

Fundamental Policy on Sustainability

The ALSOK Group has been responding to the expanding need for safety and security in a society where risks are diversifying with a strong sense of mission based on two core principles exemplified by "*arigato no kokoro*" (a feeling of gratefulness and gratitude) and "*bushi no seishin*" (a samurai spirit). At the same time, the Group has been taking steps to address issues related to sustainability based on recognition that it is a fundamental management issue.

We declare that we will fulfill our social responsibility as a resilient integrated safety and security solutions provider by promoting the innovation of our security business model to meet the diverse safety and security needs of our customers and society going forward. We have established this as the ALSOK Group Fundamental Policy on Sustainability

1 Providing products and services that contribute to the solutions of social issues

By maintaining an understanding of trends in our constantly changing society and applying the expertise we have built up over our many years in the security services industry, we at the ALSOK Group will offer multifaceted services that contribute to the solutions of the issues that society in general and our customers in particular face. We are committed to doing our part to contribute to the sustainable development of society through responding to the needs of increasingly diverse lifestyles and an aging society as well as giving our support to measures taken to deal with natural disasters and supporting local communities in cooperation with local governments.

2 Ethics and fair trade

In order to fulfill our social responsibility and continue to be a company that has society's trust, we will maintain a high level of ethics. We will have absolutely no relations or associations with antisocial forces (criminal organization or forces). We also forbid the abuse of positions of privilege and will not engage in any acts that impede fair, transparent, and free competition. Furthermore, we will proactively provide and disclose information to our shareholders.

3 Corporate governance

So that the ALSOK Group continues to exist as an entity open to the community and to society and continues to be trusted and respected as a company, we promise to fulfill our duties of accountability, make our management more efficient, and increase transparency. We will facilitate dialogue with and among our customers, employees, shareholders, investors, business clients, local communities, and other stakeholders. We will also continue to enhance the transparency of our management, improve the effectiveness of auditing, and strengthen our systems of internal control.

4 Human rights and labor

The ALSOK Group respects the human rights of all stakeholders and treats them in a respectful manner, in accordance with international rules relating to human rights. We ensure that employees enjoy the working hours, weekends, holidays, and wages that they are entitled to by law, and we do not engage in any form of discrimination or unethical treatment.

5 Providing trustworthy, resilient integrated safety and security services

The ALSOK Group always demands a high level of ethics and discipline. We consider issues of compliance, the protection of information assets, and the business continuity plan (BCP) to be of particular importance for management, and as such continuity engage in various forms of seminars and training for the purpose of education. Going forward, we promise to continue our efforts to raise the quality of service that we provide and to enhance customer satisfaction.

6 Human resource development and providing better workplaces

For a company to grow sustainability, we recognize that human resources are the indispensable driver of competitiveness. Based on this understanding, the ALSOK Group is continually enhancing its seminar and training systems and actively providing career support so that its employees can make the most of their abilities. We will continue to work to implement systems-designed work environments in which employees find it comfortable to work through steps such as promoting better work-life balance and meeting diversity needs, and continue to train and educate the human resources that form the foundations of our cooperate activities.

7 Conservation of the global environment

Continuing to implement measures to reduce CO2 emissions and foster the reuse and recycling of resources, as well as nature conservation activities, etc., in order to help safeguard the global environment, the ALSOK Group also provides products and services that contribute toward helping resolve environmental problems for our customers and for society as a whole.

8 Contributing to local communities

The measures that we implement both within and outside Japan to address the various problems affecting local communities embody the ALSOK Group's fundamental philosophy of "*arigato no kokoro*" (a feeling of gratefulness and gratitude). Through initiatives such as the ALSOK ARIGATO UNDO FOUNDATION, which organizes crime prevention patrols, provides coaching for children's sports activities, and undertakes disaster relief both in and outside Japan, we undertake activities that make a positive contribution to local communities.

9 Through crisis management

Besides being prepared for threats such as natural disasters, terrorist attacks, and cyberattacks, we are also ready to implement countermeasures immediately in the event of an emergency, and we strive to minimize the negative impact on our stakeholders.

10 The role of our management team

ALSOK's senior managers have a strong awareness of the fact that addressing issues relating to sustainability is an important aspect of management. By putting in place an effective governance system, we strive to spread awareness throughout the Group. We are also promoting sustainability initiatives in the supply chain.

October 5, 2021

SOHGO SECURITY SERVICES CO., LTD.