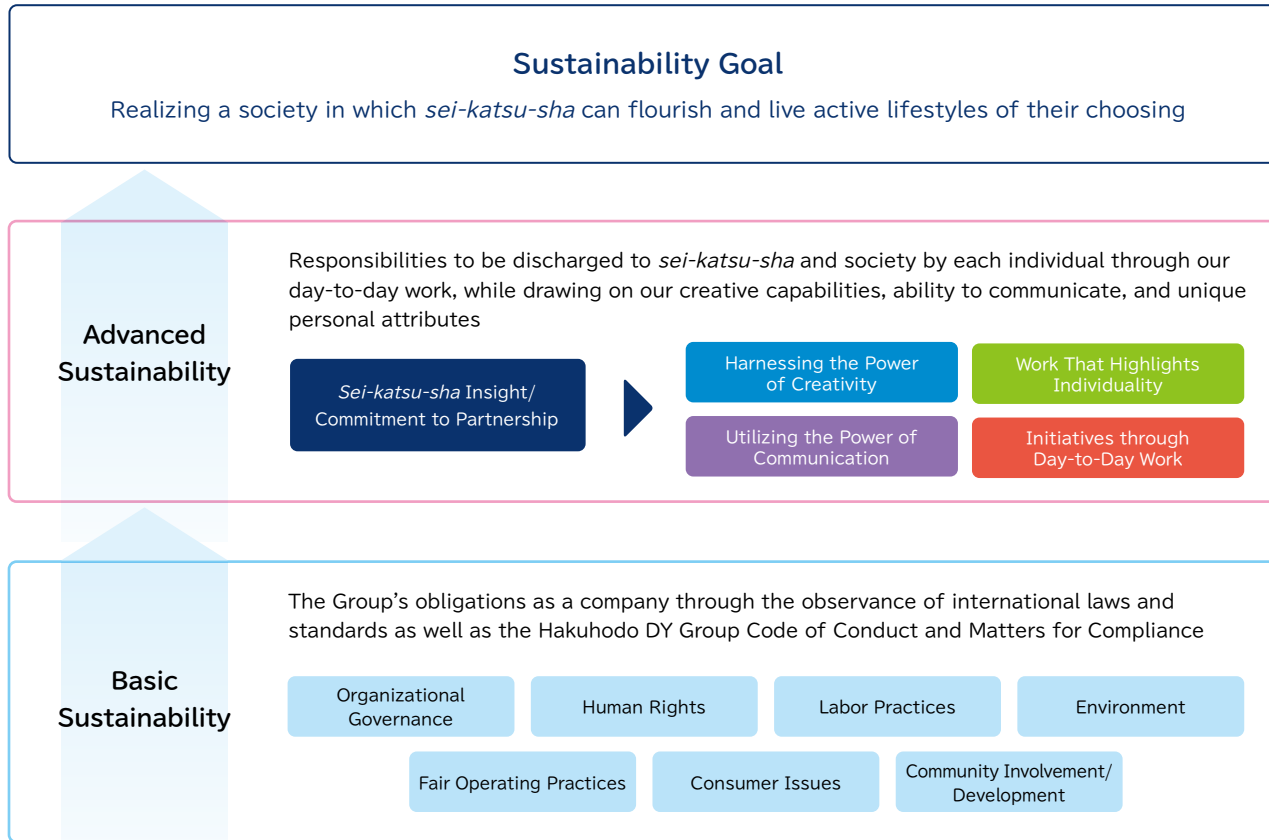


Sustainability at the HakuHodo DY Group

In its corporate management, the HakuHodo DY Group is committed to realizing a society in which *sei-katsu-sha* can flourish and live active lifestyles of their choosing through appropriate collaboration with various stakeholders, including employees, shareholders, business partners, media, content holders, and organizations, based on two core principles: *Sei-katsu-sha* Insight and Commitment to Partnership.

We believe the role that society truly demands the Group to fulfill is to create a brighter future by leveraging our foundations of creativity, marketing and innovation, and data and technology.

Our Sustainability Approach



Sustainability Implementation Structure

Group Sustainability Committee

The HakuHodo DY Group Sustainability Committee, established within HakuHodo DY Holdings, is chaired by the president and includes internal directors. The committee is responsible for considering and determining Group sustainability policies, strategies, and various measures.

Group ESG Subcommittee

The Group ESG Subcommittee was established in fiscal 2023 to promote more effective sustainability activities together with the Group's operating companies.

Environmental (E), Social (S), and Governance (G) subcommittees discuss policies, goals, and activities for their respective themes.

▶ Fiscal 2022 Agenda Items

| First Group Sustainability Committee Meeting | Second Group Sustainability Committee Meeting |
|---|--|
| <ul style="list-style-type: none"> • Revision of materiality items • Formulation of Human Rights Policy | <ul style="list-style-type: none"> • Formulation of Diversity, Equity & Inclusion (DE&I) Policy |