

Multi-stakeholder Policy

Based on our corporate philosophy of "respecting diversity and initiatives that seek happiness of our employees and partner companies," we will work appropriately with multiple stakeholders in light of the growing importance of co-creating value not only with shareholders but also with employees, business partners, customers, creditors, local communities, and a variety of other stakeholders. In addition, we recognize the importance of returning profits to employees and considering our business partners. We also take the view that appropriate distribution of earnings and outputs generated through collaborative value creation and productivity improvement to multiple stakeholders will help to maintain the momentum of wage increases and sustainable economic development. Therefore, we will promote the following initiatives.

1. Returns to Employees

With the aim of becoming a "company where employees can work with satisfaction," we will focus on maximizing added value through sustainable growth and productivity improvement by concentrating management resources on growth areas and developing the skills and capabilities of our employees. Based on the earnings and outputs generated, we will raise wages in an appropriate manner based on our own circumstances, in accordance with the "General Principles of Wage Determination." In addition, we aim to continuously return profits to our employees through proactive efforts to improve overall compensation, focusing on investment in human resources to enhance employee engagement and productivity.

Specifically with respect to wage increases, we will implement a base increase in FY2022 and will continue to make efforts to improve the compensation of our employees.

Regarding investment in human resources, we provide education in systematic knowledge and specialized skills, and we are building a system to encourage self-development. Regarding supervisor training, which is the core of our business, we provide various technical training programs tailored to individual competencies, in order to pursue ongoing human development, including by maintaining and improving construction management skills.

2. Considering our business partners

We will continue working to comply with our Partnership Building Declaration.

Registration date of our Partnership Building Declaration.

【November 11, 2022】

Partnership Building Declaration URL

[【https://www.biz-partnership.jp/declaration/19957-04-00-kanagawa.pdf】](https://www.biz-partnership.jp/declaration/19957-04-00-kanagawa.pdf)

3. Initiatives related to other stakeholders

We support the secure and stable operation of plants, contributing to the future of people, life and the environment in line with our corporate philosophy of "Support Industrial Infrastructures, Create a Prosperous Future."

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

April 1, 2023

RAIZNEXT Corporation

Representative Director, President Teruhiko Mouri