

# Management Philosophies/Medium-term Visions/Basic CSR Policies

## Management Philosophies

- ▶ Affinity with society
  - ▶ Establishing a rich environment
    - ▶ Practicing the enterprising spirit

## Medium-Term Visions

### ▶ A “creative company” on land and at sea

We seek to create attractive spaces as the leading construction company in port zones, and pursue customer satisfaction and social contribution as a proposal-oriented company.

### ▶ A “committed company” that guarantees solid quality

We build the relationship of trust with our customers and society through provision of high quality and safe products backed by solid technologies.

### ▶ A “future-oriented company” that leaves a rich environment to future generations

We establish a quality, rich environment through the course of our corporate activities, and pass on our dreams, hopes and possibilities to the next generation.

## Basic CSR Policies

The Penta-Ocean Group takes the view that the construction of superior infrastructure is the greatest contribution we can make to society. We aim to transform ourselves into a group of attractive companies that is respected not only by our shareholders, customers, business partners, employees but also by local communities, by providing solid quality backed by advanced technology and having regard to safety and ecological considerations.

### 1. Honorable Corporate Activities

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

### 2. Coexistence with the Environment and Nature

- We help preserve the global environment by seeking to develop environmentally friendly products and environmental technologies.
- We develop living spaces equipped to better withstand disasters by developing disaster-prevention technologies that can be incorporated into both systems and structures.
- In the event of emergency, we implement rapid-response support activities.

### 3. Respect for Humanity

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

### 4. Communication with Society

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