

Human Resources Development Policy (Diversity & Inclusion Policy)

1. Fundamental Approach

Based on our Group Philosophy of "To create a vibrant environment for all members of society" and Taisei Spirit ("Active and Transparent Culture", "Value Creation", and "Evolution of Tradition") to pursue the Group Philosophy, we, Taisei Group shall employ people with diverse abilities (diversity) and develop an environment where such abilities can be exercised to the maximum extent (inclusion) to realize diversity management*.

*Diversity Management:

Management that creates innovation and values by effectively using diverse human resources and providing opportunities to maximize their abilities.

2. Recruitment of Personnel

Regardless of whether new graduates or mid-career recruitment, we shall employ people with diverse abilities, irrespective of gender, age, race, nationality, disability, sexual orientation and gender identity, religion, creed, and values, as well as career, experience, and working style.

3. Improvement of Internal Working Environment

We shall respect diversity and improve an internal environment so that each and every executive and employee can maintain high levels of engagement and play active roles.

(1) Human Resources Development

To establish a system to support career development, skill improvement, and skill shift so that diverse human resources can perform according to their life stages, abilities, and ambitions.

(2) Personnel System

To establish a personnel system that enable the executives and employees to be evaluated and rewarded according to their responsibility and performance based on various abilities.

(3) Working Environment

To improve a working environment free from prejudice where diverse opinions and working styles are accepted, the atmosphere is active and transparent, and differences are respected, so that the employees can exercise their abilities to the fullest extent without hesitation.

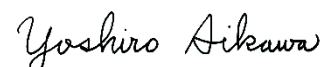
4. Monitoring and Information Disclosure

We shall set voluntary management targets for the effective use of human resources based on this Policy and its medium- to long-term vision and the Medium-Term Business Plan, and shall monitor the implementation status by the Board and disclose them to our stakeholders in a timely and appropriate manner.

5. Responsible Department

This Policy shall be administered by the Human Resources Department of the Business Administration Division.

November 2021



Yoshiro AIKAWA

Representative Director, President and Chief Executive Officer
Taisei Corporation

Revision history

November 1, 2021

Establishment