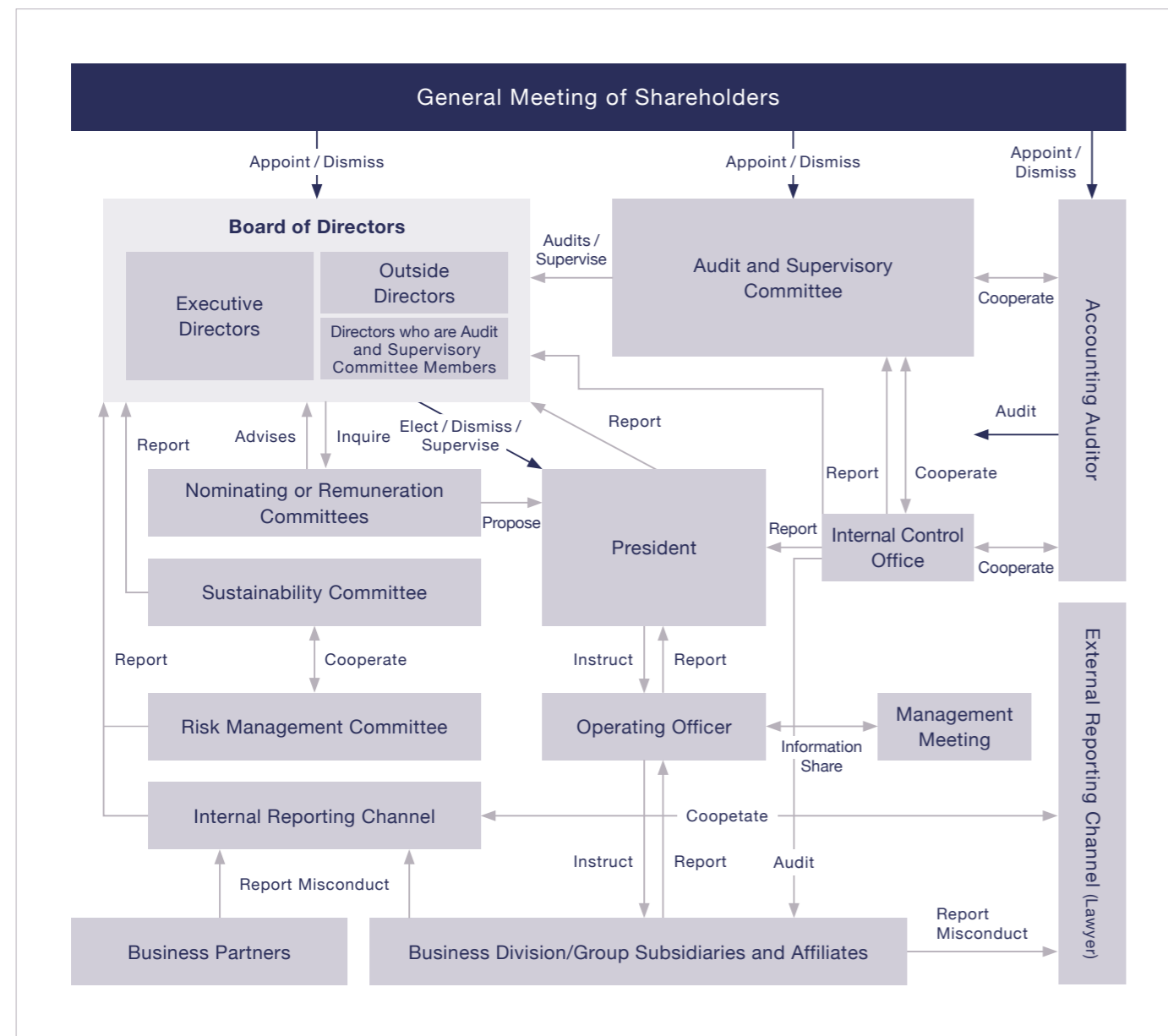


Corporate Governance

Basic Concept

Based on our corporate philosophy of “To offer joy to your everyday life,” the GEO Group offers services that provide our customers with daily entertainment and happiness in their everyday lives. In order to maximize our corporate value, we will swiftly and appropriately respond to the changing business environment, while improving the transparency of our management and ensuring legal compliance, thereby enhancing our corporate governance.

