

CTI Engineering Well-Being Declaration

At CTI Engineering Co., Ltd., people are our greatest resource. On the basis of our business philosophy of “striving to create a safe, comfortable and enriching society using world-class technology and expertise,” we believe that all of our diverse employees should be able to fulfill their roles in the company, work with enthusiasm while fully demonstrating their abilities, and grow with a sense of purpose. We believe that this will lead to our further growth as a company and to the creation of a sustainable and prosperous society.

In order to achieve this, we need to provide an environment where employees can work with peace of mind, and all of our employees must be in a “state of well-being,” or “happiness,” in which they are healthy both physically and mentally.

We hereby declare that we have established the CTI Engineering Basic Policy on Well-Being with the aim of achieving the happiness of all of our employees, and that we will promote various initiatives necessary to achieve this aim.

CTI Engineering Co., Ltd.

Tetsumi Nakamura, Managing Director and Chief Executive Officer

CTI Engineering Basic Policy on Well-Being

As a company that contributes to society through technology, our greatest resource is our people. Therefore, it is essential for us to invest in hiring, training, and revitalizing our people. When employees are happy, it drives their creativity and productivity, which in turn attracts more talented people. For this reason, we regard well-being as our most important challenge and will promote it as a priority for top management.

1. CTI Engineering's idea of well-being

We believe that a state of well-being for our employees is as follows:

- 1.1 Employees are financially comfortable and in good health both physically and mentally.
- 1.2 Human relationships based on trust and respect are formed in the workplace.
- 1.3 Diverse ways of working are recognized, and employees are able to maintain a good work-life balance.
- 1.4 Employees can feel the company and themselves growing, and work autonomously with goals and a sense of purpose.

2. CTI Engineering Basic Policy on Well-Being

2.1 Create a state of mental and physical health

- 2.1.1 Labor and management will work together to reform work styles and promote measures to reduce long working hours.
- 2.1.2 We will promote measures to maintain and improve health, such as strengthening the health management system to prevent lifestyle-related diseases.
- 2.1.3 We will prevent mental health disorders from developing by performing stress checks and following up on high-stress employees.

2.2 Create a work environment based on trust and respect

- 2.2.1 We will positively evaluate people who respect the human rights of each individual and emphasize teamwork.
- 2.2.2 We will deepen mutual trust among employees through the use of one-on-one meetings and the thanks point system.
- 2.2.3 We will conduct training on coaching, communication, and other relevant topics.

2.3 Build a system that accepts diverse work styles and enhances work-life balance

- 2.3.1 We will promote "CTI Smart Work," a new way of working independently of location and time.
- 2.3.2 We will introduce a flexible work system that accommodates diverse work styles.
- 2.3.3 We will promote "Diversity and Inclusion" to support the career development of diverse employees.
- 2.3.4 We will enhance our employee benefits to improve the work-life balance of our employees.

2.4 Foster a corporate culture in which employees feel their own growth and work autonomously with goals and a sense of purpose

2.4.1 We will clarify the type of talent and skills we are looking for and enhance the training system to promote employee growth.

2.4.2 We will shift from a seniority-based pay system to a personnel system that emphasizes roles and responsibilities.

3. Monitoring

The Sustainability Committee chaired by the Chief Executive Officer shall establish a Well-Being Promotion Council to implement the PDCA cycle by monitoring established KPIs.

Established on November 26, 2021