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## Launch of the Kosaido Group Employee Participation Eco-Program

Kosaido Holdings Co., Ltd. (Minato-ku, Tokyo, President & CEO: Hiroshi Kurosawa) will launch an employee participation eco-program in order to promote decarbonization efforts with the aim of realizing a sustainable society as the Kosaido Group. The program will encourage every employee to raise their awareness and help improve the global environment while working on carbon-free initiatives.

### Background

In recent years, global warming caused by greenhouse gases has progressed, leading to a series of abnormal weather events such as rising summer temperatures and large-scale disasters caused by typhoons. As one of the solutions to this problem, the government has set out its goal of carbon neutrality by reducing overall greenhouse gas emissions by 46% by 2030 compared to 2013 levels, and then ultimately to zero by 2050. To achieve this goal and realize a sustainable society, not only companies but also every individual must tackle this issue and work together to realize a decarbonized society and carbon neutrality.

In order to embody the concept of Kosaido, that of contributing broadly to society as the company name implies, and to address this issue as a company, Kosaido Holdings has decided to launch the Kosaido Group Employee Participation Eco-Program, an initiative that focuses on everyday activities that are friendly to the environment.

### Overview

#### ■ Applicable to:

All Kosaido Group employees (full-time, part-time and contracted)

#### ■ Details:

Starting in October 2023, Kosaido Holdings will set initiatives for decarbonization and conduct half-yearly self-assessments with regard to these initiatives. Awards will be given to those who have made outstanding efforts and results based on benchmark carbon emissions. Currently, this is part of the in-house events and awards system, but in the future, we are considering reflecting it in the personnel evaluation of all Kosaido Group employees.

■ Initiative settings:

(In parentheses: Target benchmark carbon emissions reduction for half a year. No.11 and No. 12 are per 1km)

No.	Initiative Settings
1	Buy clothes made from recycled materials (14.5kg/person: When 10% (1.8 items) of the clothes purchased are made from recycled materials)
2	Buy clothes at off-price stores (20kg/person: When 10% (1.8 items) of the clothes purchased are bought from an off-price store)
3	Buy clothes on a flea market app (20kg/person: When 10% (1.8 items) of the clothes purchased are bought on a flea market app)
4	Repair or remake clothes you currently own, wearing them for a long time (97kg/person: When the amount of clothing purchased is about 1/4)
5	Always use own shopping bag (0.5kg/person: When replacing 150 plastic bags with own polyester bags (3 bags))
6	Always use own bottle (2kg/person: When disposable plastic bottles (500ml) are replaced with stainless steel bottles)
7	Recycle plastic bottles (including lids and labels) (2kg/person: When all plastic containers and packaging from households are separated and recycled)
8	Return plastic bottles to collection point (2kg/person: When all plastic containers and packaging from households are returned to a collection point)
9	Compost food waste (9kg/household: When food waste is composted instead of thrown away as combustible waste)
10	Never leave food uneaten (27kg/person: When there is no food loss at home or when eating out)
11	Switch from commuting by bus to walking or cycling (57g/km: When walking or cycling instead of commuting by bus)
12	Periodic work from home (CO <sub>2</sub> reduction per 1km travel: 17g by train, 57g by bus, 130g by car, 0g by foot or bicycle)
13	Take part in decarbonization volunteer activities such as planting trees (0.8kg/tree: When one tree is planted)
14	Purchase refillable products for daily necessities (0.02kg/person: When the detergent used (2,800ml) other than first purchase is refilled)
15	Consolidated home deliveries (use of home delivery boxes, etc.) (3.5kg/person: When receiving 36 packages (approximately 6 per month) at once)
16	Use of air conditioners for shorter periods (13kg/unit: When time is reduced by 1 hour per day)

17	Always lower/raise the air conditioner temperature setting by 2 degrees (9.5kg/person: When the air conditioning temperature setting is changed to $\pm 1^{\circ}\text{C}$ from current setting)
18	Purchase/replace with energy-saving home appliances (lighting, water heaters, water-saving equipment, etc.) (82kg/household: When replacing a product manufactured between 2010 and 2014 with the latest model)
19	Install or update to energy-saving equipment (solar panels, home insulation, electric car, etc.) (616kg/person: Calculated from current six-month electricity use for one household, etc.)
20	Install smart meter to visualize energy savings (29.5kg/person: When household energy consumption is reduced by 3% for half a year)
21	Always select at least one ESG stock for investment
22	Various actions eligible for eco-points
23	Other (please enter your own initiative)

In order to contribute to carbon neutrality, Kosaido Holdings will continue to promote various initiatives and aim to realize a sustainable society by conducting business activities that take into account not only the environment but also society and governance.