Corporate Governance Structure and Internal Oversight System (As of July 3, 2025)



Strengthening the Governance Structure

Male Female

	FY2015	FY2020	FY2025
Number of Directors	3 people	7 people	13 people
of which, outside directors	1 people	2 people	6 people
Ratio of Outside Directors	33%	29%	46%
of which, female directors	0 people	1 people	2 people
Ratio of female directors	0%	14%	15%

*Transitioned to a company with an Audit and Supervisory Committee in June 2024

Corporate Governance

List of Officers													
													
Name	Yuzo Endo	Koji Kubo	Yukimasa Murakami	Noriyuki Imai	Hirofumi Morita	Tsunehisa Ogino	Kana Yasuda	Yoko Horie	Kazuo Sasano	Yasushi Yoshikawa	Futoshi Komiyama	Hiroyuki Ota	Shinya Hattori
Position	Representative Director President Operating Officer / CEO	Executive Director Senior Managing Operating Officer	Executive Director Senior Managing Operating Officer	Executive Director Managing Operating Officer	Executive Director Managing Operating Officer	Outside Director	Outside Director	Outside Director	Director, Full-Time Audit and Supervisory Committee Member	Director, Full-Time Audit and Supervisory Committee Member	Outside Director, Audit and Supervisory Committee Member	Outside Director, Audit and Supervisory Committee Member	Outside Director, Audit and Supervisory Committee Member
Outside						●	●	●			●	●	●
Independent						●	●	●			●	●	●
Skill Matrix													
Corporate management	●	●		●		●			●	●	●		
Sales / Marketing	●	●		●	●					●			
Finance / M&A	●		●			●	●	●	●		●		
IT / Digital	●	●		●	●								
Labor / Personnel / H.R. development				●						●			●
Legal / Risk management						●	●			●		●	●
Global experience		●	●		●			●					
Compliance										●		●	●
Sustainability promotion	●	●	●	●	●	●	●	●	●	●	●	●	●
Attendance Status in FY2024 <small>Number of attendances / Number of meetings convened (Attendance rate)</small>													
Board of Directors	12/12 times (100%)	12/12 times (100%)	12/12 times (100%)	12/12 times (100%)	-	12/12 times (100%)	12/12 times (100%)	10/10 times (100%)	10/10 times (100%)	12/12 times (100%)	10/10 times (100%)	10/10 times (100%)	-
Management Meeting	12/12 times (100%)	12/12 times (100%)	12/12 times (100%)	12/12 times (100%)	12/12 times (100%)	-	-	-	12/12 times (100%)	12/12 times (100%)	-	-	-
Audit and Supervisory Board (before transitioning to a company with an Audit and Supervisory Committee)	-	-	-	-	-	-	-	-	4/4 times (100%)	-	4/4 times (100%)	4/4 times (100%)	4/4 times (100%)
Audit and Supervisory Committee (after transitioning to a company with an Audit and Supervisory Committee)	-	-	-	-	-	-	-	-	10/10 times (100%)	-	10/10 times (100%)	10/10 times (100%)	-
Nominating or Remuneration Committee	1/1 times (100%)	-	-	-	-	1/1 times (100%)	1/1 times (100%)	1/1 times (100%)	-	-	-	-	-
Sustainability Committee	3/3 times (100%)	3/3 times (100%)	3/3 times (100%)	3/3 times (100%)	3/3 times (100%)	-	-	-	-	3/3 times (100%)	-	-	-

Reasons for Appointment of Outside Directors and Audit & Supervisory Committee Members

