

Multi-Stakeholder Policy

Makita Corporation ("Makita") recognizes the importance of value co-creation not only with shareholders, but also with employees, business partners, customers, creditors, local communities, and other diverse stakeholders in our corporate management. Based on this recognition, we will work to appropriately collaborate with multi-stakeholders. Furthermore, we will promote the following initiatives in light of the importance of returns to employees and in consideration of business partners, from the perspective that the appropriate distribution of profits and results generated through collaborative value creation and improved productivity to multi-stakeholder will help maintain the momentum for wage increases and sustainable economic development.

1. Returns to Employees

Makita will focus on maximizing added value through efforts for sustainable growth and productivity improvement by prioritizing investment of management resources in growth areas, developing the potential of employees, and improving their abilities and skills. Based on the profits and results achieved, we are committed to increasing wages in a manner appropriate to our business circumstances in accordance with the "Basic Principles of Wage Determination". In addition, we will strive to achieve sustainable returns for employees by actively investing in human resources to help increase employee engagement and further improve productivity for the overall improvement of treatment.

(Individual items)

Specifically, with respect to wage increases, we will continuously improve wage levels and conduct "performance evaluations" based on the degree to which employees achieve their goals.

In addition, with regard to investment in human resources, we provide a wide range of employee development programs and pay incentives for employees' personal development. Through these measures, we enhance employee engagement and employee growth.

2. Consideration to business partners

Makita will continue working to comply with the contents of its Declaration of Partnership Building.

If the publication of the Declaration of Partnership Building on the portal site is cancelled, we will voluntarily withdraw the publication of the Multi-stakeholder Policy.

URL of the Declaration of Partnership Building

<https://www.biz-partnership.jp/declaration/77949-05-21-aichi.pdf>

In addition, with respect to business relationships with tax-exempt entities, we will make efforts to establish appropriate relationships with them by taking into account the views of tax-exempt entities and their business partners regarding the Invoice System published by the Japanese government.

With regard to these items, we will make steady progress while confirming the status of our efforts.

November 11, 2024

Munetoshi Goto
President, Representative Director
Makita Corporation