

TOMISHO CORPORATION
Tomisho Alumite Corporation

CSR Policies

Corporate Social Responsibility
Policy Handbook

Established: August 1, 2026

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Introduction

Through the supply of aluminum materials and processed products, TOMISHO CORPORATION and Tomisho Alumite Corporation value the relationships of trust they have built with customers, business partners, employees, and local communities. We are committed to compliance with applicable laws and regulations, quality assurance, environmental stewardship, respect for human rights, and fair business practices.

Our Group operates a quality management system based on ISO 9001 and the KES Environmental Management System Standard. These systems form the foundation of our CSR initiatives.

This Policy Handbook sets out our Group's fundamental approach to CSR for both internal and external stakeholders. The policies are communicated through our website, internal notices, and other appropriate channels. They are reviewed annually and revised as necessary.

1. Basic CSR Policy

As a corporate group that creates value for society through aluminum materials and processing, TOMISHO CORPORATION and Tomisho Alumite Corporation regard quality assurance and compliance with laws and regulations as fundamental to their business activities, and value the relationships of trust they maintain with all stakeholders.

We operate a quality management system based on ISO 9001 and the KES Environmental Management System Standard. These systems form the foundation of our CSR initiatives.

1. We comply fully with applicable laws, regulations, and social norms.
2. We strive for continual improvement in quality, environmental performance, and occupational health and safety.
3. We maintain fair and transparent relationships with our business partners.
4. We respect the human rights of every employee and foster a workplace where employees can work comfortably.
5. We seek to coexist harmoniously with local communities and act as a good corporate citizen.
6. The Representative Director is responsible for promoting this policy. This policy is reviewed annually and revised as necessary.

2. Human Rights Policy

TOMISHO CORPORATION and Tomisho Alumite Corporation respect the fundamental human rights of all people and strive to maintain a workplace free from discrimination and harassment.

2.1 Prohibition of Discrimination

We do not discriminate on the basis of nationality, race, gender, age, religion, disability, sexual orientation, or any other status. We act fairly in the recruitment, placement, and treatment of employees.

2.2 Prohibition of Harassment

We prohibit harassment in all its forms, including the abuse of authority, sexual harassment, and harassment related to pregnancy or childbirth.

2.3 Prohibition of Forced Labor and Child Labor

We do not use forced labor or child labor, nor do we require employees to work against their will.

2.4 Consultation Framework

The Administration Department serves as the point of contact for concerns and consultations regarding harassment and other human rights matters. We protect the privacy of anyone seeking consultation and prohibit retaliation or any other adverse treatment arising from such consultation.

2.5 Training and Awareness

We provide regular training and awareness-raising activities on human rights and harassment prevention, and strive to deepen employees' understanding.

2.6 Responsible Officer and Review

The General Manager of the Administration Department is responsible for promoting respect for human rights. This policy is reviewed annually and revised as necessary.

3. Policy on Fair Business Practices

TOMISHO CORPORATION and Tomisho Alumite Corporation comply with applicable laws and regulations in all business activities and maintain fair and transparent business relationships.

3.1 Gifts and Hospitality

Gifts and hospitality involving business partners remain within reasonable and socially accepted limits. We neither offer nor accept improper benefits.

3.2 Prohibition of Improper Benefits

We prohibit the offering, provision, solicitation, or acceptance of improper benefits involving public officials, business partners, or any other related party.

3.3 Exclusion of Anti-Social Forces

We maintain no relationships with organized crime groups or other anti-social forces. If a business partner is found to be involved with such organizations or forces, we take appropriate action.

3.4 Respect for Intellectual Property

We respect the intellectual property rights of business partners and other third parties, and do not engage in any act of infringement.

3.5 Appropriate Management of Business Partner Information

Business information, technical information, drawings, specifications, and other materials entrusted to us by business partners are managed appropriately within the scope necessary for business operations.

3.6 Responsible Officer and Review

The General Manager of the Administration Department is responsible for promoting fair business practices. This policy is reviewed annually and revised as necessary.

