

The DKS Group Social Contribution Activities Policy

The DKS Group, guided by its corporate philosophy of "Contributing to the nation and society through industry," will actively engage in the following social contribution activities to contribute to the sustainable development of society.

1. Scope of Application

This policy applies to all officers and employees of the Group (including all employees: regular employees, contract employees, and dispatched employees). We will also collaborate with business partners involved in the Group's business activities and local communities to promote these activities.

2. Key Focus Areas

Recognizing our responsibility as a member of society, the Group identifies the following items as key activities and will take proactive action to address challenges.

(1) Coexistence with Local Communities

We value connections with the local communities surrounding each business location and actively work to revitalize these communities and address their challenges.

(2) Sharing and Practicing Our Philosophy

We will share the principles of this policy across the entire Group and work together to solve issues that contribute to realizing a sustainable society. We will also actively communicate our activities and the insights and thoughts gained through them, sharing them with stakeholders inside and outside the company to expand the circle of our activities.

(3) Manufacturing for the Future

We will challenge ourselves as a unified company to pursue manufacturing that embodies "Uni-Top" and "Sustainability," not only for the benefit of each employee but also for a better future for society and the global environment.

*Uni-Top refers to our philosophy of aiming for the top through uniqueness, not scale.

3. Implementation Structure

Our group promotes social contribution activities based on this policy under the supervision of the Board of Directors.

4. Communication

Our Group will actively disclose information regarding social contribution activities and promote dialogue with all stakeholders. Furthermore, ensure this policy is communicated to all Group executives and employees, while implementing appropriate education and awareness programs to enhance understanding.

This policy was approved at the Board of Directors Meeting in December 2025.

December 24, 2025

President & CEO YAMAJI Naoki

DKS Co. Ltd.