

# SUSTAINABILITY

Promotion of Sustainability



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Integrated Report 2024

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Promotion of Sustainability

Our Basic Policy

Under our Corporate Philosophy of “Creation, Contribution, and Cooperation,” the Tadano Group strives to contribute to the preservation of the environment and the realization of a sustainable society through maximizing value to our stakeholders and engaging in sustainable business activities. We aim to pursue further excellence for the world and the future.

The Mid Term Management Plan (24-26) formulated in 2024 sets “Advancing decarbonization” as one of the basic strategies, and identifies addressing sustainability issues and management in consideration of capital cost and stock price as initiatives for sustainable growth.



Addressing Sustainability Issues

Tadano established the CSR Committee in 2005 to work on corporate social responsibility and environmental impact reduction. In January 2024, we revised the conventional CSR Charter into the “Tadano Group Sustainability Charter.” We have established the Sustainability Committee, chaired by the President and comprising all Executive Officers as members, to define the key issues of sustainability in management, and to manage policies, goals and progress. We also have the Sustainability Promotion Group within the General Affairs Department as a dedicated team to support the work of each department for sustainability. Specialized committees are organized under the Sustainability Committee to work on company-wide themes, which include the Risk Committee, the Compliance Committee, the Environmental Committee and the Human Resources Committee. Issues concerning Human Asset Management are addressed by the Human Resources Committee and issues concerning climate change are addressed by the Environmental Committee. In 2021, we established the CO<sub>2</sub>/Energy Reduction Subcommittee and the Waste/Chemical Substances Reduction Subcommittee as organizations within the Environmental Committee. These subcommittees are studying specific action to take, sharing information among different divisions, and working for continued improvements aimed at achieving our long-term targets.

Respect for Human Rights

We support and respect the protection of internationally declared human rights. We commit to avoiding participation in human rights violations and will work towards the elimination of all forms of discrimination in employment, including forced labor and child labor.

Fair and Honest Business Activities

We will engage in honest business activities that are fair and transparent. We strive to comply with laws, international standards, internal rules, to maintain ethical behavior, and work to prevent corruption in all forms, including coercion and bribery. We will also work towards strengthening Governance.

Respect for Employees and Ensuring Job Satisfaction

We consider our employees valuable partners and strive for diversity, starting with gender equality, creating a work environment that values work-life balance, while investing in the development of our people.

Growing Together with Suppliers

We build strong, trusting relationships with our suppliers and aim to grow together. We also focus on sustainability management in our supply chain, including compliance with laws, and management of human rights, labor, safety, health, and the environment.

Preservation of the Environment

We address environmental preservation in our business processes, including responding to climate change, achieving “reuse, reduce, recycle” in society, preserving biodiversity, conserving marine and water resources, and reducing and properly managing hazardous substances.

Contribution to Society

We actively engage in business activities that contribute to the development of society, striving to be a responsible corporate citizen.

Effective Communication

We will communicate accurate information to stakeholders in accordance with sustainability disclosure standards and other relevant guidelines. We aim to maintain long-term relationships based on trust through timely and appropriate communication methods.

Major issues and themes to be addressed

Environment	<ul style="list-style-type: none"><li>● Advance decarbonization &lt;Expand environmentally friendly products&gt;</li><li>● Product lifecycle assessment, achieving a resource circulation society</li><li>● Decarbonization in business activities, reduction of industrial waste, proper management of chemical substances</li></ul>	
Social	<ul style="list-style-type: none"><li>● Human Asset Management, promotion of diversity, equity, and inclusion, women's empowerment, global talent development</li><li>● Automation and energy saving to address labor shortages and facilitate knowledge transfer</li><li>● Supply chain management, respect for human rights</li></ul>	
Governance	<ul style="list-style-type: none"><li>● Allocation of management resources in consideration of capital cost and profitability</li><li>● Strengthening Corporate Governance, enhancing corporate value</li></ul>	
Common across ESG	<ul style="list-style-type: none"><li>● Disclosure of various sustainability information including European's Corporate Sustainability Reporting Directive (CSRD)</li></ul>	



Human Asset Management

Our Basic Policy

Based on the idea that employees are our assets, we provide a place where diverse human resources can come together and discover and develop their individual potential, and where everyone can make the most of their individual talents. We also foster an organizational culture that allows for continued learning and growth, and a corporate culture that recognizes changes and continues to innovate as a team.

Company growth cannot be achieved without the growth and development of its employees. For sustainable growth, we will strive to create a healthy and dynamic work environment and develop human resources, so that our employees can perform to the best of their ability. To ensure that working at Tadano leads to overall life satisfaction (well-being) of employees, we promote a good work-life balance with safety as the first priority.



Diversity, Equity, and Inclusion

We believe human resources are the source of our competitiveness and an essential element for achieving sustainable management. We are committed to respecting all forms of diversity, including differences in race, religion, gender, sexual orientation/gender identity, age, disability, nationality, place of origin, social and cultural background. We continue to promote the recruitment and development of diverse human resources, ensuring equal opportunities for growth and fostering a fair organizational culture. By empowering each employee to harness their unique talents and individuality, we aim to enhance our overall organizational performance.

Women’s empowerment

Tadano hires women in a well-planned and proactive manner, aiming to increase the number of women in leadership positions (managers and supervisors). Specifically, we have increased the opportunities for women to work in sales and engineering positions, and have reviewed our evaluation and promotion’s systems. We also have introduced a mentorship system for female employees to know more about the values of role model women from inside and outside the company. Moreover, we give the chance to all our female employees to attend cross-sector exchange seminars for women. Through these efforts, we seek to improve workplace comfort and job satisfaction for all our employees. As a prerequisite for achieving these two points, we continue to improve our systems and work environments to support every employee in maintaining a good work-life balance.

	FY 2023	FY 2026 Target	Target for FY 2027 Onwards
Ratio of female employees	10.5%	10%	20%
Ratio of female supervisors	5.2%	5%	9%
Ratio of female managers	2.5%	4%	7%

Our voices

“I am the first woman to be assigned as a sales representative in decades, so many customers are surprised when they first meet me. I am lucky that customers remember me after just one visit, but I will not depend on this advantage, and hope to carry out sales activities from viewpoints that only I can bring. I would like to work on creating a comfortable work environment for the increasing number of female salespeople in the future.”



“I have been working as an Assistant Manager at a manufacturing site for the past four years. At the beginning, I was nervous about being the first woman in a supervisory position at a manufacturing site, but once I took the job, I have become determined to make it a good place to work for everyone. Now I also serve as an advisor to female employees working at the plant, and I find my job rewarding. I would like to take part in the introduction of equipment for handling heavy objects and review facility environment in the workplace, and increase the number of employees who say they are happy to work at this company.”



Obtaining “Kurumin” Certification

In May 2022, we obtained the “Kurumin” Certification\* from the Ministry of Health, Labour and Welfare in Japan. Now we will aim to obtain the “Platinum Kurumin” Certification, a higher-level certification above the “Kurumin” Certification. In February 2024, Tadano Engineering, a group company in Japan, was certified as a “Wonderful Takamatsu Women’s Empowerment Company” for its efforts to create a workplace where women can play active roles. The company was the first in the Tadano Group to receive the “Business Awards that Takamatsu, the Capital of Seto, is proud of” for its outstanding efforts.