Tsunehisa Ogino	Outside Director	With extensive experience and expertise as an accounting and tax professional, Ogino fulfills the roles expected of an outside director, such as providing objective and professional perspectives on the decision-making of the Board of Directors and overseeing the execution of duties by directors, thereby contributing to ensuring proper functioning of our corporate governance, and has therefore been appointed as an Outside Director.
Kana Yasuda	Outside Director	With extensive experience and expertise as an accounting and tax professional, Yasuda fulfills the roles expected of an outside director, such as providing objective and professional perspectives on the decision-making of the Board of Directors and overseeing the execution of duties by directors, thus contributing to the proper functioning of our corporate governance, and has therefore been appointed as an Outside Director.
Yoko Horie	Outside Director	With experience and expertise as an accounting and tax professional, including overseas assignments, Horie fulfills the roles expected of an outside director, such as providing objective and professional perspectives on the decision-making of the Board of Directors and overseeing the execution of duties by directors. Horie is considered well-suited and has therefore been appointed as an Outside Director.
Kazuo Sasano	Director, Full-Time Audit and Supervisory Committee Member	With extensive career experience and expertise from financial institutions, since joining the company, Sasano has served as Treasurer and Executive Director, and since June 2008 as Full-Time Corporate Auditor. Based on his broad operational experience within the company and comprehensive knowledge of overall management, Sasano is considered well-suited and has therefore been appointed as Director and Full-Time Audit and Supervisory Committee Member.
Yasushi Yoshikawa	Director, Full-Time Audit and Supervisory Committee Member	In addition to experience leading purchasing, distribution, and store operations, Yoshikawa worked to strengthen governance as head of the Administrative and Internal Audit Departments. Having also served as former representative director of GEO CORPORATION, Yoshikawa possesses deep insight into the Group's operations, and is expected to provide highly effective oversight, supervision, and advice. Yoshikawa has therefore been appointed as Director and Full-Time Audit and Supervisory Committee Member.
Futoshi Komiyama	Outside Director, Audit and Supervisory Committee Member	With experience as an accounting and tax professional and broad expertise, Komiyama can provide objective and impartial oversight, supervision, and advice on the company's management and execution. Komiyama is considered well-suited and therefore has been appointed as Outside Director and Audit and Supervisory Committee Member.
Hiroyuki Ota	Outside Director, Audit and Supervisory Committee Member	With extensive experience and broad expertise from holding key positions at the National Police Agency, Ota can provide objective and impartial oversight, supervision, and advice on the company's management and execution. Ota is considered well-suited and therefore has been appointed as Outside Director and Audit and Supervisory Committee Member.
Shinya Hattori	Outside Director, Audit and Supervisory Committee Member	As a licensed attorney, Hattori can provide auditing, oversight, and advice from a high level of legal perspective, in an objective and impartial standpoint regarding the company's management and execution. Hattori is considered well-suited and has therefore been appointed as an Outside Director and Audit and Supervisory Committee member.

Appointment and Dismissal Policy and Procedures

The GEO Group has established a policy of appointing directors who possess outstanding character and insight, valuing a spirit of compliance, in order to realize the Group's corporate philosophy and management policies. Internal and external candidates for directors are selected based on multiple criteria, including expertise, experience, and capabilities in management, execution, and oversight, and are deliberated and decided upon by the Board of Directors.

Reasons for Skill Selection

Corporate Management	Possesses deep knowledge and extensive experience in business management and organizational operation, as well as practical management skills cultivated through such experiences.
Sales / Marketing	In addition to possessing the ability to accurately grasp and predict societal and consumer needs, also has experience implementing strategic approaches in growth sectors and key areas and are equipped with advanced knowledge and capabilities in sales and marketing.
Finance / M&A	Possesses advanced expertise in financial strategy planning and execution, accounting, taxation, and M&A, as well as practical knowledge and experience that contribute to enhancing corporate value.
IT / Digital	In addition to system planning, operation, and management, possesses expertise and experience in utilizing digital technologies and driving digital transformation (DX) as well as practical capabilities in the IT and digital fields.
Labor / Personnel / H.R. development	Possesses expertise and experience in recruiting and developing diverse human resources, as well as strategic investment in human capital including the supply chain as well as demonstrates strong capabilities across all aspects of human resource management.
Legal / Risk Management	In addition to specialized knowledge in law and risk management, possesses practical experience supporting management decisions through industry and corporate analysis, demonstrating advanced expertise and practical capabilities in these fields.
Global Experience	Possesses a global perspective, extensive knowledge and practical experience in overseas business development and international market operations and is equipped with strategic judgment and practical capabilities in international business.
Compliance	Possesses a deep understanding of the importance of legal compliance and ethical governance in corporate activities, along with practical experience and specialized expertise in establishing and operating compliance systems.
Sustainability Promotion	Understands the importance of long-term value creation that contributes to societal sustainability, and possesses the knowledge, experience, and implementation capabilities to generate the foundation of sustainable and long-term growth for the company.

