

Toyo Construction Group Sustainability Procurement Policy

Toyo Construction Group has established the “Sustainability Procurement Policy” and the “Sustainability Procurement Guidelines” on the matters to be addressed in collaboration between our Group and our clients to realize the sustainable society based on our Corporate Identity, “devoted to customer and public society”.

Toyo Construction Group aims to resolve social issues through the business across the supply chain. Your cooperation would be greatly appreciated.

1. Compliance with laws and regulations and respect for social norms
We will comply with laws and regulations as well as social norms at home and abroad.
2. Fair and equitable transactions
We will make fair and equitable transactions with clients as equal partners.
3. Respect of human rights
We will respect human rights and eliminate any and all irrational discrimination.
4. Promotion of safety and health
We will promote the improvement of workplace environment and working conditions to eradicate labor accidents.
5. Conservation of environment
We will proactively work on the realization of a decarbonized society and the biodiversity conservation and reduce the environmental load.
6. Maintenance of quality
We will maintain the quality of construction products by actively working on the improvement of quality control system and the development of advanced technology.
7. Disclosure of information
We will make efforts to gain the understanding about our business activities by providing corporate information widely to the public.
8. Thorough information security
We will appropriately manage confidential information, personal information and customer information, etc.
9. Business continuity in case of a disaster
Even in case of a large-scale disaster, we will develop a system to contribute to the business continuity of the national and local governments and companies.

10. Promotion of CSR activities

Through our CSR activities, we will contribute to the revitalization of local communities and the realization of an affluent society.

April 1, 2024, Establishment

Toyo Construction Group Sustainability Procurement Guidelines

1. Compliance with laws and regulations and respect for social norms

We will comply with laws and regulations as well as social norms at home and abroad.

- We will comply with the laws and regulations, international rules and societal norms applied in the countries and regions of our operations.
- We will assume a firm attitude to and block out any relations with antisocial forces which threaten the order and safety of society.
- For the relationship with politics and administration, we will maintain a transparent and proper relationship.
- We will respect other's intellectual property rights, and manage and protect personal information properly.

2. Fair and equitable transactions

We will make fair and equitable transactions with clients as equal partners.

- We will conclude a contract for transactions in business activities with a client in a fair manner, and work on establishing an appropriate production system by clarifying the roles and responsibilities.
- We will maintain and strengthen a good partnership with clients.
- We will prohibit an abuse of superior bargaining position to clients and aim for a harmonious relationship through business relationship on an equal footing.
- We will not make or receive illegal payoffs.

3. Respect of human rights

We will respect human rights and eliminate any and all irrational discrimination.

- We will preserve basic freedoms of individuals.
- We will respect diversity and inclusivity, and prohibit any and all discrimination on the basis of sex, age, nationality, race, thought, religion, disease, sexual orientation or gender identity, handicap, or physical characteristics, etc.
- We will prohibit any act of harassment or privacy invasion.
- We will eliminate child labor, forced labor and human trafficking.
- We will improve safe, sanitary and healthy working environments.
- We will improve appropriate working conditions with prohibition of cheap labor and consideration of living wage.
- We will respect freedom of association as well as collective bargaining rights, and protect workers' rights.
- We will identify the human rights risk and conduct a human rights due diligence as a process to prevent and mitigate it.

- In case of a human rights violation caused by suppliers or subcontractors, we will encourage them to respect and not to violate human rights, and will make efforts to improve the situation in cooperation with them.

4. Promotion of safety and health

We will promote the improvement of workplace environment and working conditions to eradicate labor accidents.

- In order to secure safety and health of people engaged in the construction industry, we will enhance measures for safety and health.
- We will promote improvement of workplace environment and working conditions and create attractive working environment.
- We will develop precious human resources by enrichment of education for staff and subcontractors.
- We will properly implement and operate the occupational safety and health management system of Toyo Construction Group.

5. Conservation of environment

We will proactively work on the realization of a decarbonized society and the biodiversity conservation and reduce the environmental load.

- We will contribute to the realization of a decarbonized society by reduction of greenhouse gas emissions and improvement of recovery technology.
- We will contribute to the creation of a recycling-based society by promoting the activities of the 4Rs (Refuse, Reduce, Reuse, Recycle) for construction byproducts and practicing proper disposal.
- We will promote environment-friendly procurement of materials and equipment.
- We will develop contamination prevention by the steady implementation of pollution prevention activities.
- We will conduct biodiversity friendly and natural ecosystem friendly design and construction.
- We will properly implement and operate the Environmental Management System of Toyo Construction Group.

6. Maintenance of quality

We will maintain the quality of construction products by actively working on the improvement of quality control system and the development of advanced technology.

- We will improve our quality control system and provide construction products and services of optimum quality.
- We will conduct an appropriate and secure production management by clarifying the roles

and responsibilities.

- We will actively work on the technology development to meet customer and social needs.
- We will develop precious human resources utilizing individuality and personal strength, and continuously provide reliable quality.
- We will properly implement and operate the Quality Management System of Toyo Construction Group.

7. Disclosure of information

We will make efforts to gain the understanding about our business activities by providing corporate information widely to the public.

- We will disclose corporate information such as business activities and sustainability activities in a timely and appropriate manner to promote broader communication with stakeholders.

8. Thorough information security

We will appropriately manage confidential information, personal information and customer information.

- In addition to compliance with laws and regulations related to information security including the Act on the Protection of Personal Information and the Act on the Protection of Specially Designated Secrets, by thorough management of confidential information, personal information as well as customer information, we will prevent fraudulent and unauthorized use and information leakage.
- We will take measures to protect our computer network against virus and the like and prevent information leakage.

9. Business continuity in case of a disaster

Even in case of a large-scale disaster, we will develop a system to contribute to the business continuity of the national and local governments and companies.

- By establishing a system in preparation for a disaster and an epidemic and conducting trainings based on the BCP (business continuity plan) in peacetime, we will maintain the supply chain in case of a contingency.
- In the event of a natural disaster such as a large-scale earthquake, we will get involved in disaster relief efforts such as relief of the sufferers, protection of safety, and emergency rehabilitation of suffered structures, in an immediate and organized manner.

10. Promotion of CSR activities

Through our CSR activities, we will contribute to the revitalization of local communities and the

realization of an affluent society.

- We will actively participate in community exchange activities and environmental conservation activities.

For our understanding of status in your sustainability activities based on the Guidelines, we would like to conduct a questionnaire survey or an interview of our clients, and as necessary, we will provide improvement proposal or support. Thank you for your cooperation.