\*“Kurumin” Certification is awarded by the Minister of Health, Labour and Welfare in Japan to companies that have formulated a general action plan, and have also achieved the targets set forth in it and met certain standards based on the “Act on Advancement of Measures to Support Raising Next-Generation Children,” as a childcare support company.

Childcare leave

We strive to create a work environment that encourages our employees to take childcare leaves and adopt flexible work styles.

A male employee on his experience taking childcare leave

“It was my first time to raise a child, so I took three weeks of childcare leave to take care of my wife’s mental and physical needs and to prepare our environment for child-rearing. During my leave, I had enough time to discuss with my wife how we could manage life combining work and parenting without being overstrained while imagining my return to work. Since returning to work, I have focused on working efficiently by planning backwards from the deliverables and placing great importance on advance preparation for all tasks.”



His supervisor’s comment

“When he told me he was going to take a childcare leave, I told him that I wished he would think first about making a good start with good health of everyone in the family. I saw his childcare leave as a good opportunity to increase collaboration with other members. We tried to reduce and share his loads, but in the areas where he was in charge of, we gave him no special treatment but left the work in his good hands. I always try to talk to all my group members regularly and openly, to make sure they are all doing well.”

Ensuring Diverse Human Resources

Recruitment

To promote DE&I, we have been strengthening the recruitment of diverse human resources, in particular women. We focus on communicating the excitement of working at Tadano, by producing videos featuring workplaces where women can work proactively, preparing brochures, and offering internship opportunities for women majoring in Science and Engineering. As part of our efforts to further promote diversity, we are also recruiting international students and foreign mid-career talents. We accept diversity in terms of various factors, including each person's backgrounds, abilities, and experience. Harnessing it for use inside our organization will improve employee job satisfaction and productivity, helping to create added value. Driven by this belief, we will continue to create work environments where diverse employees can best utilize their talents.



"She Meets Tadano" brochure featuring female employees

Reemployment program

Tadano sets a mandatory retirement age of 60, however, employees over the age can be rehired to continue working after retirement. From 2020 to 2023, 85% of our employees were rehired after the retirement age. We have established systems to match the needs of the group companies with those of employees, including the "Tadano Next-job Challenge System," an intra-group service with registered post-retirement workers. As the number of rehired employees will continue to increase, we are reviewing our reemployment system to help people work with a high motivation and a choice from a variety of work style options. The job return program was launched in May 2020, and five people who once left Tadano have returned to the company under this program. Currently, we give information on the job return program to employees leaving the company, including those who resign for personal reasons. Going forward, we will work to create an environment that encourages former employees to come back, communicating also more information about the company.

Creating an Employee-friendly and Rewarding Workplace

We aim to ensure that working at Tadano leads to overall life satisfaction for our employees. By meeting the needs for various work styles, we help employees to maintain a good work-life balance in the company environment that is healthy and energetic in physical and mental terms. In our efforts to create an employee-friendly and rewarding workplace, in April 2024, we have revised the nursing childcare leave system to allow employees to take

Internships

We offer internship programs by job category as an opportunity for candidates to learn about Tadano, and to understand more profoundly the ever-diversified and increasingly sophisticated nature of work in each job category through first-hand experience. A series of internship opportunities were scheduled in August and September 2024, to include friendly round-table discussions with employees and first-hand experience at work sites.

A global skilled worker from the Philippines on his work experience

"As a skilled worker, I am in charge of temporary tack welding and welding of superstructure components. At Tadano, I have many colleagues who work with pride to ensure high quality. Like them, I see difficulties as challenges that bring me opportunities for growth, and work to master them. I was also appointed as a leader of the Workplace Safety Committee, so I work to put more signs and instructions related to process operations in English so that when more foreign employees come in the future, they will be able to understand what they need to know about the operations."



An employee on the job return program

"I once left my job at Tadano when my husband was transferred elsewhere, but later we returned to Kagawa, so I joined the job return program to come back to work here again. I was anxious because I had a five-year career break and the work environment had changed, but my supervisor waited for me to return and welcomed me warmly. I came back to my old department, so I was able to use my experience to perform my duties right away."



Development of Global Human Resources and Career Development

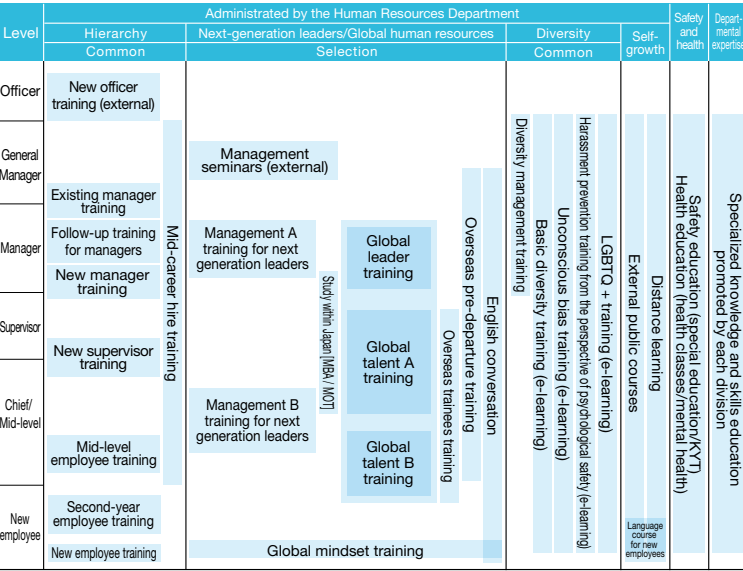
Tadano actively develops human resources capable of competing on the global stage as its business domain expands globally. For instance, we encourage young employees at the company to undertake international assignments. In addition, we also support employees' career development by fostering proactive self-initiated growth aimed at achieving personal goals through work in response to the increasing diversification of individual values and work styles in recent years.

To empower employees for their self-development and reskilling efforts, since 2023, we have subscribed to an external service that offers public seminars which employees can select topics and schedules freely for their self-directed learning. In 2023, we also held a career design training program for employees who reached the age of 50 and second-year new graduates. Additionally, employees regardless of age had opportunities to meet a career consultant upon request. These meetings serve as an opportunity for employees to deepen their self-understanding from multiple perspectives, including circumstances around them, roles assigned to them, working styles, and the meaning or purpose of work, and to consider at milestones what they need to enrich their careers.

We also encourage employees to participate in specialized courses at universities. At these courses, participants acquire thinking skills to solve problems in a team composed of diverse members from outside the company, learn about a "global perspective" to foster a mindset as their foundation, and develop basic skills to address issues.

By providing support for each individual to proactively envision their career paths and put their visions into action, we will expand options for diverse work styles and create a more rewarding workplace.

Education system diagram



Global human resources

Starting from 2024, we are strengthening our "Global Human Resource Development System" to expand its scope to employees from new hires to leaders, aiming at mid- to long-term human resource development. With the aim of developing employees into globally competent human resources speedily and early, all new employees were given the chance to join a training on global mindset and challenge themselves in the TOEIC English test in April 2024.



