, philosophy, responsibility, authority, system, response procedure, etc. of crisis management and prepare for emergencies. In case, we act with the highest priority on the human lives, unite efforts of Yoshida Group, and work to respond promptly and appropriately for continuing business.
- 4) We comply with international and each regional rule, such as export-related laws and regulations, and consider regional custom and culture, which involved in business activity.
- 3) At Yoshida Group, we uphold the highest standards of integrity. We do not offer bribes or illicit favors to government officials, ensuring our relationships remain fair and transparent. We reject all forms of criminal activity, including money laundering, fraud, and strictly prohibit any association with organized crime and anti-social forces.
- 4) As a member of the local community, Yoshida Group aim to create a prosperous society, engage actively in dialogue and promote social contribution activities.

【For Information】

- 4) In obtaining information, we will not only comply with laws and regulations but also act in accordance with social norms.
- 5) Various confidential information obtained from business, including customer's personal data will be kept under strict management and protection.
- 6) We pay close attention to inadvertent conversations in public places and social media posting.



(Management & Administration)

This policy applies to all officers and employees of the Yoshida Group.

The President & CEO is responsible for its implementation and monitors the execution through management reviews. In the event of any issues, the President & CEO shall take full responsibility for investigating the root cause and implementing preventive measures.

A compliance consultation hotline is established to report violations or concerns, and a fair system is maintained to ensure that whistleblowers are protected from any form of retaliation.

This policy shall be reviewed at least once a year and revised as necessary. Employees are provided with a "portable card" summarizing this policy, and they are required to acknowledge it with their signature to ensure thorough awareness and understanding.