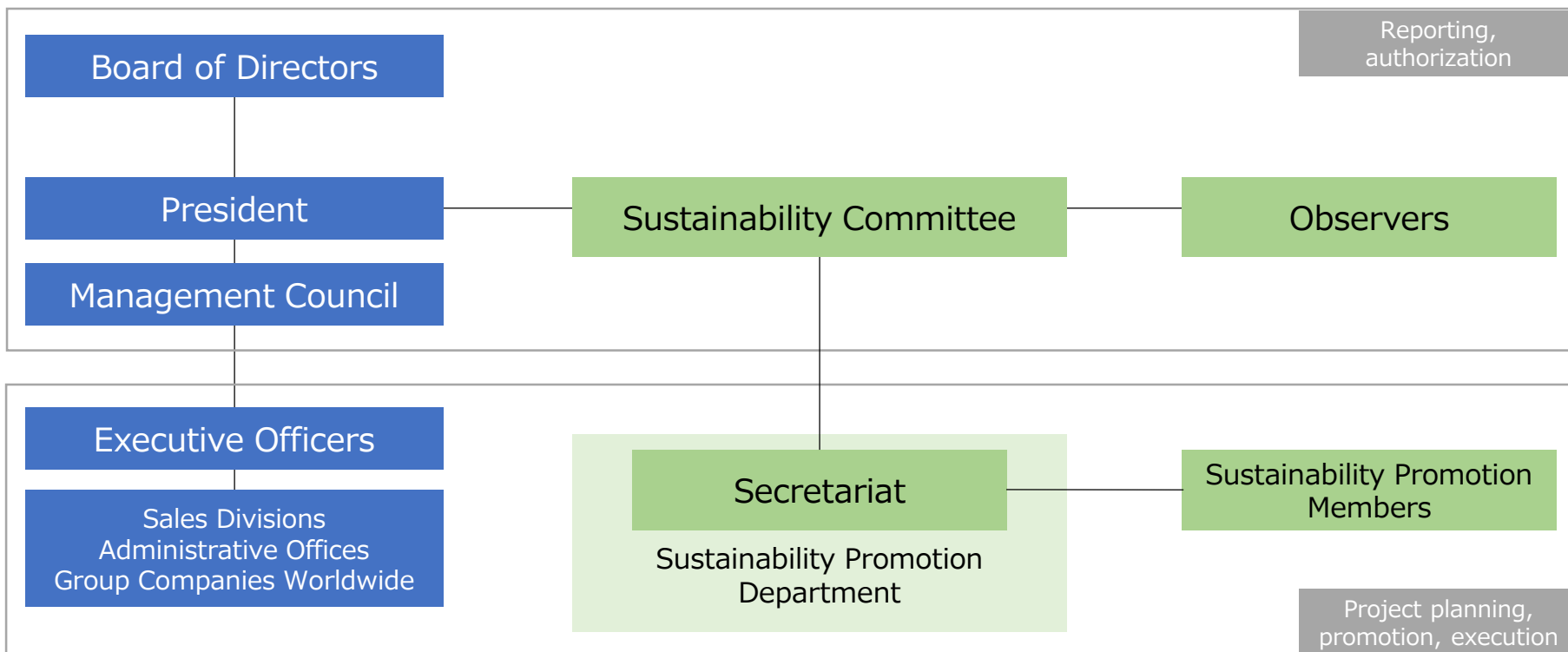


# Sustainability Promotion System



## ◆ Sustainability Committee

The president of Inabata & Co., Ltd. chairs the Sustainability Committee, and the director in charge of sustainability serves as the vice chair. The committee members consist of directors and executive officers in charge of the four business segments and selected heads of administrative offices. The committee formulates, authorizes, and monitors the Group's sustainability policies and measures, and it reports to the board of directors.

## ◆ Observers

Outside directors, non-executive directors, and audit and supervisory officers serve as observers of the Sustainability Committee. The observers monitor the fairness and effectiveness of the discussions at the committee and provide recommendations as necessary.

## ◆ Secretariat

Senior Manager of the Sustainability Promotion Department also serves as the head of the secretariat, whose members consist of Sustainability Promotion Department staff and selected staff from administrative offices. The secretariat convenes the Sustainability Committee at the behest of the committee chair. The secretariat also provides the committee with sustainability-related information to facilitate meaningful discussion.

## ◆ Sustainability Promotion Members

Staff from sales divisions and selected administrative offices make up the Sustainability Promotion Member(s). Members collect information and compile ideas about sustainability-related matters from their respective divisions and offices to present to the committee.

## ◆ Sustainability Promotion Department

The Sustainability Promotion Department is a body dedicated to promoting sustainability throughout the Group in accordance with the resolutions of the Sustainability Committee.