Employee Engagement Initiatives

We have been conducting employee engagement surveys annually since 2021. For a significant period after the survey's introduction, the effect of the program was hardly visible with the overall engagement score showing no change. However, the survey score in 2023, the third year of the program, showed an increase of two points. This shows that a cycle of organizational improvement has now begun to take hold as employees better understand the program's purpose. Furthermore, as a manufacturing company, we focus on improving engagement particularly in the Research and Development Division and the Production Division. In the Research and Development Division, all managers analyzed the engagement survey results and formulated an action plan for organizational improvement. The Production Division held meetings to discuss how to improve engagement, bringing together around 100 managers and supervisors from plants in Kagawa Prefecture, including the production staff. After that, they identified themes that were common across the division, conducted a survey on an action plan, and worked on priority issues based on the data analysis. As a result of these efforts, the scores for both expectations and satisfaction rose among members of many groups.





## Tadano's Health Management Initiatives

### Tadano is certified as a Health & Productivity Management Organization

Since launching its Physical and Mental Wellness Program in 1981, Tadano has been working to foster a culture of health in the workplace. Initiatives include granting company employees and families access to the Fitness Center located within the company. Since 2018, Tadano has been recognized in the Large Enterprise Category of the Certified Health & Productivity Management Organization Recognition Program of Japan's Ministry of Economy, Trade, and Industry and the Nippon Kenko Kaigi (Japan Health Council).

Our 11 group companies in Japan (10 in the previous fiscal year) were also recognized in the Small and Medium-sized Enterprise Category of the Certified Health & Productivity Management Organization Recognition Program in March 2024.

In addition, as part of our efforts to secure work-life balance, prevent lifestyle-related diseases, and address mental health, we have set up and published ten health management KPIs, including overtime hours, the rate of paid leave taken, the rate of annual health checkups and close medical examinations taken, non-smoking rate, and the rate of stress check taken.

### Employee Health Management Declaration

Tadano takes pride in the culture of health it has cultivated since launching its Physical and Mental Wellness Program in 1981. To maintain and further develop this culture, we hereby declare that we will value the physical and mental well-being of each and every employee and that we will make organization-wide efforts to create a positive workplace where employees can thrive.

May 2018

President & CEO

### Introduction of stretching exercises at work

As part of its health management promotion efforts, the Tadano Group has introduced stretching exercises during work hours since August 2023 to encourage employee self-care. In place of the announcements that had been made during the COVID-19 pandemic to air the offices and prevent infection, now announcements are made to advise employees to do some stretching to refresh both mind and body.

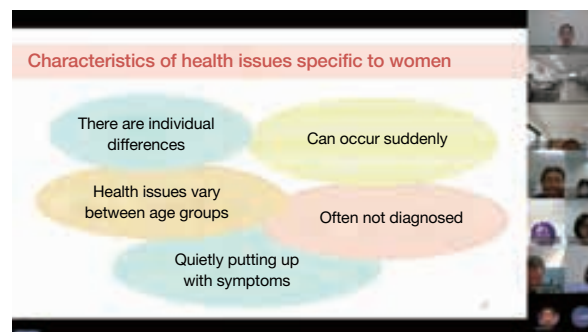
The goal is to relieve stiff muscles by stretching appropriately during work, to relax and prevent eye strain and musculoskeletal symptoms (stiff shoulders, lower back pain). Regular stretching can help our employees feel less tired at the end of the day. We will continue to promote health management through a variety of measures and activities to support our employees' well-being.



### Health and wellness lecture for managers and supervisors

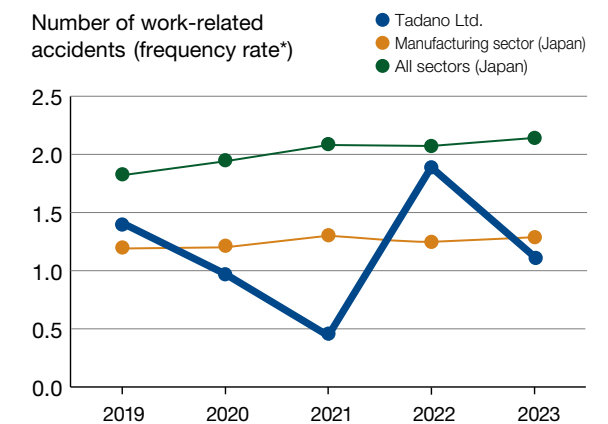
Each year, we hold health classes for managers and supervisors as part of the events organized during the Tadano's Health Month. Outside lecturers are invited for the classes, which are joined not only by managers and supervisors from inside Tadano, but also by participants from health insurance societies of other companies including our suppliers. Since the COVID-19 pandemic, we have been holding classes on health issues both online and onsite.

In October 2023, our occupational physicians gave a lecture titled "Health issues to be aware of for promoting women's empowerment," which discussed health issues specific to women and psychological burdens associated with life events for women. The lecture that drew a record number of 531 participants raised awareness on issues that need to be considered common to the entire workplace, not only to women. We will continue to improve our work environments to be more supportive of women and strive to make our workplaces and company a welcoming and inclusive place for everyone.



## Our Commitment to Safety in the Workplace

Tadano has significant obligations and responsibility for product safety, to protect both our customers and society. It is occupational safety at the company that supports product safety. We believe that realizing occupational safety at the company is essential to ensuring the safety of our products. Our plants in Japan were subjected to a safety diagnosis conducted by an external organization, wherein the evaluation and feedback were reported to the company in March 2022. In September 2022, while continuing with the health and safety activities we have practiced, we introduced monthly health and safety education courses in the form of animated video streaming for employees. Since May 2023, as part of our activities to reduce the risk of accidents, managers and supervisors have been given training in interactive safety patrols to acquire the skills to identify employees' unsafe behaviors and conditions and techniques for effective communication with workers.



\* Number of work-related accidents per 1 million actual work hours. Describes the frequency of work-related accidents resulting in lost workdays. (Figures for the manufacturing sector and all sectors, excluding the general contracting sector, are taken from the Survey on Industrial Accidents by Japan's Ministry of Health, Labour and Welfare.)

\* The scope of calculation has been expanded to all sites of Tadano Ltd. on a non-consolidated basis.

### Comfortable working environment

In 2024, three new shower room booths (one for women only) were installed at the Shido Plant, which previously lacked such facilities. This improvement, aimed at creating a healthier work environment for plant workers, has boosted employee engagement. In other locations, we continue to enhance work environments based on the specific needs of each workplace, with safety as our top priority. For example, we have implemented heat countermeasures such as air-conditioned clothing, heatstroke prevention helmets for plant workers, and respiratory protective equipment with electric fans and personal cooling equipment for welding technicians. Creating more comfortable workplaces also leads to increasing productivity.



## Enhancement of the Benefit Plan

### Introduction of a cafeteria plan

Aiming at an employee benefit program that is fair and satisfactory for all, we have introduced a "cafeteria plan" that grants employees with diverse lifestyles and needs.

The plan offers a variety of options, including assistance for the costs of supplies for childcare and nursing care, assistance for health promotion,

and support for daily living and leisure activities, which users can select according to their individual needs. In addition, the plan is being used widely outside the limitation of traditional benefit plans, which include special events that award cafeteria plan points to those employees who have made efforts to improve their health.

Supply Chain Management

Initiatives for One Tadano

As a new approach toward the goal of “One Tadano,” in April 2022, we launched the “One Tadano Information Site (Japanese)” and the “One Tadano Portal (English),” integrating internal communication tools including newsletters into the two websites. The websites are company-internal tools used to communicate information to all the Tadano Group employees inside and outside Japan.

