

## **Kokuyo Group Sustainable Management Policy**

The Kokuyo Group, to present a tomorrow you can't wait for, is helping to build through its business activities a self-directed, collaborative society that keeps addressing socioeconomic issues.

A self-directed, collaborative society is one where self-disciplined individuals recognize each other and collaborate, thereby creating new value. Diverse individuals find their own sense of fulfillment, mutually enhancing each other's creativity within close-knit relationships rather than conformity. We believe that realizing such a society will lead to the resolution of numerous socioeconomic issues.

We define this as the social impact (social value) that Kokuyo should create. To achieve this society, we will implement sustainable management based on a Forest-Like Management Model and a logic model, and collaborate with all stakeholders, including our customers, supply chain partners, members of the local community, shareholders and investors, and Kokuyo Group officers and employees, as well as future generations.

### **1. Environment**

A healthy global environment is an essential foundation for work, learning, and daily life.

The Kokuyo Group recognizes global environment issues such as climate change, depletion of resources, loss of biodiversity, and pollution as perpetual issues shared by the whole world. We will assume the lead in taking action to resolve these issues by bringing together the wisdom of various people involved in our business activities.

### **2. Society**

Protecting people's dignity and respecting their rights allows individuality in the world to shine and forms the foundation for sustainable development. The Kokuyo Group will respect the human rights of all people involved in every aspect of its business activities and will not engage in discrimination, harassment, and will not tolerate child labor, or forced labor. Furthermore, we will foster wellbeing both within and outside the Group by promoting new ways of working and creating innovation through building diverse organizations.

### **3. Corporate Governance**

The Kokuyo Group has established the Kokuyo Group's Code of Conduct which commits us to acting with high ethical standards, as well as complying with laws and regulations. Furthermore, corporate governance is one of our strategic priorities. We will make ongoing efforts to improve management efficiency, transparency, and fairness, in order to build long-term value in a sustainable manner and in a way that reflects the Kokuyo identity.

### **4. Supply Chain**

With the rapid progress of economic globalization, risks such as human rights violations, widening wealth disparities, and environmental degradation are increasing in supply chains, including in developing countries. To ensure that the earth and society remain sustainable, the Kokuyo Group will strive to build mutual understanding and trust with our supply chain partners with shared understanding of the Kokuyo Group's value of co-creation with

empathy, work together to fulfill our social responsibilities, and continue contributing to social development.

Revised: December 1, 2025

KOKUYO CO., LTD.

Director,  
Representative Corporate Officer,  
President and CEO  
Hidekuni Kuroda

A handwritten signature in black ink, appearing to read "Hidekuni Kuroda". The signature is written in a cursive, flowing style with some loops and flourishes.