

Diversity, Equity and Inclusion Statement

In today's rapidly changing times, to be a company that is expected and trusted by customers and society, we must enhance the value of our group through enabling every employee to fully demonstrate his or her ability and create new values. For this purpose, we hereby declare that we will promote the following items to respect and accept diverse values.

- 1 . Respect for Diversity
 - 2 . We accept and respect diversity in terms of gender, gender identity, sexual orientation, nationality, race, ethnicity, origin, ideology, creed, disability, illness, age, family relationships, and other attributes and differences so that all people involved can generate creativity and innovation.Provision of Equity
 - 3 . We provide equitable opportunities and appropriate support according to their differences so that all people involved can think, act, and take on challenges independently.Promotion of Inclusion
- We respect and accept various attributes and differences of all the people involved so that they can make the most of their abilities and individuality.

AIMECHATEC, Ltd.

President and Representative Director