We have also started a video streaming series called “One Tadano Talk Live.” The first series includes an interview with President Ujiie in an informal setting in which he mainly answers questions submitted by employees, and a round-table discussion between President Ujiie and employees. Comments from the employees who joined or watched the series were very positive and expressed a sense of closeness to the President. We plan to continue creating and releasing similar content in the future.



Respect for Human Rights

Introduced the Tadano Group Human Rights Policy

In January 2024, based on the Corporate Philosophy and the Tadano Group Sustainability Charter, the Tadano Group Human Rights Policy was established to ensure that all officers and employees of the Tadano Group respect human rights to the fullest extent. We respect international norms such as the “*International Bill of Human Rights*” and the “*ILO Declaration on Fundamental Principles and Rights at Work*,” and based on the UN “*Guiding Principles on Business and Human Rights*,” we will practice the five principles of “Support and respect for international norms,” “Respect for human rights in business activities,” “Human rights due diligence, remediation and prevention,” “Education,” and “Information disclosure, dialogue and consultation.”

Unconscious bias training

In 2022 and 2023, we held unconscious bias training for all officers and managers, including those of group companies.

In the training held as an applied course following the “harassment prevention training” that were offered to all employees, participants learned about unconscious biases that can cause harassment and how they affect people around them. In 2024, we plan to expand the target of this training to include all employees because a change in mindset across the company is essential to promote women’s empowerment more strongly among other DE&I initiatives we have been working on. Through the training, we aim to prevent unconscious discrimination, prejudice, and harassment, and to ultimately create a work environment where diverse talents can flourish.

Our Basic Policy

Tadano’s products are made of tens of thousands of parts, many of which are procured from our suppliers. To deliver even safer and higher-quality products to our customers, building strong relationships with our suppliers is essential.

Based on the principle of “Growing Together with Suppliers” provided in the Tadano Group Sustainability Charter, we established the Tadano Group Sustainable Procurement Guidelines.

Tadano also promotes environmentally friendly product development through the non-use of substances of concern with the understanding and cooperation of our suppliers.

Aiming for Mutual Development: the Tadano Kyoei Society

In April 1999, Tadano and its suppliers established the “Tadano Kyoei Society” with the aim of fostering an independent, solution-oriented organization with the competitive technologies and capabilities needed to survive in the 21<sup>st</sup> century. Since then up to the present time, we have developed and maintained lasting, strong relationships with our suppliers and worked with them for mutual growth and development. The organization is comprised of a total of 52 corporate members in Japan (as of February 2024). A variety of activities and events are held each year, including safety workshops, presentations on improvement initiatives, plant tours, and SVE conferences. The association also presents awards to suppliers with outstanding achievements each year.



Briefing before a plant tour



Plant tours by members of the Tadano Kyoei Society

Building a “Win-Win” Relationship: SVE Activities by the “Team of Four”

Since 2009, Tadano’s three divisions (Research and Development, Production, Procurement) have worked with our suppliers as a “Team of Four” to promote its SVE activities, with the goal of developing and producing products with greater value. “SVE”—an original concept developed by Tadano by adding “S” (Super and Sustainable) to “VE” (Value Engineering)—embodies our determination to surpass our past VE activities and continue to move forward vigorously with our efforts.

SCOOP activities

In 2011, we began our SCOOP (Super Cooperation) program, a key component of our SVE activities. We work with our suppliers on an individual basis to set themes and targets to enhance the value and functionality of products and reduce costs while leveraging strengths and qualities of both Tadano and the suppliers.

Our Suppliers

Shingo Kume  
President and Representative Board Member,  
Bridgestone Tire Solution Japan Co., Ltd.

“We supply tires, the only parts of the vehicle to be in contact with the road, and support the wheels of cranes that travel on public roads by offering tire maintenance services through our nationwide service network. We share Tadano’s commitment to net zero carbon emissions, and we are greatly inspired by the vigorous exchange of ideas with Tadano’s R&D and Procurement Division’s employees at regular technical exchange meetings. In addition to solving immediate issues such as reducing winter tire weights, we hope to grow together with Tadano through working together to create new value, which may include, for example, enabling safer, longer, better and more efficient use of tires more ideal for electric rough terrain cranes.”



Hiroki Kawanishi  
President and Representative Director,  
Kawanishi Co., Ltd.

“Our company founder once worked as an engineer at Tadano Iron Works Co., Ltd., and later, founded our company in 1964 and began manufacturing welded metal parts. We have since grown with great support from Tadano, and now manufacture over 200 items including chassis frames for rough terrain cranes. Now we even help Tadano in the designing and fabrication of its production line equipment. To contribute to the development of the Tadano Group by overcoming the turbulent waves of great change such as technological innovation, response to environmental issues, and globalization, we will focus on expanding our human resource base and production capabilities.”



## R&D and Manufacturing Strategy

### Our Basic Policy

Based on the Corporate Philosophy of *Sozo* (Creation), *Hoshi* (Contribution) and *Kyoryoku* (Cooperation), the Tadano Group intends to be the global leader in customer satisfaction by providing customers with quality and services with the sincere desire to inspire a wow factor.

As the use of IoT and AI spreads rapidly due to innovation in digital technology, we will integrate digital technology into our products and adapt our business model. Specifically, we aim to respond to the needs of customers and construction sites by offering not only tangible products but also intangible solution services that focus on the lifting function.

### R&D Initiatives

#### Tadano Europe Research Center

To take advantage of the environment of Germany with its originality and advanced technology, we established the Tadano Europe Research Center. Here, our group employees are in charge of researching on our Lifting Solutions and deepen their knowledge of the market.

#### Technology report meetings

We have held a total of 23 technology report meetings to share technological issues and research results, exchange opinions, and find solutions. Participants have expanded to include employees of overseas group companies in recent years, promoting the importance of sharing technological information throughout the Tadano Group.



#### Power Train Testing Facility

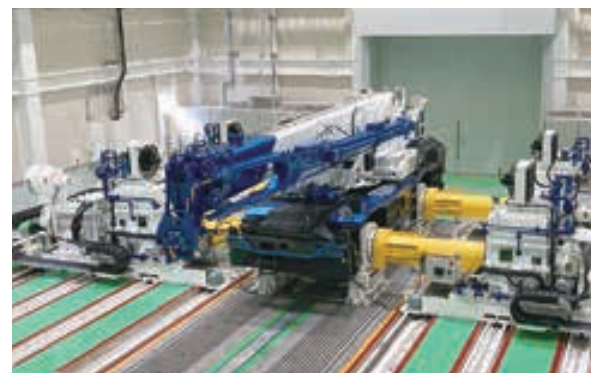
Technological innovation for decarbonization has accelerated further in recent years, and it has become an urgent task for us to develop safe, high-quality, and high-efficiency products that incorporate daily evolving new technologies.

Many of our products are large, and there are limited places and facilities for driving tests. Future development of new power trains requires an environment that allows us to perform tests and evaluations with high accuracy without having to drive on roads. Against this background, the Power Train Testing Facility started full-scale operations in October 2022 to engage in advanced development for the future, such as electrification,



automatic braking, and automated driving, in addition to the development of conventional models. The facility has the flexibility to support vehicles with various vehicle widths, axle loads, wheelbases, and drive systems, and enables a variety of tests and verifications.