Remuneration for Executives

The GEO Group has introduced a remuneration system designed to share profits and risks with our shareholders and to contribute to the improvement of medium-to-long-term performance and the enhancement of corporate value. The annual remuneration for directors (excluding Audit and Supervisory Committee Members) is capped at ¥280 million (of which ¥70 million is allocated to outside directors, excluding remuneration for directors who are also employees). For directors who are Audit and Supervisory Committee Members, the annual compensation is capped at ¥70 million. These limits were resolved at the 36th Ordinary General Meeting of Shareholders held on June 27, 2024. Furthermore, at the same meeting, the Board of Directors resolved on the policy for decisions regarding individual remunerations details for directors (excluding Audit and Supervisory Committee Members). The content of this policy concerning individual compensation, etc. for directors (excluding Audit and Supervisory Committee Members) is as follows.

Basic remuneration policy	The fixed monthly remuneration provided will be determined by the Board of Directors, taking into account factors such as the level of other companies, company performance, and employee salary levels, based on the position, responsibility, and years in office.
Performance-linked compensation policy	To strengthen business performance for each fiscal year, directors other than outside directors may receive cash bonuses using the current net income for the previous year as an indicator. The amount of payment is estimated to be approximately 0.5% of current net income, assuming approval from the Ordinary General Shareholders' Meeting.
Non-monetary remuneration policy	From the perspective of enhancing corporate value over the medium to long term, stock-based compensation stock options (stock acquisition rights with a strike price of 1 yen per share) can be granted to directors other than outside directors.
Remuneration composition ratio policy	Stock compensation is limited to an amount equivalent to 50% of the basic remuneration. No fixed ratio is set for bonuses, which may be paid taking 0.5% of current net income as a guideline. The remuneration composition ratio is reviewed annually with reference to similar business scales as the company and the level of other companies in the industry, and is changed as necessary.
Policy regarding delegation of decisions on remuneration	Individual remuneration (basic remuneration, bonus allocation, number of stock compensation awards) will be delegated to the Representative Director and President, who will consult with any Nominating or Remuneration Committee, including outside directors, and respect their opinions.

Compliance

The GEO Group has established a system based on the Group's Corporate Ethics Code and Standards of Conduct in which the director in charge of the Compliance Division is the general manager to ensure each executive and employee can implement socially responsible actions. To strengthen awareness of compliance, the Group continually conducts training once a year and publicize such activities. In addition, a system has been established to report to the directors and the Audit and Supervisory Committee through internal audits by the Audit Department. If there is any indication of a violation, the internal reporting system enables direct reporting to internal and external reporting channels, and we strive to achieve early identification and correction of company-wide compliance risks. The Corporate Ethics Code clearly stipulates a firm stance against anti-social forces, and a response system has been established in cooperation with the Legal Department, related organizations and experts.

Initiatives to Strengthen Compliance	
Annual compliance training (for directors and executive officers)	Establishment and communication of the internal reporting system (internal and external channels)
Continuous verification of the compliance structure through internal audits	Clear standards of conduct regarding the exclusion of anti-social forces

Internal Control

The GEO Group has established an internal control system to ensure that directors and employees execute their duties effectively and efficiently. To achieve compliance with laws and regulations, in addition to the establishment and operation of internal regulations, a system for monitoring by the Audit and Supervisory Committee has been put in place. For risk management, a Risk Management Committee has been established with the president as its chairman, establishing a system to understand and evaluate possible risks and formulate appropriate countermeasures, and based on risk management regulations, a Crisis Management Countermeasures Headquarters will be set up in the event of a crisis, creating a system that minimizes damage. The Business Management Division carries out overall management of subsidiaries, while each department oversees relevant operations. Governance is strengthened by means such as reporting important matters once a month and reporting to the Board of Directors. In addition, the dispatch of auditors and the establishment of internal controls is promoted while considering local laws and business practices in overseas corporations.

