Diversity, Equity and Inclusion (DE&I) Promotion Policy

At the Penta-Ocean Construction Group, we uphold the management philosophy of "Affiliating with Society", "Creating a Nature-Rich Environment" and "Cherishing a Pioneering Spirit". We strive to create a rewarding workplace where human talent from diverse backgrounds is given equal opportunities to thrive and reach their full potential.
By embracing diversity and maximizing the potential of each individual, we respond flexibly to social challenges and changes, and pursue long-term growth as a Genuine Global General Contractor that practices sustainability management.
As part of our commitment to the above goals, the Penta-Ocean Construction Group implements the following initiatives to promote Diversity, Equity and Inclusion (DE&I).

- We will secure and foster diverse human talent, enhance the personnel system that enables each individual to fully demonstrate their abilities and play an active role, and ensure fair and proper operation of the system.
- We are committed to creating a fair and equitable workplace where diverse human talent embraces mutual respect for one another and grows to their full potential, regardless of race, ethnicity, gender, nationality, religion, creed, disability, age, place of origin, social origin, sexual orientation, gender identity, or gender expression and other grounds, as well as by providing individually tailored support and accommodations.
- We strive to create a comfortable and rewarding workplace environment that supports flexible working styles, in pursuit of optimal work-life balance.

Established on 7 August 2025
Revised on 9 November 2026

Takuzo Shimizu

President, CEO and Representative Director
Penta-Ocean Construction Co., Ltd.