The Power Train Testing Facility is used to verify tests that involve risk in actual driving and tests in which quantitative evaluations are difficult because they are affected by weather conditions. Through the use of this facility, we are increasing development efficiency, establishing safety and quality, and speeding up the development of new technologies.



### Safety Initiatives

#### Holding safety training sessions

Safety classes are held for various types of products inside and outside Japan in response to requests of customers, for their proper and safe use, and in the past have been attended by thousands of people. The curriculum can be matched to the participants, from people using the equipment for the first time to machine administrators.

Our Brazilian group company, Tadano Brasil Equipamentos de Elevação Ltda., held its third safe operation training session (workshop) in October 2023 in cooperation with the Brazilian crane association SINDIPESA. The

video of the workshop was also offered through web streaming on YouTube for the first time, which allowed us to spread the information to more customers. In planning the session, our group company called on our competitors to jointly host the event, and invited crane operators, as well as students who major in machinery and are expected to lead the crane industry in the future. With 1,200 views in 3 hours, the workshop was very successful and many interested people attended it. We plan to continue such activities to emphasize and share the importance of safety.



### Our Commitment to Quality

Complex pieces of precision machinery like cranes rely on the continuous improvements in skill and technique derived from our wealth of accumulated engineering experience. Tadano develops the skills of its workforce through both specialized skill training, which leads to quality improvements, and multi-functional skill development, which leads to efficient manufacturing. In 1996, Tadano received ISO 9001 certification, the international standard for quality management systems. To ensure that we can continue to deliver satisfaction to our customers, the company also overhauled its operational processes, from the initial development phase to prompt responses to post-market quality issues. Since 2007, Tadano's Production Division introduced "core value activities" at all our production sites, including the use of a management board to visualize and improve the status of quality on a daily basis (the PDCA cycle).

Furthermore, the Quality and Safety Assurance Department is in charge of organizing annual Top Patrol on quality by the management team, including the President, at each plant in Japan. The issues identified by the patrols are shared with all plants to facilitate company-wide improvements and information sharing. The company's plants are also working on Digital

Transformation in manufacturing with the aim of improving productivity and creating new value. Going forward, we will introduce a system to support production in stages, while further improving safety, quality, and efficiency and reducing our environmental impact.





Digital Services  
New Value with Lifting Solutions

"We want to provide safe, high quality and efficient lifting work." This is Tadano's consistent passion that has never changed over the years. That is why we were early to implement digital services including telematics. Under the banner of Digital Transformation, we will support our customers with total digital solutions, amid a major turning point faced by the construction and building industry. The provision of Lifting Solutions beyond Lifting Equipment will be one of Tadano's future missions.



**Lift API**

\*The general term for API (Application Programming Interface) advocated by the company.

**Digitalization and open interface**

The Lift API is an API for providing the calculation function of Tadano cranes and telematics data via the Internet. Through the linkage with crane construction plan apps and currently used fleet management systems, customers and Tadano can be connected by way of crane data. Through the linkage with lift planning apps for example, the Lift API allows for precise lift planning and ascertains rated lifting capacity based on calculation results from a virtual on-board computer. When used in conjunction with fleet management systems, Tadano products can be managed on a platform of the customer's choice along with all other equipment. There are many more ways of using the Lift API. Tadano will create even more value together with our stakeholders.



**HELLO-NET**

**Keeps customers and Tadano Group connected to cranes in the field**

Using communication satellites and mobile devices, Hello-Net makes it easy to ascertain the operating status of a crane in real time. This enables a proactive approach to service through which we can identify early signs of trouble and provide maintenance in advance. We are making progress in installing Hello-Net as standard equipment, chiefly on mobile cranes and aerial work platforms. Hello-Net is currently used with approximately 23,000 cranes in Japan and 9,000 cranes outside Japan.



**Digital Data**

Digital materials such as BIM/CAD data

We provide various digital data usable for construction plans, site plans, and other purposes. In addition to 2D and 3D CAD data, we can also provide 3D data compatible with BIM (Building Information Modeling) systems, which have been increasingly adopted by the construction and architecture sector in recent years. This is highly welcomed by customers around the world. Accessing these materials through Lift API creates new possibilities in a variety of fields.

International Construction Machinery Trade Shows  
bauma 2022 & CONEXPO 2023

In 2022 and 2023, we showcased our products at two international construction machinery trade shows in Germany and the US, resulting in a great success for the Tadano Group. Our products were presented at "bauma 2022" in Munich, Germany, in October 2022. Bauma is the world's largest trade fair for construction machinery, mining machinery, construction vehicles, and construction equipment. This was the first exhibition to showcase our products since Tadano Demag GmbH joined the Tadano Group, and we presented 13 new models added since the previous bauma 2019.



Furthermore, we gathered products that contribute to the improvement of the global environment and the realization of a decarbonized society under the name of "Tadano Green Solutions," and exhibited AC 3.045-1 all terrain crane with e-PACK and a hybrid concept machine AC 4.070-1 all terrain crane.

In addition, we showcased our latest products at CONEXPO 2023, the international trade show held in Las Vegas, US, in March 2023. Many interested people and customers visited our booth during the five-day exhibition. In the green area dedicated to Tadano Green Solutions, including EVOLT eGR-1000XLL, a fully electric rough terrain crane for the US and Canada markets, our environmentally friendly products and business activities were highlighted in a panel display with the slogan "Our True Mission: Zero Emissions," and attracted the attention of customers.



Communication with Investors

Our IR Policy

In the Tadano Group Sustainability Charter, the company positions our shareholders and investors as key stakeholders with a pledge. We pledge to all our stakeholders that we not only comply with relevant laws and regulations, but also disclose corporate information including updates on management and business activities in a timely and appropriate manner.

We hold our biannual briefings for securities analysts in Tokyo, where the President personally explains the company's financial results as well as the future direction of our business. We also welcome our institutional investors and others for company visits and plant tours.

IR Calendar

Event	FY 2024	Event	FY 2024
Announcement of full-year financial results for the year ended December 2023	February 14, 2024	Announcement of financial results for the second quarter of the year ending December 2024	August 9, 2024
Briefing for securities analysts	March 5, 2024	Second quarter financial results briefing for securities analysts	September 2, 2024
The 76 <sup>th</sup> Ordinary General Shareholders' Meeting	March 27, 2024	Announcement of financial results for the third quarter of the year ending December 2024	November 11, 2024
Announcement of financial results for the first quarter of the year ending December 2024	May 14, 2024		

Opportunities for Dialogue with Institutional Investors and Analysts

Activity	FY 2023	Activity	FY 2023
Briefing by the President	Twice	Individual interviews	117 times
Small meetings	16 times	Facility tours	4 times

Analyst Coverage

Below is a list of securities analysts who review and make recommendations on Tadano's stock based on their analyses of the company's operating performance. (As of June 1, 2024)

Company name	Name of analyst
CLSA Securities Japan Co., Ltd.	Edward Bourlet
JP Morgan Securities Japan Co., Ltd.	Tomohiko Sano
SMBC Nikko Securities Inc.	Satoshi Taninaka
Daiwa Securities Co. Ltd.	Yusuke Miura
Tokai Tokyo Research Institute Co., Ltd.	Mitsuyuki Ohdaira
Morgan Stanley MUFG Securities Co., Ltd.	Yoshinao Ibara

<Notes>

- The list includes securities analysts who were confirmed to have published reports concerning Tadano based on the information available to the company at the time of publishing the list. Please note that there is a possibility of other analysts that are not listed and that not all of the information may be up to date.
- The list is posted for the sole purpose of introducing information on the analysts belonging to a corporation or research institution that provides analyses and forecasts regarding Tadano's operating performance, and is not intended as a solicitation to purchase or sell the company's stock.
- Analysts, whether included in the list or not, periodically or irregularly prepare analyses and forecasts on performance, business, products, technologies, and other aspects of the company based on their independent judgment. Neither the company nor the company's management team is involved in the processes in any way. Investors are requested to make their final investment decision based on their own judgment.



