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Respecting employee diversity and fostering supportive work environments

1. We welcome the participation of diverse employees and work together in harmony to create a better working environment.

- We accept people with diverse personalities, individualities, cultural backgrounds, values, and opinions.
- We implement various personnel measures to allow all employees to demonstrate their strengths and to maximize the performance of the entire organization. We foster a corporate culture in which employees can enjoy job satisfaction and work with a high level of motivation.

2. We conduct fair and impartial personnel evaluations and develop human resources who actively take on challenges with a positive spirit.

- We properly compensate employees for their contributions. In addition, we strive to accurately ascertain each person's abilities and aptitudes and carry out fair and impartial personnel evaluations.
- We work to energize our organizations and promote optimal personnel assignments by actively rotating employees based on their willingness to take on challenges and on the needs of the organization.*
- We help employees to manage their own career development and perform their duties. We provide employees with opportunities to plan their careers and assist them to acquire the necessary skills.*
- We faithfully adhere to the company's policies and rules and follow the instructions of superiors, making efforts to maintain order in the workplace. While understanding our individual duties and roles, we take responsibility for fulfilling them, and cooperate with each other to carry out our duties.

*These items may not be applicable in each country or region due to differences in the employment environment.

3. We promote initiatives to maintain and improve individuals' health and promote healthy workplaces.

- We support employee health in various ways. The basic welfare policy is to enable employees to work energetically and with peace of mind, thereby maximizing their performance as they carry out their duties.
- We prevent employee fatigue due to extended working hours, while striving to optimize those hours in order to prevent health problems caused by excessive work. By implementing various occupational health measures, we provide support to anyone who becomes ill, by enabling the individual to balance work and treatment.
- We place importance on work-life balance and offer flexible options for diverse work styles.

