

CMIC Co., Ltd. Basic Human Resources Policy

CMIC Co., Ltd. and its consolidated subsidiaries (hereinafter “We”) will continue to change and take on new challenges. We will transform ourselves without seeking refuge in conventional wisdom and liberate opportunity from new perspective by changing our vantage point. We believe that each and every employee will create new value as a challenging person by fully living every moment.

1. Creating People who aspire to self-evolve and take on challenges on their own

We support all employees who are motivated to change themselves so that they can provide new value to people and society quickly. We will provide opportunities for employees who are willing to take on challenges and to learn to transform themselves to grow.

2. Respect differences and provide an environment in which people can openly face others in earnest

We will create a trusting workplace where everyone respects each other, and where everyone can face each other with sincerity. A diverse range of personnel are active in CMIC. Employees with various ideas, regardless of nationality, age, gender, etc., will go beyond organizational boundaries and positions to work together to achieve their goals.

3. Realization of fair evaluation and treatment

We will fairly evaluate the new values we have created and reflect it in our compensation (remuneration, promotion, demotion, assignment, etc.). We conduct fair and convincing personnel evaluations based on daily communication and feedback that align with targets. In addition, by rewarding employees adequately with appropriate treatment, each employee can feel a sense of satisfaction in their work.

Supplementary Provisions

1. The control, revision and abolishment of this Policy shall be in accordance with the Exhibit of the Regulations on Control of Rules and Regulations.
2. This Policy shall be implemented from May 1, 2025.

