

# Practice of CSR Management with Focus on ESG

Penta-Ocean Construction Group views that “its greatest contribution to society is the construction of high-quality infrastructure,” and considers that contributing to society through our core business focused on stakeholders is the core of our CSR\* activity. In order to live up to the expectations and requests of all kinds of stakeholders, we are producing products that would contribute to the development of a sustainable society with the entire value chain focused on ESG\*.

\*CSR: Corporate social responsibility, which means social responsibility each enterprise should fulfill for society and the earth environment.

\*ESG: Environment, social, and governance.

## Corporate Policy

### Affiliating with Society (S,G)

POC keeps abreast of continued growth by providing high quality construction services and building trustful relationships with all stakeholders.

### Creating a Nature-Rich Environment (E)

POC strongly believes 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 social environments through our earth conscientious operations.

### Cherishing a Pioneering Spirit (S,G)

OIC demonstrates pioneering spirit in dealing with the changes in society that influence our business in order to conscientiously respond to the needs of our customers and communities.

## Corporate Vision

### “Creative” company for land and sea (S,G)

As a leading contractor in coastal and waterfront areas, we seek to create attractive environments and pursue customer satisfaction and social contribution as an engineering-oriented company.

### “Committed” company guaranteeing solid quality (S,G)

We build trustful relationships with our customers and society through providing high quality workmanship and safe products backed by solid technologies.

### “Future-oriented” company creating rich environments for the future generations (E)

We create quality and nurture rich environments throughout the course of our corporate activities and pass on our dreams, hopes and possibilities to the next generations.

## CSR Policy

Penta-Ocean Construction Group views that its greatest contribution to society is the construction of high-quality infrastructure. We aim to be a respectable and highly attractive group of companies not only to our shareholders, customers, business partners and employees, but also to local communities by providing high-quality workmanship backed by advanced technologies developed with high regard for safety and ecological considerations.

### Dignified Business Conduct (G,S)

We take an honest approach to our business operations at all times, aside from observing the laws and ordinances, and respecting social norms and ethics.

### Coexistence with the Environment and Nature (E)

- We enhance global environment preservation by developing environmentally friendly infrastructures and technologies.
- We develop safe living environment through developing disaster response technologies applicable to both system and structures.
- In time of emergency, we implement quick-responding support initiatives.

### Human Propriety (S)

- We create a working environment that motivates our employees, and respect their individuality, enabling them to fully demonstrate their abilities.
- We respect human rights and adhere to the diversity of not only our employees but of all people connected with the Company.

### Information Transparency (S,G)

We are committed to broad-based communications with our stakeholders (including shareholders, customers, business partners, employees and the local communities), and at the same time, demonstrate maximum accountability by disclosing information in a timely and appropriate manner.

## Penta-Ocean Construction Group and Our Stakeholder Engagement Model



## Penta-Ocean Construction Group's Corporate Value Chain



Contribution to the sustainable growth of society



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### For readers

POC group has prepared and issued a corporate report as a tool for comprehensive communication with a broad range of stakeholders. Our website comprehensively describes our initiatives for sustainability in more detail, for disclosing information and fulfilling accountability. We hope that you will read them and deepen your understanding of our corporate group.

Period covered by this report: FY 2021 (April 1, 2021 to March 31, 2022); provided, however, that the report also includes the contents of other fiscal years.

Range covered by this report: In principle, this report mentions our corporate group.

Guidelines for reference : "Guidelines for environmental reports (2018)" by the Ministry of the Environment