



September 15, 2023

To whom it may concern

Company name GLAD CUBE Inc.
Representative Hiroki Kaneshima
name Representative Director and CEO
 (Code No. 9561 TSE Growth Market)
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Notice regarding the Establishment of the Sustainability Promotion Committee

We are pleased to inform you that at the Board of Directors meeting held on September 15, 2023, we resolved to establish a "Sustainability Promotion Committee."

1. Purpose of Establishing this Committee

Recognizing that contributing to a sustainable environment and society and continuously increasing corporate value are important management issues, the company has decided to establish a new Sustainability Promotion Committee to further promote the company's environmental, social and governance initiatives.

2. Role of the Committee

This promotion committee will formulate our company's basic policy regarding sustainability and promote its initiatives. In addition, we verify management policies and plans from a sustainability perspective, and understand business risks and opportunities.

3. Composition of the Committee

The Promotion Committee will be chaired by the Representative Director and CEO, and its members will be comprised of company executives and employees designated by the chairperson.

4. Sustainability Policy

Our company has been working toward sustainable growth, but given that the environment surrounding companies has changed significantly and the importance of continuously increasing corporate value has increased, We have established a "Sustainability Policy" with the purpose of indicating the values and goals that employees should cherish in promoting sustainability management.

5. Establishment Date of the Committee
September 15, 2023

(Sustainability Policy)

Sustainability Policy

We at Glad Cube, take into consideration the interests of our stakeholders, including shareholders, customers, business partners, employees, and local communities, while actively playing a role in building a sustainable society and striving to improve corporate value.

1, Environment

- ◆ We will work to reduce CO2 to realize a low-carbon society.
- ◆ In order to contribute to the creation of a recycling-oriented society, we will promote the reduction of waste generation, internal regeneration/reuse, and recycling.
- ◆ In order to maintain a rich natural environment, we will strive to conduct business activities that are considerate of biodiversity.

2, Social

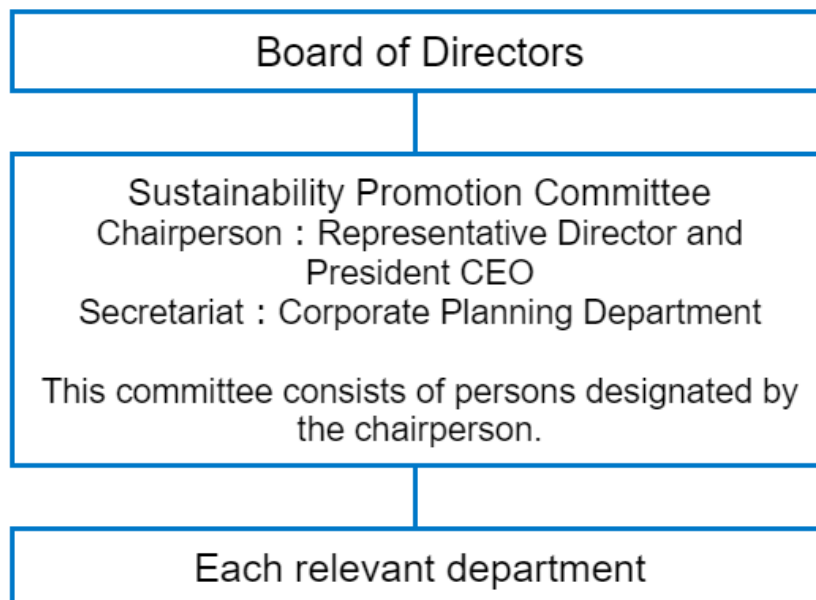
- ◆ We will respect human rights and eliminate all irrational discrimination, as well as promote improvements to the workplace environment and work style reforms, and strive to create an attractive working environment.
- ◆ Through education and training, we strive to secure and develop human resources, who are the basis of our business activities.
- ◆ We support the safety and active health of our employees, and promote the creation of a work environment where they can feel comfortable and affluent, and where their work is rewarding.

3, Governance

- ◆ We comply with laws, regulations and international rules, and work to implement honest and fair business activities.
- ◆ In addition to complying with laws and regulations, we will thoroughly manage conflicts of interest and strive to enhance our governance system to maximize unitholder value.
- ◆ We will proactively, effectively, and fairly disclose financial and non-financial information to ensure its reliability, and strive to engage in constructive dialogue with a wide range of stakeholders to improve corporate value.

(Reference)

Sustainability Promotion Committee Organizational Chart



- As a sustainability promotion system, we will establish a Sustainability Promotion Committee, which will decide on policies related to ESG.
The committee will be chaired by the CEO and representative director, and will be composed of persons designated by the chairperson.
- The contents discussed by the Sustainability Promotion Committee will be regularly reported to the Board of Directors, and reflected in business activities through cooperation with each relevant department.