Main Internal Control Structures and Systems	
Building company-wide internal controls, including compliance and risk management	Response by the Risk Management Committee and Crisis Management Countermeasure Headquarters
Strengthening coordination with subsidiaries and reporting important matters	Oversight by the Audit and Supervisory Committee in cooperation with the Audit Department

Discussion with Outside Directors

The GEO Group held a discussion with three outside directors to promote sustainable corporate value. Participants exchanged candid views on diverse themes, including the Group's competitive advantages, governance challenges arising from business expansion, expectations for the growth-driving reuse business and global expansion, the importance of human resource development and diversity, and the evaluation and future outlook of sustainability management. The content of the discussion is presented below.

Effectiveness of the Board of Directors and Competitive Advantage

—Current Assessments, Competitive Advantages, and Key Challenges

Ogino The strength of the GEO Group lies in its infrastructure of over 2,000 stores nationwide. This is a significant asset unmatched by competitors. While the content we handle changes with the times, having “physical locations” across the country provides an extremely powerful foundation for creating new values. As an outside director, I make sure to observe operations firsthand, and I have visited stores like the one in Los Angeles in the U.S., and the one in Okinawa’s new downtown area, which “have a good sales record despite its inconspicuous location.” Each visit left me wondering, “Why here?” Perhaps there is some kind of “principle” that determines why certain stores succeed. There is a GEO store right in front of my office, and every time I see families with children going in to choose items and then selecting inexpensive snacks together from the shelves, I realize that the unique customer experience offered by physical stores is the source of their competitive advantage. These touches not only enrich family time but also foster a sense of familiarity with the store, encouraging repeat visits.

In this way, I feel that “having physical stores” constitutes a key strength for the GEO Group, and that the value it generates from is certainly tangible.

On the other hand, the GEO Group has expanded its business in recent years through overseas ventures and acquisitions, which has made its organizational structure considerably more complex. While this reflects an appetite for growth, it is precisely





There is tangible value that comes from
“having physical stores.”

during times of major organizational change that risks tend to arise. Misconduct often occurs when an organization becomes overly complicated. As an outside director, I intend to pay particular attention to oversight and advisory roles within the Board of Directors.

Yasuda The competitive advantage of the GEO Group lies in the way its corporate philosophy of “To offer joy to your everyday life” effectively functions as a concept that flexibly embraces society’s diversifying values. Originally starting as a rental business for media such as videos and CDs, the company has now significantly expanded into reuse business handling second-hand goods such as clothing, clothing

accessories, and home appliances.

Furthermore, I believe the Group’s strengths compared with other companies include having many company-owned stores, which makes it easier to convert locations, and that our stores are well-systematized to operate smoothly even with fewer staff.

On the other hand, it seems somewhat unclear how the long-term vision embodying the corporate philosophy is tied to actual business operations and organizational management. The move to begin communicating the philosophy and direction externally, as seen in this integrated report, is a welcome development. The next step would likely be to disclose a “mid-term plan,” thereby concretizing the vision and strategy and explaining them both internally and externally.

Horie When I became an outside director in 2024, what struck me first was how the executive team responded thoughtfully to every question, without dismissing even slightly off-track suggestions. I see this open atmosphere where it is easy to speak out, as a major attribute of the GEO Group’s organizational culture.

On the other hand, I believe there is room for improvement in the “perspective” of discussions at board meetings. While investment proposals are explained individually in detail and discussions are lively, it can be difficult to see how they fit within the overall strategy. For instance, the structure of overall system investments, their relationship to store investments, and the goals of each operating company—if this broader strategic picture is shared at board meetings, discussions could go deeper and allow for flexible revisions even during the planning process.

With the transition to a Company with an Audit and Supervisory Committee, the Board of Directors is now dedicated to oversight. It is precisely for this

reason that I believe that maintaining an overview of the overall strategy rather than only focusing on individual matters, and regularly reviewing the formulation and progress of the medium-term management plan, are a critical part of the roles for directors.

Monthly and quarterly performance reports are extremely thorough, making it easy to understand the current situation. That said, if discussions could be conducted within the context of “where we currently stand within this strategy,” it would add greater depth to our oversight and advice as outside directors.

Global Expansion and Reuse Business

— The Role of the Reuse Business in Driving Growth?

Yasuda Regarding the reuse business, I get the impression that the model centered 2nd STREET has become quite well-established. The stores are operated with a high degree of sophistication, with merchandise neatly displayed in a way that creates an atmosphere more akin to a select shop than a typical reuse store. There is a sense of care and respect for the items, and I believe this very attitude could be a strength for Japan’s reuse culture when expanding globally. Just as Japanese food culture, manga, and music have gained acceptance overseas, I think Japanese reuse values could also resonate internationally if communicated effectively.

