

# Stakeholder Engagement for Improving Corporate Value through Dialogue and Co-Creation

## Engagement with Customers and Partners

As part of its sales activities, Tokyo Century seeks to understand the issues and goals of its customers and partners so that it can supply them with the ideal financial services and value.

By building relationships through joint businesses with customers and partners and continuously enhancing our financial services through the merging of our respective strengths and expertise, we aim to heighten the value we supply to our customers, partners, and society.



### Major Engagement Methods and Measures

- ➡ Communication through sales activities
- ➡ Joint businesses and personnel exchanges with partner companies
- ➡ Sharing of knowledge related to financial service planning and other initiatives

## Engagement with Employees

Tokyo Century aspires to develop a workplace environment in which every employee is respected and able to fully exercise their talents, and we are actively working to heighten employee engagement. Moreover, the input gained from employee engagement surveys is used in discussions by the Management Meeting and the Board of Directors for analyzing issues and planning future initiatives. Responding to such input is positioned as an important management priority.

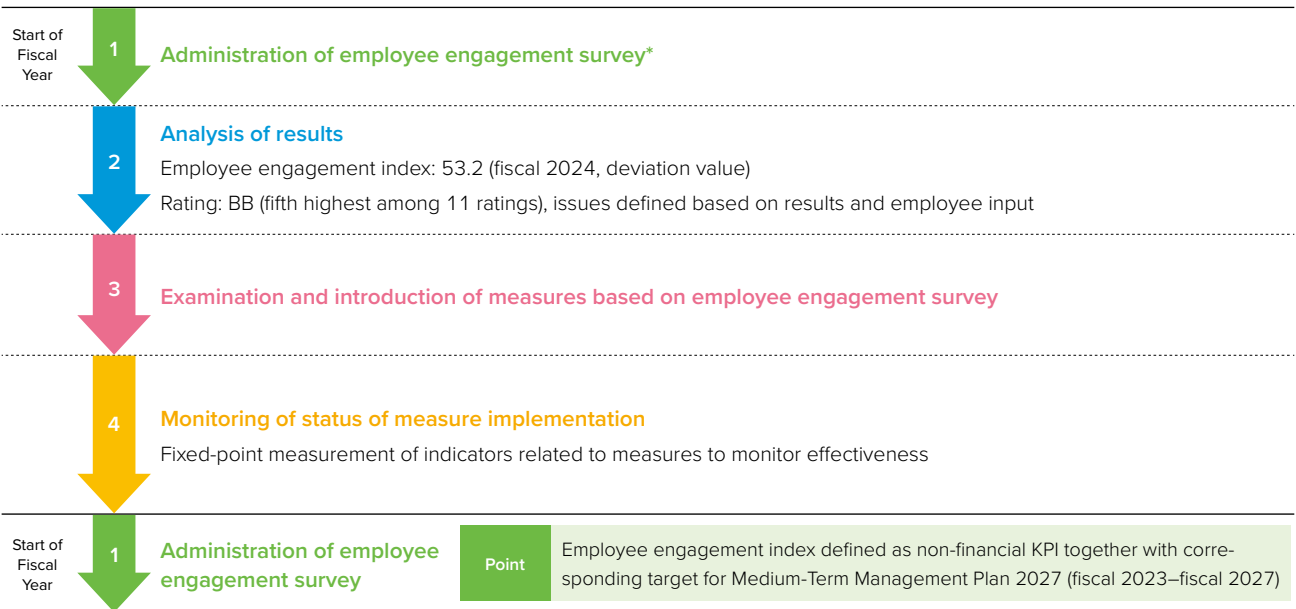


TC-Mee+ meeting

### Major Engagement Methods and Measures

- ➡ Employee engagement surveys
- ➡ 360-degree evaluations
- ➡ Career Design Office (career consultation venue)
- ➡ TC-Mee+ meetings for exchanges among employees (including discussion forums with the president)

### Cycle of Improving Employee Engagement through Dialogue



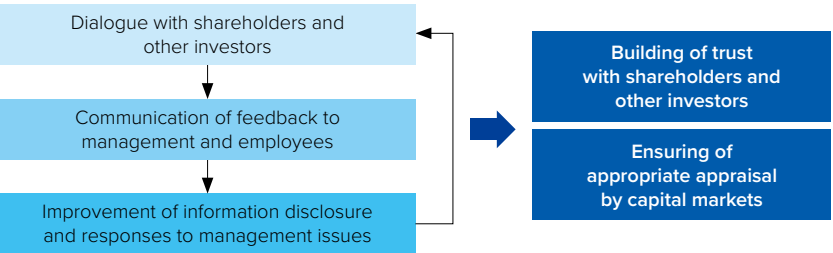
\* Results measured using Motivation Cloud service provided by Link and Motivation Inc.

## Engagement with Shareholders and Other Investors

Tokyo Century advances its investor relations (IR) activities with a focus on generating a cycle of proactive dialogue with shareholders and other investors and on communicating the input and requests solicited thereby to management and employees. The input gained during the course of IR activities is used to improve information disclosure and respond to management issues in order to build trust with shareholders and other investors and ensure that capital markets accurately appraise the Company, which in turn is anticipated to contribute to higher corporate value over the medium to long term.



Meeting with sell-side analysts instigated by Tokyo Century's president and officer responsible for IR



### Major IR Activities

	Activities	Frequency in Fiscal 2023	Details
Analysts and institutional investors	Earnings calls	4 times	Quarterly earnings calls (Three-month and nine-month calls led by the officer responsible for IR; six-month and full-year briefings led by the president)
	Individual meetings	260 times	Meetings with analysts and institutional investors in Japan and overseas (Of which, approx. 60 meetings with overseas institutional investors)
	Investor briefings	4 times	Investor briefings led by the president and the officer responsible for IR
	Business strategy briefings	1 time	Business strategy briefings for institutional investors in Japan and overseas
	Overseas roadshows	2 times	Face-to-face meetings between the president and IR representatives and overseas institutional investors
Private investors	Company briefings	1 time	Briefings on the Company, business strategies, shareholder return policies, etc.

### IR Topics

#### Stock Split

Effective January 1, 2024, Tokyo Century conducted a four-for-one stock split in light of the start of Japan's new NISA program (tax exemption system for small-sum investments) in 2024. The goal of this stock split was to lower the price of share-trading units of the Company's shares to make the act of investing easier and thereby expand its investor base. To facilitate the expansion of our investor base, we are also bolstering the range of opportunities we provide for gaining an understanding of our management policies through live streams of Company briefings for private investors and through the publication of articles in investment magazines.

#### Second Consecutive Year of Recognition as Most-Improved Integrated Report by Domestic Stock Management Institutions of GPIF

Every year, the institutions contracted to manage the domestic stock holdings of the Government Pension Investment Fund (GPIF) name a number of excellent integrated reports and most-improved integrated reports from Japanese companies. In 2023, Tokyo Century's *Integrated Report 2023* was one of the 100 selected as most-improved integrated reports. This is the second consecutive year in which Tokyo Century's integrated report has been recognized in this manner. Tokyo Century is committed to enhancing the quality of disclosure through its integrated reports and other IR tools in order to facilitate dialogue with investors and other stakeholders and thereby improve corporate value.