

## Increase in Initial Salary for New Graduates

Taiheiyo Cement Corporation (Headquarters: Bunkyo-ku, Tokyo; President and Representative Director: Yoshifumi Taura) announced the following revision of initial salary for new graduates.

		(yen per month)		
		After revision	Current	Increase
Non-area specific positions	Master's graduate	332,000	320,000	+12,000
	College graduate	320,000	300,000	+20,000
	Technical college graduated	297,300	277,300	+20,000
Area specific positions	College graduate	274,630	260,300	+14,330
	Technical college graduated	269,400	254,200	+15,200
	High school graduate	266,000	250,000	+16,000

This revision will be implemented on May 11, 2026 as part of wage improvements corresponding to base pay increases.

Taiheiyo Cement Corporation will continue to make steady efforts to become a company of true choice by securing and retaining talented human resources and further enhancing corporate value.

<For inquiries related to this release >  
 Taiheiyo Cement Corporation  
 Corporate Communications Group  
 General Affairs Department  
 E-mail. ccg-com@taiheiyo-cement.co.jp