

「Multi-Stakeholder Policy」

Kamigumi Co., Ltd. recognizes that in corporate management, creating value together with a diverse range of stakeholders—including not only shareholders but also employees, business partners, customers, creditors, and local communities—is becoming increasingly important. We are committed to appropriate collaboration with these multiple stakeholders. Furthermore, from the perspective that distributing the profits and results generated through value co-creation and productivity improvements appropriately to multiple stakeholders leads to maintaining the momentum of wage increases and sustainable economic development, we will promote the following initiatives, recognizing the importance of returns to employees and consideration for business partners.

1. Returns to Employees

Our company will focus on maximizing added value by striving for sustainable growth and productivity improvement through the intensive investment of management resources into growth areas and the development of employee capabilities and skills. Based on the profits and results generated, and in accordance with the "Fundamental Principles of Wage Determination," we will raise wages using appropriate methods that reflect our company's circumstances. In addition, as part of a comprehensive improvement in treatment, we aim to provide sustainable returns to our employees by actively engaging in education and training, which will contribute to increased employee engagement and further productivity improvements.

(Specific Items)

Specifically, we will endeavor to continuously improve employee working conditions and work on providing returns through appropriate methods and at appropriate times, taking into account both external environments, such as price fluctuations and economic trends, and internal environments, such as our business performance. Furthermore, regarding education and training, we will continue the position-specific training that we have expanded to date, strive to further enrich our training programs, and work on initiatives such as promoting women's participation and advancement to drive diversity management.

2. Consideration for Business Partners

Our company will continue to comply with the details of our "Declaration of Partnership Building." Please note that if the "Declaration of Partnership Building" is removed from the portal site, we will voluntarily withdraw the publication of this Multi-Stakeholder Policy.

URL for the Declaration of Partnership Building:

【 <https://www.biz-partnership.jp/declaration/138562-08-00-hyogo.pdf> 】

Additionally, regarding business relationships with tax-exempt enterprises under the consumption tax system, we will strive to build appropriate relationships by referring to the government's published guidelines on the response to the invoice system for tax-exempt enterprises and their business partners.

3. Initiatives for Other Stakeholders

As a port logistics company, we will practice the continuation and development of our business to continue delivering what is needed by society. We will also implement environmental considerations, legal compliance, safety, and further strengthening of governance based on our "Charter of Corporate Behavior." We are committed to creating new value with both social sustainability and corporate sustainability in mind. We will proceed with these initiatives steadily while monitoring the progress of each item.

March 25, 2025

(Updated on May 18, 2026, due to changes in content)

Kamigumi Co., Ltd.

Norihito Tahara, President and Representative Director