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## **Takasago Group Diversity Equity & Inclusion Policy**

### **1. Diversity, Equity & Inclusion Vision**

Diversity is a core value of Takasago International Corp. The organization is comprised of a diverse group of individuals globally. As such, we are a multinational company with locations throughout the world.

The Board of Directors and members of the Senior Leadership teams at each affiliate supports a corporate culture of inclusion in the workplace, where every employee is encouraged to apply their unique skills and experiences and contribute to the long term success of the Company

We are committed to cultivating a diverse, equitable and inclusive culture where every employee, regardless of background, can engage in active roles globally.

Accordingly, at Takasago, we will not discriminate against any on the basis of gender, age, race, ethnicity, religion, marital status, sexual orientation, socio-economic status, physical abilities or political beliefs. We also comply with all applicable non-discrimination and equal opportunity laws in accordance with stated regulations.

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### **2. Diversity, Equity & Inclusion Principles**

At Takasago, we respect and value differences, and empower everyone to bring their authentic self to the workplace, which leads to innovation that addresses the diverse consumer needs of the global society.

To promote Diversity, Equity and Inclusion:

- Takasago commits to operating according to our Core Values and the Takasago Corporate Code of Conduct. We will share and communicate the policies to all employees.
- Takasago will instill Diversity, Equity and Inclusion in our policies, practices, and processes.
- Takasago will foster and embrace uniqueness by building a workforce that champions racial equity, values different & diverse backgrounds and celebrates distinctive perspectives.
- Takasago will not tolerate words or actions that diminish DE&I such as discrimination, harassment, failure to respect human rights, violence or racism.
- Takasago recognizes that creative and critical skills come from non-traditional experiences and educational backgrounds.
- Takasago will enhance understanding, support, and acceptance, through continuous training on unconscious biases, career support for female and minority employees, and provide appropriate accommodations for people with disabilities.



- Takasago will remove bias so opportunities are equally available to all qualified employees.
- Employment decisions, to include hiring, performance evaluation, remuneration, training, development, promotions and retention, will be based on individual performance and qualifications, such as education, skills and experience.

### **Grievances, Complaints or Concerns**

Employees who have questions about the Principles outlined in this policy or those who want to report a possible violation, should immediately contact their Human Resource leader.