

NIPPON KANZAI Group Sustainability Basic Policy

The NIPPON KANZAI Group is pursuing a sustainable business model as a company that continues to support social infrastructure based on the founding philosophy embodied in our company name: “We want clients to entrust us with their buildings—valued assets—with confidence. We will protect not just the assets of one regional city, but all those throughout Japan.”

Based on our sustainability philosophy of “Enduring quality without compromise,” we aim to sustainably enhance our corporate value by pursuing enduring quality without compromise for all stakeholders with consideration for the environment, society, and people.

1. Protecting the environment and assets

- We will protect the value of assets through building management and other businesses that consider the environment, and contribute to realizing a safe, secure, comfortable, and sustainable society.
- We will demonstrate the expertise of each Group company and contribute to reducing environmental impact by promoting energy and resource conservation and the use of environmentally conscious materials, among other measures.

2. Moving together with society

- We will strive to leverage our nationwide Group network and collaborate with local governments and businesses to contribute to regional communities through public facility and urban infrastructure management, job creation, and other initiatives.
- We will aim to build mutual trust and fair business relationships with business partners while sharing the importance of environmental protection and solving social issues throughout the entire supply chain.

3. Valuing people

- We respect human rights and share the principles of diversity and inclusion among all employees and officers. We will create healthy and comfortable work environments where diverse human resources can thrive, thereby enhancing job satisfaction.
- We will enhance our education and training programs to cultivate flexible thinking and creative human resources.

4. Building trust

- We will respect dialogue with all stakeholders, including shareholders, business partners, local communities, and employees.
- All employees and officers will understand and practice social responsibility and ethical behavior, aiming to build relationships of trust.

5. Advancing appropriately

- We will integrate sustainability perspectives into management decision-making and risk management, strengthen the functions of the Board of Directors and various committees, and build a highly transparent and sound governance system.
- We will identify materiality (key issues), formulate strategies to address them, establish evaluation targets and indicators, and strive to achieve them.

We will fully advance this Sustainability Basic Policy based on the recognition that contributing to solving environmental and social issues is closely linked to enhancing corporate value.

March 18, 2025
NIPPON KANZAI Holdings Co., Ltd.
Sustainability Committee