TOAGOSEI (THAILAND) CO., LTD.

Sustainability Policy

Toagosei Group, under the philosophy of "taking on the challenge of creating new value so that happiness reaches the children of the future," is committed to achieving both a sustainable society and the sustainable growth of the Group. To realize this, we aim to (1) provide social value through our business and (2) strengthen an enduring corporate foundation.

Toagosei (Thailand) also promotes initiatives based on this policy, focusing on the following three pillars.

Environment___We will promote decarbonization and resource circulation to reduce our environmental impact.

- ✓ Measure and manage greenhouse gas (GHG) emissions and promote initiatives to reduce them (e.g., improving energy efficiency and utilizing renewable energy).
- ✓ Manage impacts on air, water quality, soil, etc., and thoroughly implement preventive measures as well as prompt corrective actions in the event of accidents or leaks.
- ✓ Identify the impacts of our business activities on ecosystems and advance procurement and operations that consider conservation and restoration.
- ✓ Promote the 3Rs (Reduce, Reuse, Recycle), reduce waste, and make effective use of resources.

Social___Based on respect for human rights and diversity, we will ensure a safe and secure workplace and contribute to local communities.

- ✓ Identify human rights risks within our own operations and across the supply chain, and consider and implement necessary measures.
- ✓ Promote an inclusive work environment where diverse talent can thrive (fair hiring and evaluation, harassment prevention, support for work–life balance, etc.).
- ✓ Contribute to society by addressing social issues through our business strengths and through donations and volunteer activities.
- ✓ Emphasize dialogue with local communities to promote mutual understanding and build trust.

Governance___We will ensure sound corporate management through transparent governance and robust internal controls.

- ✓ Strengthen the oversight function of the Board of Directors and other governance bodies to ensure accountability and transparency.
- ✓ Ensure compliance with laws and regulations, internal rules, and corporate ethics.
- ✓ Identify risks related to business continuity, information security, quality and safety, disasters, etc., and implement appropriate countermeasures.

Announced on 19 June 2026

山口 修平

(Mr.Shuhei Yamaguchi)