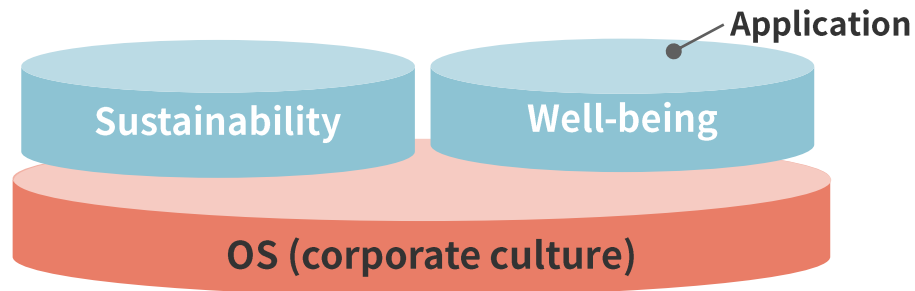


2-1 Structure to Create Impact

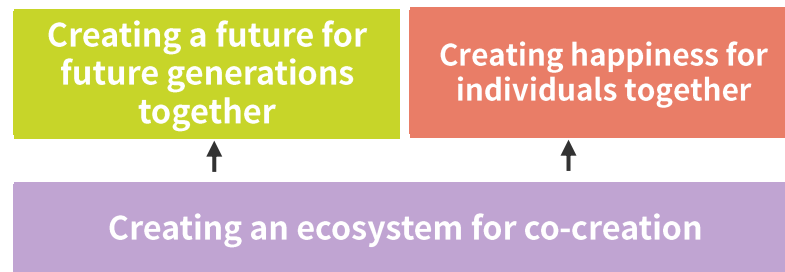
- Leveraging our unique corporate culture to create a positive impact

Our Unique Corporate Culture



- | | |
|--|--|
| 1 Corporate philosophy | 6 Personnel transfers within Group to different job categories |
| 2 A culture of interaction | 7 Appraisal based on both performance and value |
| 3 Workstyle reform | 8 Well-being |
| 4 Embrace of diversity | |
| 5 A culture of voluntary participation | |

Structure to Create Impact



Achieve business/organizational innovation through an ecosystem for co-creation