



TAIHEIYO CEMENT NEWS LETTER

February 18, 2025

Announcement of “Multi-Stakeholder Policy”

Taiheiyo Cement Corporation (Headquarters: Bunkyo-ku, Tokyo; President and Representative Director: Yoshifumi Taura) announced its “Multi-Stakeholder Policy”.

Our “Multi-Stakeholder Policy” is described on the next page.

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“Multi-Stakeholder Policy”

Taiheiyo Cement aims to collaborate with multiple stakeholders based on the importance of co-creating value not only with shareholders but also with diverse stakeholders, including employees, business partners, customers, creditors, and local communities in our business management. On top of that, from the viewpoint that the appropriate distribution of profits and results generated through value co-creation and productivity improvements to multi-stakeholders will lead to the maintenance of the momentum of wage increases and the sustainable economic development, we will promote the following initiatives with emphasis on giving back to employees and consideration to business partners.

1. Return to employees

We will focus on maximizing added value by working on sustainable growth and productivity enhancement through measures such as strategic allocation of management resources to growth areas, development of employees' capabilities, and improvement of their skills. Based on the profits and results generated, we will raise wages in an appropriate manner that considers the situation in our company, in accordance with the “Principles of Wage Determination.” Regarding other comprehensive improvements in treatment, we aim to provide sustainable returns to employees by proactively focusing on education and training to improve employee engagement and further improve productivity.

(Individual items)

Specifically, regarding raising wages, we will take into full consideration the business environment surrounding our company and our ability to pay, and will engage in sincere discussions with the labor union.

In terms of education and training, OJT based on the education system for each field of work and various OFF-JT training programs to supplement OJT will be implemented to develop individual abilities and create an environment where they can maximize their abilities.

2. Consideration for business partners

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

If the publication of the Partnership Building Declaration on the portal site is cancelled, we will voluntarily withdraw our announcement of the Multi-stakeholder Policy.

- URL of the Declaration of Partnership Building (Japanese only)

<https://www.biz-partnership.jp/declaration/44745-05-13-tokyo.pdf>

Regarding business relationships with consumption tax-exempt businesses, we will endeavor to build appropriate relationships with them, referring to the government's guidelines to dealing with tax-exempt businesses and their business partners respond to the invoice system.

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

February 18, 2025

Taiheiyo Cement Corporation President and Representative Director: Yoshifumi Taura