On the other hand, I feel there is still room for improvement in establishing a consistent format for the operations of subsidiaries like OKURA, which handles brand-name products. Organizing strategies by industry and clarifying each business value proposition would likely strengthen their alignment with the overall management strategy.

Since there is no single right answer in reuse, store operations and purchase prices have a significant impact on the customer experience. Precisely

Discussion with Outside Directors

because of this, I feel that if we continuously refine our systems, the GEO Group's reuse business still holds tremendous potential for growth.

Ogino I also felt this strongly during my business trip to the U.S. Many local reuse shops gave the impression that items were simply "just placed there." In contrast, 2nd STREET stores display sneakers and clothing neatly, creating a bright and clean atmosphere. This is a significant differentiating factor, and even locally, the impression was noticeably different at first glance.

Another common remark I hear from acquaintances is, "I didn't know 2nd STREET was part of the GEO Group." In fact, eight out of ten people have this perception. While one can say that this demonstrates how well the 2nd STREET brand stands on its own, I believe enhancing recognition of the Group as a whole and strengthening synergy should be a theme moving forward.

How can we further strengthen our competitive advantage in the industry?

Yasuda In the businesses acquired through M&A and in our global expansion, I feel that a clear competitive advantage has yet to be firmly established. This is an important challenge and is an area that should be more strategically explored.

Ogino Integrating acquired companies is a major challenge not only overseas but also domestically. Challenges include how to harmonize the GEO Group's existing expertise with the strengths of newly acquired companies, such as "to what extent inventory management systems should be unified" and "how far customer service standards should be standardized."

The Board of Directors regularly reviews challenges and synergies for each acquired company and, as outside directors are also constantly mindful of "whether the lack of successful integration could lead to scandals or deteriorate investment efficiency." While business expansion is appealing, the key to enhancing corporate value lies not merely in pursuing scale, but in ensuring that robust systems are in place to thoroughly implement PMI (Post Merger Integration: the process to maximize integration benefits from M&A).

As we embark on full-scale global expansion, how do we cultivate human resources with an international perspective?

Ogino When I asked President Endo about the current state of global human resources, it seemed that it is perceived as a major challenge. When I asked the chairman of another listed company how they manage this, he said that training local human resources in Japan for overseas posting was difficult, and for rapid global expansion, "localization," that is, recruiting excellent human resources locally and entrusting them with responsibility, is indispensable. As the GEO Group accelerates store openings in North America and Asia, I believe it is urgent that the Japanese side cultivate "management personnel" who can coordinate with local teams while maintaining overall control.

