

Multi-Stakeholder Policy

In light of the growing importance of creating value with diverse stakeholders, including shareholders such as employees, business partners, customers, creditors, and local communities, COMSYS Holdings management remains committed to collaborating with multi-stakeholders. We also believe that appropriately distributing earnings and results to the multi-stakeholders from co-created value and improved productivity maintains momentum for higher wages and sustainable economic development, and that it is important to return profits to employees and give due consideration to business partners. We will therefore promote and implement the following initiatives.

Details

1. Giving Back to Employees

We will strive to maximize added value through sustainable growth and improved productivity by focusing on investing management resources in growth areas, developing employee capabilities, and improving their skills. In accordance with generated earnings and results and with the fundamental principle on wage determination, we will appropriately raise wages with due consideration for the Company's situation. Apart from wages, in improving the overall conditions, we will provide sustainable returns to employees by investing in training and education with the aim of increasing employee engagement and further boosting productivity.

Specifically, we will continuously work on improving treatment in accordance with changes in the business environment and social conditions with regard to wage increases. As for training and education, we will provide growth opportunities for employees by expanding education and training for capability development, and we will promote diversity and work style innovation to create an attractive workplace environment.

2. Consideration for Business Partners

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

In the event that the publication of the Declaration of Partnership Building is canceled, we will voluntarily withdraw the disclosure of the Multi-Stakeholder Policy.

- URL of the Declaration of Partnership Building
【<https://www.biz-partnership.jp/declaration/56655-04-00-tokyo.pdf>】

We will steadfastly work on the above areas while monitoring our efforts.

April 9, 2024

Hiroshi Tanabe
President and Representative Director