4. CSR Procurement Policy

To ensure a stable supply of high-quality materials to our customers, TOMISHO CORPORATION and Tomisho Alumite Corporation incorporate CSR considerations into their procurement activities and work to improve sustainability throughout the supply chain.

4.1 Basic Policy

When selecting suppliers, we consider quality, cost, and delivery, as well as compliance with laws and regulations, respect for human rights, environmental stewardship, and fair business practices.

4.2 Requests to Suppliers

We request the understanding and cooperation of our suppliers regarding the following:

1. Compliance with applicable laws and regulations
2. Respect for workers' human rights and provision of appropriate working conditions
3. Consideration for environmental conservation
4. Maintenance of fair business practices
5. Assurance of quality and safety
6. Appropriate management of information

4.3 Evaluation and Selection

Suppliers are evaluated in accordance with our internal rules governing the control of external providers. We conduct an initial evaluation and re-evaluate suppliers as necessary.

4.4 Communication

Through day-to-day communication with our suppliers, we share CSR-related issues and strive to make improvements.

4.5 Responsible Officer and Review

The General Manager of the Sales Division is responsible for CSR procurement. This policy is reviewed annually and revised as necessary.

5. Community Contribution Policy

As members of the communities in which they operate, TOMISHO CORPORATION and Tomisho Alumite Corporation seek to coexist harmoniously with local communities, and work toward environmental conservation and community contribution.

5.1 Basic Approach

We recognize that our business is sustained by the support of local communities. As a good corporate citizen, we value the relationships of trust we maintain with the people of those communities.

5.2 Specific Initiatives

We continuously undertake the following initiatives:

1. Cleanup activities around our business sites
2. Sincere responses to comments and requests from neighboring residents
3. Management of wastewater, noise, odors, and other impacts from our plants to prevent adverse effects on neighboring communities
4. Communication of environmental conservation matters to employees

5.3 Records

We record the date, details, participants, and other relevant information for each community contribution activity. These records are retained by the Administration Department.

5.4 Responsible Officer and Review

The General Manager of the Administration Department is responsible for community contribution activities. This policy is reviewed annually and revised as necessary.

6. Basic Information Security Policy

TOMISHO CORPORATION and Tomisho Alumite Corporation appropriately manage information entrusted to them by customers and business partners, as well as information related to their own operations, and work to prevent information leakage and ensure information security.

6.1 Appropriate Management of Information

We manage information handled in the course of business according to its level of importance, and endeavor to ensure that it is handled only by employees who require it for their duties.

6.2 Access Control

Access to company computers and internal systems is controlled using user IDs, passwords, and other appropriate measures.

6.3 Technical and Physical Safeguards

We implement the necessary technical and physical safeguards to prevent unauthorized external access, malware infection, and the loss or theft of information.

6.4 Management of Customer Information

Business information, technical information, drawings, specifications, and other materials entrusted to us by customers are managed appropriately in accordance with internal rules, and are not disclosed to anyone other than those concerned.

6.5 Training and Awareness

We regularly provide information security notices and guidance in order to raise awareness among all employees.

6.6 Response to Incidents

In the event of an actual or suspected incident involving information leakage, loss, or unauthorized access, the incident must be reported internally without delay. We take prompt action to contain the impact, determine the cause, and prevent recurrence. If customer information is affected, we promptly notify the relevant customer as appropriate.

6.7 Responsible Officer and Review

The General Manager of the Administration Department is responsible for information security management. This policy is reviewed annually and revised as necessary.

7. Management of These Policies

This Policy Handbook applies to TOMISHO CORPORATION and Tomisho Alumite Corporation.

Each policy is established with the approval of the President and Representative Director and is administered by the designated responsible officer. Each policy is reviewed annually and revised as necessary in response to amendments to laws and regulations, requests from business partners, changes in the business environment, and other relevant circumstances.

Established: August 1, 2026

TOMISHO CORPORATION
Tomisho Alumite Corporation

Ren Tominaga
President and Representative Director