

Management Philosophy

Affiliating with Society (S, G)

Penta-Ocean Construction keeps abreast of continued growth by contributing high quality construction services and building trustful relationships with all stakeholders.

Creating a Nature-Rich Environment (E)

We strongly believe that the cornerstone of our social and economic activities is delivering a nature-rich environment to the future generations. We create safe and comfortable living and rich social environment through our earth conscientious operations.

Cherishing a Pioneering Spirit (S, G)

We demonstrate enterprising spirit in dealing with changing society that influences our business in order to conscientiously respond to the needs of our customers and communities.

Sustainability Management

○ Vision

A Genuine Global Contractor practicing sustainability management

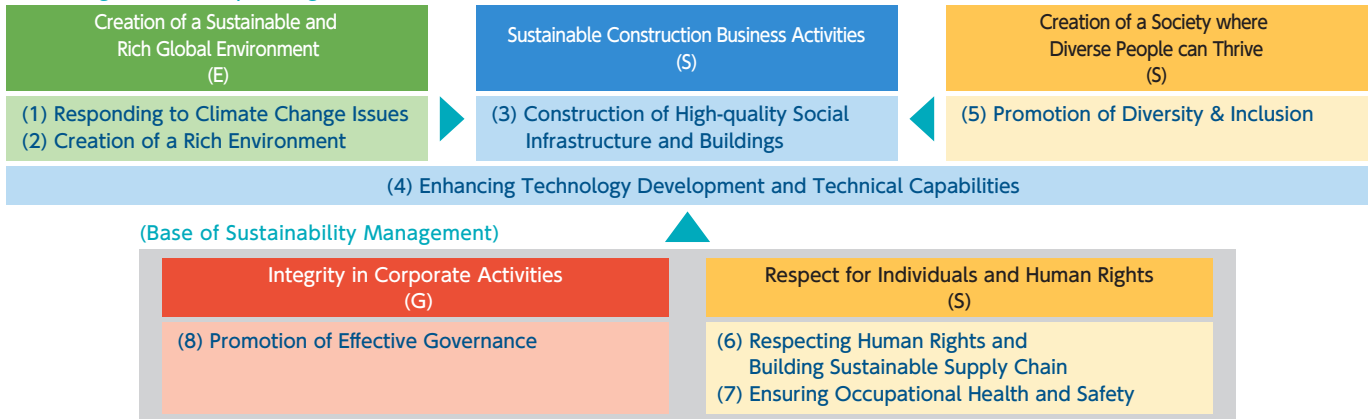
- Contributes to the sustainable development of society through sustainable construction business activities -

Penta-Ocean Construction Group conducts construction business activities based on the belief that "Our greatest contribution to society is the construction of superior infrastructure."

As a genuine global contractor with strengths in port, coastal and waterfront areas and overseas, not only do we strive to provide reliable safety and quality backed by technology, but we will also contribute to sustainable development of society by sincerely addressing all sustainability issues from an ESG perspective.

○ Materiality ((1)~(8))

(Practicing sustainability management)



Penta-Ocean Construction Group Code of Conduct

1. Integrity in our corporate activities

- (1) Compliance with laws and regulations
- (2) Fair competition and appropriate transactions
- (3) Promotion of partnerships with business partners and establishment of sustainable supply chains
- (4) Appropriate accounting procedures and tax payment
- (5) Proper management and use of information and assets
- (6) Anti-bribery and anti-corruption
- (7) Eradication of antisocial activities
- (8) Risk Management

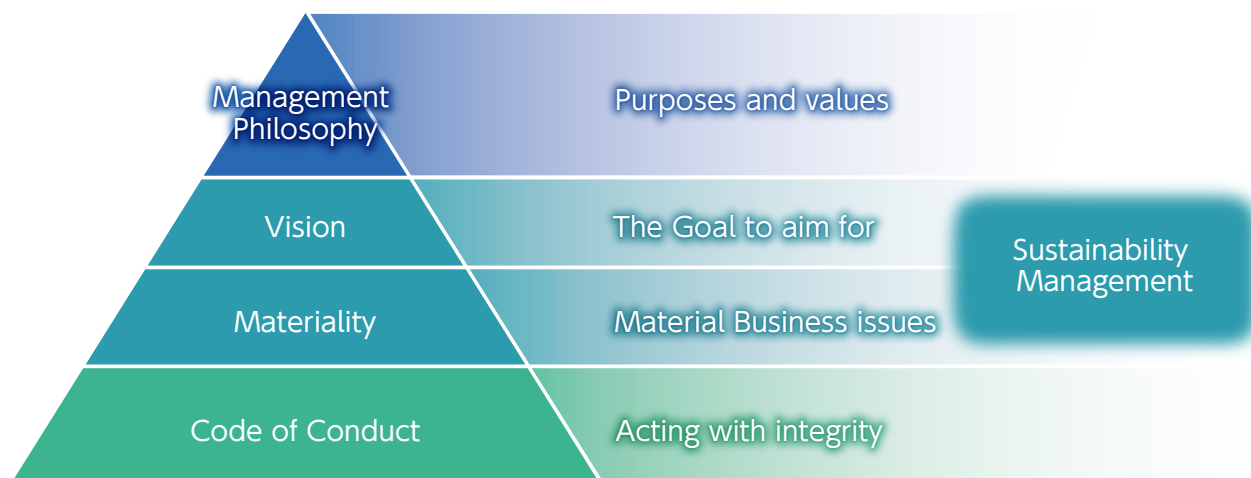
2. Respect for individuals and human rights, coexistence with society and nature

- (1) Respect for human rights
- (2) Promotion of Diversity and Inclusion
- (3) Creation of a safe and secure work environment
- (4) Construction of high-quality social infrastructure and buildings
- (5) Responding to climate change
- (6) Conservation and creation of natural environment
- (7) Communication with stakeholders and appropriate disclosure of corporate information
- (8) Contribution to local communities



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Corporate Philosophy Structure



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For readers

The Annual Report is a comprehensive communication tool for investors and a wide range of stakeholders, and contains information related to our philosophy, strategies, business activities, and sustainability initiatives. We hope that this report will give you a deeper understanding about POC group. In addition, our website provides extensive information on our sustainability initiatives in greater detail as a tool for information disclosure and accountability. Please visit us.



Target period

Scope of coverage

Referenced guidelines

Top page ▶ Sustainability Initiatives

<https://www.penta-ocean.co.jp/english/sustainability/index.html>

: The report covers FY 3/23 (from April 1, 2022 to March 31, 2023). However, some information outside of the said fiscal year is also included.

: In principle, the report focuses on the activities of the POC Group. A note is provided whenever the scope of coverage deviates from this description.

: Ministry of the Environment's "Environmental Reporting Guidelines 2018," IFRS Foundation's "International Integrated Reporting Framework," GRI's "Sustainability Reporting Standards," and Ministry of Economy, Trade and Industry's "Value Co-Creation Guidance" and "Task Force on Climate-Related Financial Disclosures (TCFD) Final Report"