



December 7, 2021

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## Notice: Establishment of Sustainability Basic Policy and Sustainability Promotion Committee

Iida Group Holdings Co. Ltd., (hereafter “the Company”) announces that it decided to establish Sustainability Basic Policy and Sustainability Promotion Committee at the Board of Directors’ Meeting held today.

### 1. Establishment of Sustainability Basic Policy

Under the management philosophy “To contribute to the nurturing of an affluent society through the creation of a living environment where a greater number of people can live truly fulfilling lives”, the Company had kept promoting sustainability management, which it decided to paraphrase into its Sustainability Basic Policy so as to further accelerate the essence of sustainability.

#### Sustainability Basic Policy

To create a sustainable society toward “100-Year Life”.

The Company will strive to create an affluent society where a greater number of people can live truly fulfilling lives and improve its corporate value by growing sustainably and contributing to a society as a leading company in the housing sales industry.

- To realize a housing environment where a greater number of people can live a safer, happier and longer life.
- To reduce the amount of CO2 emissions and wastes and conserve biodiversity by providing environmentally friendly houses and service.
- To respect the human rights and the diversity of values of individuals and provide safe and comfortable workplaces that enable the employees to find it rewarding and healthy to work there.
- To comply with all the laws, regulations and related rules, work against corruption, and engage in fair business activities.
- To improve transparency and accountability by disclosing corporate information in a timely and appropriate manner and enhance dialogs with the stakeholders.

## 2. Establishment of Sustainability Promotion Committee

### (1) Purpose of the establishment

In line with the Sustainability Basic Policy, the Company established the Committee as a decision-making body in order to promote sustainability management of the group with the oversight of the Board of Directors.

### (2) Role of the Committee

The Sustainability Promotion Committee will be engaged in developing of the policies and strategies to promote sustainability, setting of the targets, monitoring and evaluating of the progress, and deliberating of the related measures.

### (3) Composition of the Committee

The Committee is chaired by the Company's President and Representative Director and comprised of the presidents of the main subsidiaries.