

Create a Sustainable World.

Sustainability materials

The Purpose of the WORLD HOLDINGS Group

**Contribute to happiness
and a sustainable society
through the creation of a
variety of **ways we live**
worldwide**

Enabling people worldwide to enjoy even more energetic and fulfilling lives will create happiness and contribute to progress in many ways, thereby helping to make the world better.

Our mission is to play a role in the creation of an energetic and stimulating society where people can enjoy their lives.



Purpose of the Segments

The ways we work

We want to help people of all kinds find jobs that best match their skills and goals in order to enable them to experience the joy and satisfaction of work. By providing training, we give people the skills to achieve their full potential, which supports the growth and advancement of businesses.

**Human Resources
and Education**



The ways we provide convenience and safety

We are dedicated to creating the use of today's advanced information technology infrastructure for being a source of convenience and for establishing an environment where people can enjoy their lives with convenience and confidence.

**Information and
Telecommunications**



The ways we create communities

Pleasant communities are essential for people to lead enjoyable and fulfilling lives. By designing these communities, we provide an environment for vibrant and satisfying lifestyles. Activities place priority on preserving the environment and natural resources in order to be a responsible member of society.

Real Estate




The ways we look to the future

Agricultural parks help protect the environment and conserve the earth's resources while giving children a place where they can grow. By operating these parks, we are playing a role in sustainable social progress.

Agricultural Park



Sustainability Initiatives

	Materiality (important issue)	Value creation	Purpose
Human Resources and Education	<ul style="list-style-type: none"> Support the sustainable advancement of society by providing many jobs. Use high-quality training programs to develop the skills of employees in order to enable people to realize their full potential, increase motivation and contribute to economic growth. Support the manufacturing and service sectors worldwide by providing human resources and create a base for technological progress by maintaining a workforce of highly skilled people. Provide workplaces where all employees, regardless of gender, can perform their jobs to the best of their ability. 	 <p>Create the ways we work</p> <p>We want to help people of all kinds find jobs that best match their skills and goals in order to enable them to experience the joy and satisfaction of work. By providing training, we give people the skills to achieve their full potential, which supports the growth and advancement of businesses.</p>	Contribute to happiness and a sustainable society through the creation of a variety of ways we live worldwide
Real Estate	<ul style="list-style-type: none"> Provide products and home facilities where people can enjoy their lives and play a role in creating communities where people can live with confidence. Create communities that are environmentally responsible, conserve resources and prosper together with the areas where they are located. Use the sustainable development of land to contribute to protecting the environment of regions where projects are located. 	 <p>Create the ways we create communities</p> <p>Pleasant communities are essential for people to lead enjoyable and fulfilling lives. By designing these communities, we provide an environment for vibrant and satisfying lifestyles. Activities place priority on preserving the environment and natural resources in order to be a responsible member of society.</p>	
Information and Telecommunications	<ul style="list-style-type: none"> Build a base for technological progress and create safe and pleasant communities by increasing the use of IT infrastructures and other sources of convenience in society. 	 <p>Create the ways we provide convenience and safety</p> <p>We are dedicated to creating the use of today's advanced information technology infrastructure for being a source of convenience and for establishing an environment where people can enjoy their lives with convenience and confidence.</p>	
Agricultural Park	<ul style="list-style-type: none"> Maintain an environment that protects nature, conserves resources and contributes to enable children to grow up in a sound and healthy manner. Combat climate change and protect natural resources by utilizing land responsibly and seeking more ways to create and utilize renewable energy. 	 <p>Create the ways we look to the future</p> <p>Agricultural parks help protect the environment and conserve the earth's resources while giving children a place where they can grow. By operating these parks, we are playing a role in sustainable social progress.</p>	
Business Revitalization	<ul style="list-style-type: none"> Protect companies, employees and their families by maintaining financial soundness in order to prevent bankruptcies. Increase added value by revitalizing businesses, create rewarding employment opportunities, and contribute to economic growth. Responsible production and consumption. Encourage people to have an entrepreneurial spirit and give people opportunities to take on new challenges as entrepreneurs after a failure. 	 <p>Create the ways we operate businesses</p> <p>Revitalize businesses in order to maintain the soundness of society and increase added value with the objective of being a company that contributes to providing pleasant and rewarding employment opportunities.</p>	

Create a Sustainable World.

Use a well-balanced business portfolio for rapid growth
and activities that help create a sustainable world

Human Resources and Education Business



Products Human Resources Business

Services Human Resources Business



私たちは持続可能な開発目標(SDGs)を支援しています

The “Ways We Live”



Establishment of a business model focused on
the ability to respond to changes

Diversification
of business

Decentrali-
zation

One-time
revenue
business

Recurring
revenue
business

Real Estate Business

Real Estate



Information and Telecommunications Business

Information and
Telecommunications



Agricultural Park Business

Agricultural Park



The Basic Policy for Sustainability

The World Holdings Group is dedicated to contributing to society in many ways by using activities based on the group's purpose of "contributing to happiness and a sustainable society through the creation of a variety of ways we live worldwide."

