

Multi-Stakeholder Policy

By upholding its Group mission of "Space for your Smile" also as its sustainability policy, we will contribute to the sustainability of society, the Earth and outer space, and will improve corporate value by resolving social issues through the practice of sustainability management. In order to achieve these goals, it is important to co-create value with a variety of stakeholders, including not only shareholders but also employees, business partners, customers, creditors, and local communities. Based on our recognition of this importance, our Company will work to appropriately collaborate with multi-stakeholders and strive to build trust through dialogue with multi-stakeholders. Moreover, we will proceed with the following initiatives from the perspective that appropriately distributing profits and results generated through value co-creation and productivity improvement to multi-stakeholders will maintain the momentum of wage increases and enable sustainable economic development, and based on the importance of giving back to employees and being considerate of business partners.

(Details)

1. Giving back to employees

We believe that enhancing human capital is extremely important in achieving sustainable growth for society and for our Company. Therefore, we are working on the two aspects of formulating human resource strategy and strengthening engagement. Through these efforts, we will realize sustainable growth and improved productivity, and will focus on maximizing added value. Based on the generated profits and results, in accordance with the Basic Principles of Determining Wages (set by Keidanren), we will raise wages in an appropriate method based on the Company's situation. Furthermore, as part of other comprehensive improvements of treatment, we aim to provide sustainable returns to our employees by implementing initiatives to strengthen human capital.

Specifically, in order to realize optimal human resource allocation by utilizing human resources from young employees to senior employees and promoting the reskilling of employees, we have reviewed our human resources system, including the wage system. Our Company also recognizes our social responsibility to overcome deflation and has worked to raise wages in order to respond to changes in the external environment and to secure talented human resources.

We will continue to pursue sustainable growth as a company by actively investing in human resources and providing a comfortable working environment, based on our Group mission and sustainability policy of "Space for your Smile."

2. Consideration for business partners

We will continue to strive to comply with the contents of the Declaration of Partnership Building.

- Date of registration to Declaration of Partnership Building
[April 2, 2024]
- Link to Declaration of Partnership Building (the Japanese language only)
[<https://www.biz-partnership.jp/declaration/57544-07-00-tokyo.pdf>]

Regarding these items, our Company will steadily move forward with efforts while confirming the status of those efforts.

(EOD)

April 22, 2024

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