

Multi-Stakeholder Policy

In line with our mission statement, "Contributing to the preservation of the Earth and the prosperity of the human race," we are committed to contributing to a sustainable earth and a safe and comfortable life for people through appropriate collaboration with our shareholders, employees, business partners, customers, local communities, and other multi-stakeholders.

Appropriate distribution of the value created by our corporate activities to multiple stakeholders will lead to the realization of our vision for 2030, "a company that lives up to societal expectations and the aspirations of employees," and we will actively promote initiatives that contribute to the return of profits to employees and consideration for our business partners.

1. Return to Employees

In order to realize "a company that lives up to societal expectations and the aspirations of employees," the Company has adopted a human resources strategy of "Work together to create "stages" to be active on," and is working to improve the environment in which employees can make the most of their skills and increase employee engagement.

We will work to create a workplace where employees and the company can grow together through human resource investments such as wage increases, and training based on the value created by each individual employee's efforts to improve productivity and maximize added value.

Specifically, we will proactively secure diverse human resources through career and mid-career hiring to expand our business and create innovations, revise our personnel system to enhance employees' professional skills and management skills, transfer and assign employees, provide education, training, and self-development support, improve overall compensation including wage increases, and implement health management. We will also work to invest in human resources and provide sustainable returns to employees that will contribute to the sustainable growth of both employees and the company, through such measures as reforming work styles, expanding benefits, and supporting career development to support each employee's "Let's try first," "Let's connect," and "Let's polish up."

2. consideration for business partners

We will continue to make efforts to comply with the contents of the Declaration of Partnership Building.

- Registration date of the Declaration of Partnership Building [April 1, 2022]
- URL of the Declaration of Partnership Building [<https://www.biz-partnership.jp/declaration/8685-05-08-tokyo.pdf>]

We will continue to make steady efforts to address these items while checking the status of our efforts.

May 15, 2023

ZEON Corporation President and Representative Director Kimiaki Tanaka