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To Whom It May Concern:

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Representative: CEO & President Kazuo MAEDA
(Securities Code: 4971, TSE Prime Market)
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Notice Concerning Basic Policy on Sustainability and Human Capital Management

MEC COMPANY LTD. (hereinafter, the “Company”) hereby announces that it has established the following Basic Policy on Sustainability and Human Capital Management in order to realize a sustainable society and enhance corporate value.

Details

1. Basic Policy on Sustainability

Based on our principles of “Visionary Technology,” “Reliable Quality,” and “Meticulous Service,” the MEC Group will develop and operate a management foundation that recognizes corporate responsibility from an ESG perspective. Through fair and honest business activities, the MEC Group will work to resolve social issues, continuously create social value while growing as a company, and contribute to the realization of a sustainable society.

- We will strive to create new business opportunities while addressing and resolving sustainability issues through our business activities
- We will foster a mutually energizing working environment and culture where everyone respects each other and can make the most of their diverse range of abilities and expertise
- We will strive to reduce our environmental impact in consideration of climate change and limited resources

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2. Human Capital Management

(1) Human Resource and Internal Environment Development Policy

The MEC Group regards employees as the most important human capital which supports the sustainable development of the Group, and is working to embody the ideal image of human resources as being “capable of self-reliance, self-discipline, and solidarity”. As part of our efforts to develop human resources and improve the internal environment with the aim of creating human value from a short-, medium-, and long-term perspective, we have established the Human Resource and Internal Environment Development Policy as shown below.

[1] Realizing a corporate culture that allows employees to take on challenges

We will foster a corporate culture in which human resources with diverse personalities and values can take on the challenge of “creation and transformation” through autonomous self-propulsion and solidarity.

[2] Supporting career and skill development

We will provide the education and training opportunities necessary for the sustainable growth of each employee and support both career and skill development.

[3] Promoting diversity

We will work to create a rewarding working environment by acquiring diverse human resources, building a personnel system that rewards individuals with fair evaluations, and enhancing our talent management system to realize effective human resource allocation.

[4] Improving employee engagement

We will improve employee engagement by promoting the development of systems and changing attitudes to accommodate a diverse range of human resources, and by improving work-life balance.

[5] Building a favorable internal environment

We will create a favorable internal environment in which all employees can maintain good physical and mental health and continue to work safely and energetically.

(2) Indicators and targets

Indicator	Target (2030)
[1] Ratio of women in management positions	30% or more
[2] Gender wage gap	10% or less
[3] Percentage of men taking childcare leave	85% or more

*These are non-consolidated targets for the Company. No consolidated targets have been set.

Please see our Sustainability Report for details regarding specific initiatives.

<https://www.mec-co.com/en/sustainability/report/>