Preservation of the Environment

Our Basic Policy

The Tadano Group is working towards improving the global environment from various perspectives, such as initiatives to address climate change, CO<sub>2</sub> emissions reduction, industrial waste reduction, conservation of forests and seas, and biodiversity protection. Under the Tadano Group Environmental Policy revised in 2024, “We serve society by promoting cooperation between people, machinery, and the environment,” we are committed to each employee caring for the environment, to the development of green products, and to the provision of green services and environmentally friendly business activities.

Long-Term Environmental Targets

We set long-term environmental targets for 2030 compared to the 2019 baseline of a 25% reduction in CO<sub>2</sub> emissions from business activities, a 35% reduction in CO<sub>2</sub> emissions from product use, and a 50% reduction in the volume of industrial waste from business activities.

Tadano Group’s Long-Term Environmental Targets 2030

<Reduce CO<sub>2</sub> Emissions> Compared to 2019 Baseline  
(1) CO<sub>2</sub> emissions from business activities...25% reduction  
(2) CO<sub>2</sub> emissions from product use...35% reduction  
  
<Reduce Industrial Waste> Compared to 2019 Baseline  
Industrial waste from business activities...50% reduction

Efforts to Reduce CO<sub>2</sub> Emissions from Business Activities

The problem of climate change is a critical issue which cannot be resolved unless the entire world works together. The Tadano Group is also carrying out programs aimed at contributing to preserving the global environment and creating a sustainable society. Our efforts include installation of solar panels with a maximum output of 260kW at our Shido Plant in 2008 and reorganization for greater efficiency in production and energy usage. In addition, at the Kozai Plant, constructed under the concept of “Next Generation Smart Plant: Harmonizing the Balance of People and Machinery, Connecting to the Next Generation of Smart Manufacturing,” we adopted an energy management system, which can monitor energy consumption in real-time. We also installed solar panels with a maximum output of 1,182kW in 2021. At both plants, we are transporting products using barge vessels that feature high energy efficiency and low CO<sub>2</sub> emissions, and are also actively implementing a modal shift. We installed solar panels with a maximum output of 608kW at the Tadotsu Plant in January 2023, further accelerating our efforts. In 2023, we launched a new program to purchase surplus solar power generated at the group company employees’ houses through an electric power company and utilize it at the Shido Plant. Outside Japan, Tadano Demag GmbH, one of our German group companies, installed 675 square meters of solar panels on the roofs of its Dinglerstraße

Office buildings in August 2023. The solar power generating system generates about 70,000 kWh of electricity annually, capable of generating enough power to supply electricity for the company’s two office buildings. We are also working on a new initiative to reduce CO<sub>2</sub> emissions from transportation by reviewing the delivery method of product catalogs and building a direct delivery system from the Takamatsu Head Office and Tokyo Office. We are working to reduce environmental impacts at our other business sites inside and outside Japan as well, including by installing solar panels, conserving air conditioning and lighting power, and changing company-owned vehicles to electric and hybrid models. As a member of society, we will continue to enhance our programs aimed at improving the global environment and achieving a decarbonized society.



Solar panels installed at the Dinglerstraße Office



Transportation of products by barge vessels

Changes in CO<sub>2</sub> emissions (Scope 1 and 2)

Item	FY 2019 (year ended March 2020)	FY 2023 (year ended December 2023)
Total CO <sub>2</sub> emissions (t)	31,389	28,734
[Breakdown] Japan*1	20,164	17,857
Outside Japan*2	11,225	10,877
[Reference value] Intensity per sales amount*3	13.77	10.25

\*1: Applicable to all business locations in Japan (including group companies and plants, etc.)  
\*2: Applicable to production locations outside Japan.  
The scope of calculation will be expanded to other group companies outside Japan in the future.  
\*3: Intensity with the Tadano Group sales amount as the denominator is indicated (CO<sub>2</sub>: ton/sales: 100 million yen).

Efforts to Reduce CO<sub>2</sub> Emissions from Product Use

Emissions generated during product operations account for a large portion of the CO<sub>2</sub> emissions in the life cycle of construction machinery. Against such background, reducing CO<sub>2</sub> emissions from our products has become a major issue for protecting the future of our planet. The electro-hydraulic system “e-PACK,” which allows the crane to be operated without starting the engine has been released in Japan as well as Europe. In this way, our cranes support efficient and environmentally friendly operations through the reduction of CO<sub>2</sub> emissions, the reduction of fuel consumption, and low-noise operations. We are also actively working for a switch to hydrotreated vegetable oils (HVOs) that have a smaller environmental impact than conventional diesel fuels (light oil). All products manufactured at our production sites in Europe are already able to run on alternative fuels. In December 2023, we launched the world’s first electric rough terrain crane in Japan. This electric rough terrain crane is able to travel and perform crane operations using electrical power, and can reduce CO<sub>2</sub> emissions from our products to zero. The electric rough terrain crane represents the culmination of Tadano’s commitment to the environmental issues and the company’s

efforts to achieve its environmental strategy of “Tadano Green Solutions.” The product is scheduled to be launched in the US and Canada in 2024. In addition, Tadano Group’s products are expected to play a big role in the construction of renewable energy power plants such as wind power stations, which are anticipated to increase due to Green Transformation in the future. To help our society, we will continue to develop products that contribute to the preservation of the environment.



Electric rough terrain crane EVOLT eGR-250N

Efforts to Reduce Industrial Waste Emissions from Business Activities

To realize a recycling-oriented society, the Japanese government is promoting the reduction, reuse, and recycling of waste. Since acquiring ISO 14001 environmental management system certification in 2008, the Tadano Group has also been working to reduce industrial waste emissions from its business activities. Approximately 90% of industrial waste in the Tadano Group is generated at production sites. We are working to reduce industrial waste by means including complete sorting of waste, recycling waste to create valuable materials, reducing the use of plastic in part packaging, and making effective use of surplus parts. As part of our efforts to recycle waste to create valuable materials, we have introduced a material recycling system to recycle waste oil into recycled heavy oil, and a system to enable the reuse of wooden wire drums by wire rope suppliers. We have also started trading in vinyl plastics as valuable materials to

reduce plastic waste to respond to the problem of plastic waste which has become a global issue in recent years. As part of our efforts to recycle industrial waste generated from our business activities, we also encourage the reuse and recycling of returnable containers used for delivering parts. Additionally, we developed TadanoPro, an app for the web and iOS to reduce the need for printed materials such as product brochures, datasheets, and photos. By providing all information digitally, we are minimizing paper use to conserve forests and reduce waste. This environmentally friendly tool not only increases efficiency for customer access, but also demonstrates Tadano’s commitment to sustainable practices in the digital age.