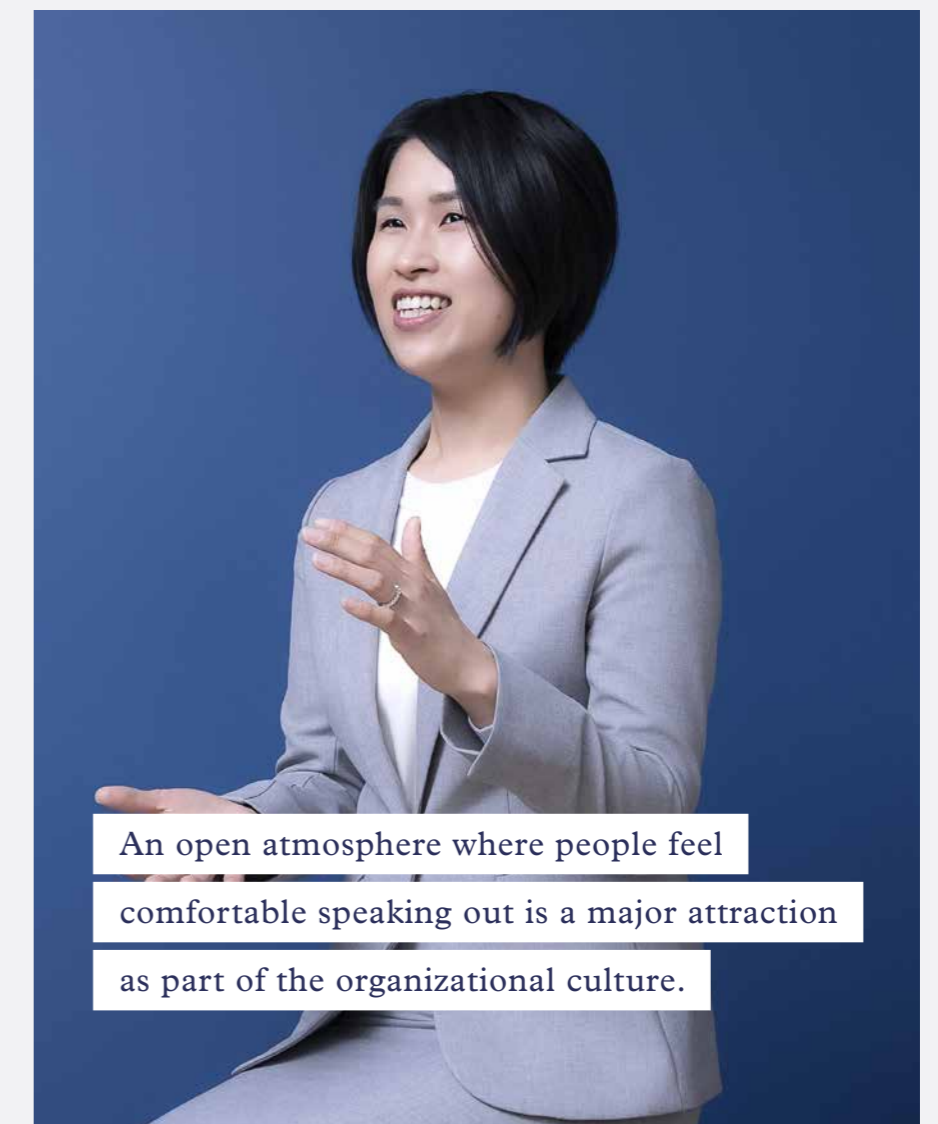
Securing overseas human resources is no easy task, but as our business expands, it becomes easier to attract people who want to work there. Creating a cycle where people transform the company and the company attracts people - that is the key to reaching the next stage.

Sustainability and Future Expectations

— **How do we tackle the challenges of appointing female executives and promoting diversity?**

Horie Currently, the GEO Group has no female executives aside from outside directors, but I believe that it is unrealistic to suddenly appoint one. The key is to first cultivate a pool of female candidates for management positions. This aligns with the company's overall direction of building a deeper layer of management human resources.

That is precisely why we need to establish systems that not only provide opportunities but also ensure thorough follow-up. Enhancing such internal mechanisms will enable female employees to build their careers with confidence and make the company more attractive to young people who are considering joining the company.



An open atmosphere where people feel comfortable speaking out is a major attraction as part of the organizational culture.

Discussion with Outside Directors

Ogino In order to achieve the corporate philosophy of “To offer joy to your everyday life,” a woman’s unique perspective is indispensable. Furthermore, companies where women thrive often possess strong growth potential. From the human resource development perspective as well, embracing diverse values enhances the organization’s overall flexibility and creativity.

Yasuda What I believe is that striving to create a company where women can work comfortably ultimately leads to an environment where men can work

comfortably too. When the discussion turns to promoting women, some voices ask, “Isn’t this reverse discrimination?” But if we shift our perspective, I think the essence lies in creating systems that allow everyone, including men, to work flexibly.

For example, by establishing systems that consider women’s childcare and family circumstances, we can expand the potential to offer similar flexibility to men as well. I believe that creating a workplace that is comfortable for both genders allow women to realize their full potential without difficulty and also contributes to fostering a healthy workplace culture overall.

Of course, this is not an easy task, but I believe that it is crucial to maintain a perspective that avoids bias in any one direction and aims to realize a workplace that is easy for everyone to work in.

How should we evaluate and communicate the sustainability of the GEO Group?

Ogino I feel that the GEO Group’s business structure itself is deeply intertwined with sustainability, as it inherently promotes a circular economy. The very pursuit of business growth has the inherent strength to directly contribute to society. That being said, sustainability is also an area where “presentation” can be challenging. Even when emphasizing social responsibility, there may be perceptions that “it’s ultimately just business.” Precisely for this reason, I believe it is crucial to carefully build on the sharing and consistent practice of principles. Doing so fosters an environment where employees can work with pride, which in turn enhances corporate value.

