

## 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