

Multi-Stakeholder Policy

We, Taisei Corporation, will strive to appropriately work with multi-stakeholders, in the context in which collaborative value creation not only with our shareholders, but also with our employees, business partners, customers, local communities and other various stakeholders has become important in our business management. In practice, we will proceed with the following efforts considering importance of return to our employees, and respect and consideration for our business partners, from the perspective that appropriate distribution of the revenue and the outcome resulting from the collaborative value creation and productivity improvement to multi-stakeholders will lead to sustainable growth of our business.

1. Return to our Employees

We will maximize the added value while achieving sustainable growth and productivity improvement through priority allocation of management resources to growth sectors, and enhancement of our employees' potentials and improvement of their skills. Based on the revenue and the outcome resulting from our efforts, we will: increase wages in a timely and appropriate manner considering the socio-economic situation and our business conditions; improve overall working conditions including improvement of ease of work; invest in human resources including development of the training systems; and consequently aim for sustainable return to our employees.

(Particular Efforts)

Specifically, with the aim of improving the morale and remuneration of our employees and further enhancing the attractiveness of our industry and our company, we will invest in human resources in such manners as: to improve our personnel and salary systems by increasing wages; to enrich human resources training and educational systems; to promote diversity, equity and inclusion; and to continuously improve them based on the implementation and results of the engagement survey.

For these efforts, we will secure and develop future human resources and improve our employees' engagement. Thus, we will strive to achieve aims for the sustainable growth and the enhancement of competitiveness.

2. Respect and Consideration for our Business Partners

We will continuously observe Declaration of Partnership Building

· Registration Date of Declaration of Partnership Building

【May 31, 2024】

· URL of Declaration of Partnership Building

【<https://www.taisei.co.jp/english/assets/profile/philosophy/policies/pdf/partnership.pdf>】

3. Efforts for Other Stakeholders

Based on our understanding of ESG and SDGs, having been fully aware of our position that we are sustained by our shareholders, customers, employees, business partners, local communities and other various stakeholders, we will fulfill our social responsibilities that we undertake.

We will constantly observe and steadily proceed with the above-mentioned efforts.

May 31, 2024

Yoshiro AIKAWA
President and Chief Executive Officer,
Representative Director
Taisei Corporation