We will continue to use our business operations, backed by a sound governance structure, to help solve social problems and create value that can be shared with the public. We pledge to work with our stakeholders to play a role in achieving a sustainable society. To provide guidelines for measures to accomplish these goals, we have established the following World Holdings Group Basic Policy for Sustainability.

1. Provision of services and products that help solve social issues

The World Holdings Group provides a variety of distinctive services and products that contribute to society. We constantly create employment opportunities for people of all types, revitalize residential and other real estate with environmental responsibility, make lives more fulfilling by increasing use of the IT infrastructure, and operate agricultural parks that enable people to coexist responsibly with nature.

2. Human rights

The World Holdings Group properly understands international guidelines concerning human rights, respects the human rights of everyone affected by our supply chain, and promises to not violate these rights.

3. Education

We constantly provide education and other self-improvement programs for our employees in order to upgrade their knowledge necessary to help achieve a sustainable society, including human rights, diversity, compliance with laws, and to everyone to achieve his or her full potential. The purposes of these activities are to enable everyone to enjoy stimulating and rewarding jobs and play a role in economic growth.

4. Diversity management

Respect for the individuality of everyone and support for career advancement and the development of skills are important for the creation of a variety of ways we live. Furthermore, we provide safe and pleasant workplaces and enable employees to maintain the proper work-life balance by offering many working styles. We are committed to helping create a society where everyone has a sense of wellbeing.

5. Contributions to communities

We are always seeking ways to strengthen relationships with stakeholders while recognizing the

importance of local customs and cultures. We are dedicated to using numerous activities for playing a role in solving social problems.

6. Activities for environmental issues

We use all of our business operations for activities that combat climate change, preserve biodiversity, and protect and improve the environment in many other ways. We are determined to play a role in the achievement of a sustainable global environment.

7. Fair business practices

We always conduct business operations properly, guided by high ethical standards and with a commitment to fair and unrestricted competition.

8. Rigorous compliance

Compliance is an integral part of all of our business operations. All of our activities are ethical and responsible.

9. Sound governance

The management of the World Holdings Group positions activities concerning sustainability issues as one of the group's highest priorities. We use a suitable and effective governance framework for programs that reinforce the awareness of everyone at our group of the importance of sustainability.

10. Crisis management and business continuity

We have a comprehensive and organizational risk management framework encompassing pandemics, natural disasters, cyberattacks and many other risks. This framework also supports sound business continuity planning.

11. Appropriate information disclosure and sufficient dialogues

We disclose corporate information that is useful for stakeholders in a timely and fair manner.

We respect the rights and standpoints of our stakeholders and use suitable and sufficient discussions for working together with the goal of the growth of corporate value.

Established on July 20, 2023

World Holdings Group Human Rights Policies

The purpose of the World Holdings Group is to “contribute to happiness and a sustainable society through the creation of a variety of ways we live worldwide.”

All business activities are based on the premise of respect of human rights of everyone associated with the group. We understand that it is vital to take actions to help achieve a sustainable society.

We have established the following World Holdings Group Human Rights Policies and do everything possible as a company to fulfill our responsibility to respect human rights.

1. Basic views on human rights

All executives and employees at World Holdings and its group companies support and respect international guidelines concerning human rights such as the International Bill of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and Guiding Principles on Business and Human Rights of the United Nations.

2. Scope

This policy applies to all executives and employees at the World Holdings Group.

Furthermore, we ask all of our business partners involved with our services and products to follow this policy.

3. Compliance with applicable laws and regulations

We comply with laws and regulations applicable in countries and regions where we conduct business operations and respect internationally recognized human rights.

4. Responsibility to respect human rights

We respect the human rights of people who are affected by our business operations and promise to not violate these rights.

We will not allow any discrimination or harassment involving gender, age, nationality, race, ideology, beliefs, religion, disabilities, gender identity, sexual orientation or other personal characteristics.

We prohibit forced labor, human trafficking and child labor and guarantee freedom of association and the right to collective bargaining. We provide our employees with safe and healthy workplace environments.

5. Human rights due diligence

We have established a framework for performing human rights due diligence in order to identify any negative effects of our business operations on human rights as well as to prevent or reduce any negative effects. We assess the effectiveness of this framework in order to make constant improvements.

6. Education and training

To ensure that we conduct business operations properly in line with this policy, we make everyone aware of this policy and provide appropriate education and training programs concerning respects for human rights.

7. Assistance and corrective measures

If we discover that our business operations had a negative effect on human rights or that a business partner or other party associated with our business operations had a negative effect on human rights, we use dialogues and appropriate procedures based on international standards for assistance and take other corrective measures.

8. Chief human rights officer

We appoint an executive as chief human rights officer to clearly designate the individual responsible for the supervision of activities based on this policy.

9. Information disclosure

We disclose information about our activities to respect human rights and progress and results involving these activities on the World Holdings website and through other channels.

This policy has been approved by the World Holdings Board of Directors and signed by the Chairman and President.

July 20, 2023

WORLD HOLDINGS CO., LTD.

Chairman and President

Eikichi Iida