Product information available on the TadanoPro app

Changes in industrial waste emissions (Scope 1 and 2)

Item	FY 2019 (year ended March 2020)	FY 2023 (year ended December 2023)
Total industrial waste emissions (t)	4,143	3,387
[Breakdown] Japan*1	2,290	2,557
Outside Japan*2	1,852	830
[Reference value] Intensity per sales amount*3	1.81	1.20

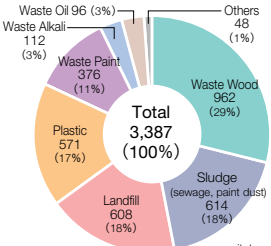
\*1: Applicable to all business locations in Japan (including group companies and plants, etc.)  
\*2: Applicable to production locations outside Japan (TDG and TFG). The scope of calculation will be expanded to other group companies outside Japan in the future.  
\*3: Intensity with the Tadano Group sales amount as the denominator is indicated (industrial waste: ton/sales: 100 million yen).



Acquisition of ISO 14001 Certification



Waste storage area where all waste is thoroughly sorted



Amount by type (FY 2023)

Contribution to Wind Power

There are new offshore wind power projects underway in Japan to realize a decarbonized society. It is expected that wind turbine components transported by cargo ships and trailer trucks are first transported to port facilities, pre-assembled, and then loaded onto transport ships. CC 88.3200-1 TWIN, the world's largest lattice boom crawler crane (3,200-ton lifting capacity), was added to the Tadano Group's product lineup as a result of the 2019 acquisition of the Demag Mobile Cranes business. This machine plays an important role in the pre-assembly of increasingly large wind turbines and supports safe and high-quality construction work. With the know-how we have acquired in Germany, which is a leading country in wind power generation, we strive for making further contribution to this field by demonstrating the unique advantages of the Tadano Group

in having development and production locations in both Japan and Germany. Furthermore, we provide various solutions, including a davit crane that performs loading operations for repair and maintenance of wind turbines, and AT-530CG, an aerial work platform with a maximum platform height of 52.8 meters, which is the highest among Japanese models. The Tadano Group supports the construction and maintenance sites for wind power generation, whether onshore or offshore, and plays a role in the creation of clean energy that helps realize a decarbonized society.



Assembling wind power generation equipment

Conservation of Biodiversity and Forests

To preserve the blessings of nature for future generations, we engage in activities that help conserve biodiversity and forests. Under the "Forest Matching Promotion Project" organized by Kagawa Prefecture, we have been carrying out forestation activities since 2020 by designating a part of the forest owned by Sanuki City as "Tadano Forest of Learning." Volunteers from the Tadano Group take part in these activities to maintain a "place for learning about the environment" by regularly weeding and planting trees, and to learn about flora and insects by observing the natural habitat in which various species are living. The forestation activities also create opportunities to socialize among employees from various departments and their families. In October 2023, we held the 4th forestation event at "Tadano Forest of Learning" in which participants worked on tree planting and other forest maintenance activities. After planting trees, participants joined a lecture by an

expert from a local organization on how leaves grow on planted saplings and the structures of seeds. They also checked and observed inside the beehive boxes set during the activity in 2022. We promote forestation activities to help our employees understand the importance of environmental conservation through forest maintenance and tree planting, and to create opportunities of interaction.



Tadano Forest of Learning



A lecture on biodiversity

Conservation of Water Resources and Seas

In our efforts to protect the richness of the sea, we believe it is important to work for the conservation of water resources. Specifically, the coating of our products uses organic solvents, which poses a risk of environmental pollution. At our plants in Japan, we use wet type coating booths with control procedures established not to discharge wastewater from the booths into public waterways. This reflects our commitment to comply with relevant laws and regulations, such as the "Air Pollution Control Act," the "Soil Contamination Countermeasures Act," and the "Water Pollution Prevention Act." We also comply with related regulations, including the "Industrial Safety and Health Act," for the safety and health management of workers. To address the risk of rainwater discharge, we carry out drainage management by installing oil water separators and conducting regular inspections. We also engage in beach cleaning activities as part of our efforts for marine conservation. Most of our plants in Kagawa Prefecture are located overlooking the Seto Inland Sea. Products are also transported by sea, and the Tadano Group has developed a close relationship with the sea in the course of its business activities. In recent years, marine debris

has continued to increase, causing a variety of adverse effects on the environment. We have been organizing beach cleaning initiatives since 2021, hoping that participating in the cleanup will help us know more about and get more interested in the marine debris issue. During the first and second clean-ups, we picked up trash on the coast and surveyed marine debris. For the survey, we used the ICC (International Coastal Cleanup) data sheet to record data on the types and volumes of trash collected. Through these activities, we will encourage our employees to learn about and participate in the protection of the richness of the sea.



Paint shop at the Shido Plant



Beach cleaning activity in 2023

Initiatives to Address Climate Change

Under our Corporate Philosophy of "Creation, Contribution, and Cooperation," the Tadano Group strives to contribute to the preservation of the environment and the realization of a sustainable society through maximizing value to our stakeholders and engaging in sustainable business activities. We aim to pursue further excellence for the world and the future. The Tadano Group has redefined its approaches to sustainability issues in general and from the perspectives of "Governance," "Strategy," "Risk Management," and "Metrics and Targets," and has been strengthening its efforts. By carrying out Tadano Green Solutions, we will contribute to the improvement of the global environment and the achievement of a decarbonized society.

What are Tadano Green Solutions?

As part of the greater society, the Tadano Group gathers all of its sustainable solutions under the name Tadano Green Solutions which are integral to our efforts to protect the global environment and achieve the goal of making a net zero carbon world a reality.



Governance

We have established the Sustainability Committee, chaired by the President and comprising all Executive Officers as members, to define the key issues of sustainability in management, and to manage policies, goals and promotion. The Committee members sequentially report and discuss sustainability issues and other important matters concerning their divisions at regular Monthly Management Briefings, Management Meetings, Board of Directors Meetings, and other meetings. We also have the Sustainability Promotion Group as a dedicated team to support the work of each division for sustainability. In addition, specialized committees are organized under the Sustainability Committee to work on company-wide themes, which include the Risk Committee, the Compliance Committee, the Environmental Committee and the Human Resources Committee. In 2021, we established the CO<sub>2</sub>/Energy Reduction Subcommittee and the Waste/Chemical Substances Reduction Subcommittee as organizations within the Environmental Committee. These subcommittees are studying specific actions to take, sharing information among different divisions, and working for continued improvements aimed at achieving our long-term targets.

Strategy

As a basic policy for the promotion of sustainability, we have established the Tadano Group Sustainability Charter comprising seven principles: "Respect for Human Rights," "Fair and Honest Business Activities," "Respect for Employees and Ensuring Job Satisfaction," "Growing Together with Suppliers," "Preservation of the Environment," "Contribution to Society" and "Effective Communication." We have been developing related policies, regulations, and guidelines to incorporate these principles into the annual policies and business plans of departments and group companies as well as specific measures. We also established the Tadano Group Sustainable Procurement Guidelines in January 2024 to promote sustainability among suppliers (business partners). With respect to climate change, the CO<sub>2</sub>/Energy Reduction Subcommittee has studied the transition risks and opportunities resulting from the so-called 2°C scenario, as well as the physical risks and opportunities resulting from the 4°C scenario, and has produced the analysis shown on the right regarding risks and opportunities in the Tadano Group.

