Multi-Stakeholder Policy

Considering the growing importance of co-creating value in corporate management—not only with shareholders but also with employees, business partners, customers, local communities, and other diverse stakeholders—we are committed to collaborating appropriately with multiple stakeholders in accordance with “Daiichi Life Group Code of Conduct”.

Furthermore, recognizing that the appropriate distribution of earnings and results generated through value co-creation and productivity improvements contributes to maintaining momentum for wage increases and fostering sustainable economic growth, we acknowledge the importance of returning values to our employees and considering the needs of business partners. Based on this perspective, we will advance the following initiatives.

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1. Returning Values to Our Employees

We aim to drive the company’s growth by continuously investing in human resources. By proactively allocating management resources to growth areas and enhancing our employees’ skills and capabilities, we focus on maximizing added value while promoting sustainable growth and productivity.

In addition, we will continue to implement appropriate wage increases based on our business conditions. Beyond salary adjustments, as part of a comprehensive approach to improving overall compensation, we actively promote education and training initiatives to enhance employee engagement and further boost productivity, ensuring sustainable returns for our employees.

(The details are as follows.)

Specifically, we adjust wage levels as necessary, considering our business performance and market competitiveness, while ensuring fair distribution based on roles and performance. Furthermore, regarding training and related activities, to enhance the value of our human capital, we are developing a Career Development Program (CDP) that integrates employee development with performance evaluation. We offer a diverse range of training programs and career design support to foster continuous professional growth

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2. Considering the needs of Business Partners

We will continue to uphold the principles outlined in the Declaration of Partnership Building. If the Declaration of Partnership Building is no longer posted on the official portal site, we will voluntarily withdraw the publication of our multi-stakeholder policy.

• URL of the Declaration of Partnership Building:
[https://www.biz-partnership.jp/declaration/132913-07-00-tokyo.pdf]

Additionally, regarding business relationships with tax-exempt businesses, we will refer to the government's publicly announced policy on tax-exempt businesses and their approach to compliance with the invoice system. Based on this, we will work to establish appropriate business relationships.

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3. Initiatives with Other Stakeholders

By putting "Daiichi Life Group Code of Conduct" into practice, we take actions that uphold the trust and expectations of our customers, society, and the company (our colleagues). We will continuously monitor the progress of these initiatives and ensure their steady implementation.

March 17, 2025

(Updated on April 15, 2026 due to company name change and update of the Partnership Building Declaration URL)

Daiichi Life Techno Cross Co., Ltd.
Representative Director, President
Chief Executive Officer: Isamu Ando