Implementation of CSR Activity

On April 1, 2005, both the Corporate Social Responsibility (CSR) Promotion Committee and the CSR Promotion Office were established as organizations directly linked to the Office of the President of Penta-Ocean. The Committee is chaired by the Company's president and encompasses four subcommittees, of which all directors are members. The move was carried out to improve communication and decision making among top level management of the Penta-Ocean Group and is expected to also improve the Group's image with the general public.

Basic Policy of the CSR

The building of infrastructure is perhaps the most meaningful contribution a construction company can make to society and based on this premise, the Group continues to strive to improve its position for its shareholders, trading partners, customers, and employees. One way in which it achieves this is by focusing on environmental concerns and by developing innovative technologies that meet the challenges of a rapidly evolving global community.

1. Honorable Corporate Activities

Business activities must be in accordance with the law, socially acceptable, and morally just.

2. Coexistence with the Environment and Nature

- Construct environmental friendly structures and develop environmentally sound technologies that preserve earth's ecology.
- Develop comprehensive disaster prevention technology to produce structures that can withstand earthquakes and other naturally destructive forces
- Implement rapid response support activities for times of emergency.

3. Respect for Humanity

- Respect the individuality of each employee and create a working environment where each person can demonstrate their abilities and be rewarded for their efforts.
- Respect for human rights and the diversity of all people connected with the Company.

4. Communication with Society

Strive for optimum communication with stakeholders (shareholders, customers, business partners, employees and the local community), and the timely and appropriate disclosure of information that demonstrates maximum accountability.

CSR Promotion System

Committee Company President President CSR Promotion Committee Company President CSR Promotion Office Manager Committee Directors and

Compliance Committee

Central Safety, Health and Environmental Committee

Quality and Environmental Management Committee

Risk Management Committee

CSR Promotion Office

General Managers

(Actual Promotion Members)

- Corporate Planning Division Manager
- Public Relations
 Division Manager

members

- Administration
 Division Manager
- Civil Engineering Planning Division Manager
- Civil Engineering Division Manager

- Architectural Division Manager
- Legal Affairs
 Division Manager
- Personnel Division Manager
- Quality Environment Division Manager
- Safety Administration Division Manager

Branch CSR Promotion Committee

Committee president

Branch Managers

Vice committee president

Branch Assistant Managers

Committee members

Civil Engineering Marketing Division Managers

Architectural Marketing Division Managers

Civil Engineering Division Managers

Architectural Division Managers

Administration Division Managers

Safety Quality Environment Division Managers



Constant and Meaningful Communication with Stakeholders

Stakeholders of Penta-Ocean Construction Co., Ltd. and its subsidiaries include -

■ Customers and Consumers

Assurance of safety and quality and customer satisfaction

■ Shareholders and Investors

Appropriate disclosure of information and data

■ Trading Partners

Fair and impartial transactions

■ Employees

Realization of optimum work environments and respect for human rights

■ Local Society

Increasing its contribution

■ Ecology

Preservation of the environment

■ NPO and NGO

Social contribution through collaboration

■ Relevant Authorities

Compliance with laws, rules and regulations