Changes and effects produced by electrification and other product changes to address climate change (transition risks and opportunities)	<ul style="list-style-type: none"><li>Falling behind or taking the lead within the lifting equipment industry in terms of the development, production, and sales of electrified products</li><li>Tangible and intangible measures are necessary for both electrified product manufacturing and supply chains</li></ul>
Changes in social and economic structures and its effects resulting from climate change (transition risks and opportunities)	<ul style="list-style-type: none"><li>There will be large changes in social and economic structures in the markets and customers which use our products (shrinkage of the fossil fuel market, reinforcement of CO<sub>2</sub> emission regulations in all countries, and Green Transformation investment in wind power generation and other areas)</li><li>Falling behind (reputation risk) or taking the lead within the lifting equipment industry in terms of action to address climate change</li></ul>
Effects on workplaces resulting from rising temperatures and increasing natural disasters (physical risks and opportunities)	<ul style="list-style-type: none"><li>Worsening work environments at construction and manufacturing sites, increased risk of disasters affecting our plants and supply chains.(There is also the potential for increased product demand resulting from the use of AI and robots for automation and work support, and from increased frequency of disasters)</li></ul>

Risk Management

The business operations of the Tadano Group involve various risks, including business strategic risks, legal risks, product safety risks, information security risks, environmental risks, and natural disaster risks. For risk management, the Risk Committee periodically identifies and evaluates risks based on the Tadano Group Business Risk Management Regulations. The Committee designates departments responsible for addressing each risk and taking responsive measures to strengthen the Tadano Group's risk management. The results of evaluations by the Risk Committee are reported to the Board of Directors Meeting twice a year.

Metrics and Targets

The Tadano Group endeavors to preserve and contribute to the global environment with its long-term environmental targets for 2030 of a 25% reduction in CO<sub>2</sub> emissions from business activities, a 35% reduction in CO<sub>2</sub> emissions from product use, and a 50% reduction in the volume of industrial waste from business activities (compared to the 2019 baseline).

Changes in CO<sub>2</sub> emissions from Tadano Group business activities (Scope 1 and 2) are shown as below.

Item	FY 2019 (year ended March 2020)	FY 2023 (year ended December 2023)
Total CO <sub>2</sub> emissions (t)	31,389	28,734
[Breakdown] Japan*1	20,164	17,857
Outside Japan*2	11,225	10,877
[Reference value] Intensity per sales amount*3	13.77	10.25

\*1: Applicable to all business locations in Japan (including group companies and plants, etc.)  
\*2: Applicable to production locations outside Japan. The scope of calculation will be expanded to other group companies outside Japan in the future.  
\*3: Intensity with the Tadano Group sales amount as the denominator is indicated (CO<sub>2</sub>: ton/sales: 100 million yen).



## Contribution to Local Communities and Society

### Our Basic Policy

Under our Corporate Philosophy of “Creation, Contribution, and Cooperation,” the Tadano Group strives to contribute to the preservation of the environment and the realization of a sustainable society through maximizing value to our stakeholders and engaging in sustainable business activities. We aim to pursue further excellence for the world and the future. To contribute to society, we will actively engage in business activities that contribute to the development of society, striving to be a responsible corporate citizen.

### Cultural Restoration and Academic Support

As a manufacturer of lifting equipment, Tadano has been uniquely positioned to make contributions to the community by assisting with cultural restoration projects and academic support.

In order to support the maintenance and development of Kyoto University's Kwasan Observatory, world-famous for its observation of the Solar System and the Sun, we established the General Incorporated Kwasan Cultural Foundation for the Promotion of Cosmology. We are also supporting its activities with annual donations of ten million yen over ten years, beginning in 2019. In terms of cultural restoration, in response to a message from Easter Island (Chile) seeking technical assistance to return the Moai statues to the standing position, Tadano took on the Moai Restoration Project, which lasted from 1988 to 1996. In 2019, as part of our 100<sup>th</sup> anniversary, we donated a third crane to Easter Island. Tadano also provided technical cooperation in the disassembly of the Takamatsuzuka Tomb's stone chamber in Nara by developing a disassembly jig in 2007. This cooperation was highly evaluated, and in February 2018, Tadano won the Special Prize of the Minister of Economy, Trade and Industry in the Monozukuri Nippon Grand Award. In 2008, we donated three products to help in restoration work on West Prasat Top, part of the Angkor Thom ruins that were in a critical condition after destruction to masonry owing to long years of neglect, in part due to the civil war in Cambodia.



### Contribution to Local and International Communities

#### Providing assistance to suffering areas and countries

To support the lives of people in the areas affected by the 2024 Noto Peninsula Earthquake that occurred on January 1, 2024, we donated ten million yen to the Japanese Red Cross Society.

In response to the ongoing conflict between Russia and Ukraine, the Tadano Group provided 30 units of truck loader cranes (TM-ZE303MH) between April and September 2023 to the State Emergency Service of Ukraine (SESU). The 30 cargo cranes, mounted on trucks by Crane Ukraine, Tadano's local distributor in Ukraine, will be used for mine removal and disposal of unexploded ordnances in Ukraine. The Tadano Group has suspended shipments of products and parts to Russia, Belarus, and the self-proclaimed Donetsk People's Republic and Luhansk People's Republic since March 2022.



#### Contributing to the local community

The emergency kits for disasters distributed to all employees of the group companies in Japan require regular replacement of dry bread and water. We collected and replaced the supplies just before the expiry dates in December 2023, and donated about 3,400 emergency food rations and 1,900 bottles of water to children joining children's cafeterias and their families and other people in need in cooperation with the Takamatsu City Council of Social Welfare which carries out food bank activities.

In November 2023, Tadano took part in the 31<sup>st</sup> Kagawa Prefecture Science Experience Festival held at Saiwai-cho Campus of Kagawa University, contributing to raise children's interest in science.

We have also renewed our top sponsor agreement with Kamatamare Sanuki, a football club of Kagawa Prefecture that competes in the Japan Professional Football League.

In addition, as part of our efforts to support local and regional organizations and events, we also donate to the Setouchi Triennale, an international art festival held on the islands of the Seto Inland Sea, and the Takamatsu International Piano Competition, which features world-class music from Takamatsu.



"Dancing in the Seto" by Takeshi Kawashima & Dream Friends. Photo: Keizo Kioku

#### Contribution to the Breast Cancer Awareness Month campaign

In October 2023, Tadano Oceania Pty Ltd, our Australian group company, organized fundraising initiatives under the slogan "Tadano's Breast Efforts" to support the National Breast Cancer Foundation. The efforts raised more than 11,500 Australian dollars (approximately 1,130 thousand yen) of donation for breast cancer research, detection, and prevention. In organizing the activities, the company prepared exclusive merchandise with all proceeds going directly to the National Breast Cancer Foundation. This campaign fostered a cohesive and positive culture among team members within the company.

#### Tadano Heartful Pocket (donor organization)

This support organization, which encourages employees' participation, was launched in 2007 as an initiative for raising donations for organizations and individuals dedicated to a variety of social causes.

As of December 2023, we have made donations to a total of 77 organizations nominated by the Tadano Group employees.

In November 2023, we invited three professional coaches from Kamatamare Sanuki to an "inclusive futsal trial class" for a football team of people with developmental disabilities. The event was held at the Kagawa Rehabilitation Center gymnasium and was supported by this organization.

