

# Establishment of Basic Philosophy on Human Capital Based on Value Creation Foundation

## Purpose of establishment

Based on our founding mission statement of “Customers First,” we aim to create a balance of social, environmental, and economic values through our business activities, and to continue to be trusted and needed by our customers (\*). Human capital is the foundation that supports this value creation. We will therefore embody our Corporate Philosophy, Management Vision, and Business Vision, define our goals for our people and organizations, and clarify the direction of our human resource management.

\*Taikisha defines overall society (all stakeholders) as customers in a broad sense.



### Basic Philosophy (Approach Supporting Taikisha's Corporate Philosophy)

Based on our Corporate Philosophy of establishing an attractive company and based on our basic philosophy on human capital and the guidelines for its realization, we will enable diverse human resources to play an active role through work, foster individual creativity and willingness to take on challenges, and achieve corporate targets through the united efforts of all employees. And by contributing to the global environment, we will promote the creation of a unique company for our employees and society.

### Basic Philosophy on Human Capital (Approach Supporting Taikisha's Management and Business Vision)

In order to achieve sustainable growth on a global scale, we will position human capital at the core of what makes us competitive. In addition to achieving stable business operations, we will systematically recruit and train self-directed human resources who will work to enhance corporate value. Furthermore, we will aim to create an exciting workplace culture together with our employees that enables innovation through new ideas and ingenuity that transcend the barriers and boundaries of culture and business, based on our engineering capabilities.

### Guidelines for the Realization of Taikisha's Basic Philosophy on Human Capital

1. Value employees' autonomy and support their growth through a comprehensive human resource training system and experiences that contribute to career development
2. Increase employees' motivation and promote their sustainable growth by implementing an evaluation and compensation system that enables employees to see their achievements and contributions
3. Create a system where human resources with diverse perspectives and knowledge working around the world interact and emerge
4. Respect the values of every employee and create work environments and systems that support their self-realization