

<Sustainability Policy>

1. Basic Policy

“ZACROS is committed to realizing a society with genuine happiness through our “embracing spirit”, so that we can be proud of ourselves throughout the following generations.” With this as the ZACROS VISION, the ZACROS Group (the “Group”) has been working together with our stakeholders for 110 years in every field from food products and household goods to medical and pharmaceutical products, electronic devices, construction and civil engineering materials, and more.

The Group will be the first to take on the challenges of potential problems in society, markets, and customers, and we will create unique solutions that will lead to the achievement of a sustainable society.

As a solution-creating company that constantly creates new value, the Group will continue to work together with our stakeholders to create a more prosperous future that we can be proud of for generations to come.

2. Customers

The Group will always act from the viewpoint of future society and customers, and will create value together with its customers.

3. Employees

To contribute to society in a sustainable manner through value creation, the Group will work toward the development of an organization where diverse human resources can gather and grow together. The Group will create a culture of mutual growth by building a relationship in which the Company and employees mutually benefit from each other.

4. Trading Partners

The Group will build relationships of mutual trust through transparent and fair transactions, respect all trading partners, and strive for mutual sustainable development. The Group will also take environmental, human rights, and other initiatives into consideration in its business dealings.

5. Global Environment

Recognizing that the preservation of the global environment is the most important issue common to all humankind, the Group will assess the impact of its own business activities on the environment and promote activities to reduce its environmental impact. The Group will also strive to develop and propose environmentally friendly products and services, and contribute to environmental improvement through various activities.

6. Local Communities

The Group will respect the culture and customs of the countries and regions it operates in, strive to harmonize with local communities, and contribute to their development.

7. Shareholders

The Group will place importance on dialogue with shareholders and investors, and strive to earn their trust.

The Group will make the most of its tangible and intangible management resources to sustainably enhance corporate value.

Established on December 1, 2024