Yasuda I do not view reuse as merely a business. At its roots lies the value of “cherishing things,” which I believe is a very Japanese sensibility. We hold onto things we cannot bear to throw away, imbuing them with memories and respect. And we find joy in knowing someone else can use them. I see 2nd STREET’s slogan, “Promoting the shift from

throwaway living,” as embodying this very value. This isn’t just about reuse; I believe it represents a cultural stance aiming for a “waste-free society.”

Ogino I agree with Ms. Yasuda’s point. Rather than imposing values, we should communicate them steadily and sincerely. The GEO Group’s strength lies in embodying this “circulation in daily life.” If this message resonates, I believe reuse culture has the potential to expand further, not merely as a profitable business, but as a culture that people genuinely empathize with.

What expectations do you have for future growth?

Horie President Endo always emphasizes at management meetings, “Let’s maintain the mindset of challengers, not of a leading company,” and I deeply resonate with that attitude. I hope we continue to value this approach of never being satisfied with the status quo, pursuing growth through continuous challenges.

Having lived abroad myself, I hope to contribute to the GEO Group’s future global expansion by providing oversight and risk management from an international perspective. As an outside director, I aim to ensure that necessary risks are properly taken while avoiding those that are often overlooked.



The GEO Group’s reuse business
still holds significant growth potential.

Stakeholder Engagement

At GEO Group, we believe that co-creating values with diverse stakeholders, including customers, employees, business partners, shareholders and investors, and local communities, is essential. Building dialogue and trust with stakeholders is indispensable for enhancing sustainable corporate value. We believe that fairly distributing the profits and outcomes generated through value co-creation and productivity improvements also contributes to the sustainable development of the economy.

Engagement with Stakeholders

Stakeholders	Relationships	Dialogue	Shared Values
Customers	The foundation of our business and partners in co-creating values	<ul style="list-style-type: none"> In-store guidance Inquiry counter Websites, etc. 	<ul style="list-style-type: none"> Developing and providing services that reflect customer needs Enhancing customer experience value and building lasting trust
Employees	Key human resources who embody our corporate philosophy and serve as the source of sustainable corporate value creation	<ul style="list-style-type: none"> Internal Newsletter Employee Engagement Survey Career Design Training, etc. 	<ul style="list-style-type: none"> Realizing a safe and rewarding workplace Enabling the full application of individual capabilities to the fullest extent Promoting the active participation of diverse human resources
Business Partners	Fair and equal partners who mutually enhance the competitiveness and sustainability of the entire supply chain	<ul style="list-style-type: none"> Business Discussions Partnership Building Declaration Opinion Exchange Meetings, etc. 	<ul style="list-style-type: none"> Building fair and highly transparent partnerships Enhancing the sustainability and competitiveness of the entire supply chain
Shareholders and Investors	Partners who support our Group's management and jointly pursue enhanced corporate value from the long-term perspective	<ul style="list-style-type: none"> Shareholders' Meetings Financial Results Briefings Integrated Reports, etc. 	<ul style="list-style-type: none"> Enhanced Management Transparency Deep Understanding of Management Strategy Enhanced Corporate Value and Sustainable Shareholder Returns through Dialogue
Local communities	Partners who build trust by sharing business foundations and contributing to solving local challenges and sustainable development	<ul style="list-style-type: none"> Collaboration with local governments Lectures on reuse Social contribution activities, etc. 	<ul style="list-style-type: none"> Revitalizing the local economy through business Fulfilling our role as a trusted corporate citizen

Examples of Initiatives



Women's Career Design Training

Aiming to create an environment where everyone can thrive regardless of gender, we implement initiatives that empower female employees to proactively design their careers, encouraging each individual's growth and independence as a first step. Through ongoing dialogue with employees, we are working together to build a fulfilling workplace.



Sapporo City Partnership Agreement to Promote Reuse Activities

This partnership agreement with a local government marks the first for 2nd STREET, representing a collaborative effort with the community to promote reuse activities through public-private cooperation. By deepening dialogue with citizens and contributing to waste reduction, we will work together to realize a recycling-oriented society.