

Tadano Group and SDGs

[Our Basic Policy]

From the time of our founding, the Tadano Group has held the firm belief that a company can exist only when it is in harmony with the people around it and the greater society. Under this belief, we have carried out our business activities while prioritizing harmony with our stakeholders. In the spirit of "great harmony," we want to contribute to a better global environment as a part of society. As we step forward into our second century of business operations, we seek to achieve long-term growth as a company. These ideas are the reasons for our efforts to promote ESG and SDGs as set out in our Mid-Term Management Plan (21-23).

Tadano has also long held our vision of "Pursuing Further Excellence for the World and the Future." This vision aligns with the aims of the UN's Sustainable Development Goals (SDGs). We will aim for "Pursuing Further Excellence for the World and the Future" through our products, services, and business activities and through the behavior of our individual employees.



Initiatives for Pursuing "Further Excellence" and SDGs

The Mid-Term Management Plan (21-23) sets forth "Pursuing Further Excellence, Focusing on the Tadano Red Arrow" as one of our basic policies. The definition of "Further Excellence" is being "a robust company," "a company that continues to evolve," "a company that benefits society and customers," "a company that earns the esteem of the world," and "a company that earns the pride of its employees." We

believe that meeting these five conditions is the prerequisite for "Further Excellence" and that aiming to achieve each of these conditions will result in contributing to related SDGs. Going forward, we plan to assess the current status of each of our initiatives and accelerate such initiatives even further, and thereby contribute to society.

| 17 Sustainable Development Goals (Common) | Being a Robust Company | Being a Company that Continues to Evolve | Being a Company that Benefits Society and Customers | Being a Company that Earns the Esteem of the Greater World | Being a Company that Earns the Pride of its Employees |
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| Specific aim | Prepares for and handles various changes and risks correctly | Provides safer and more efficient products by promoting technological innovation | Provides products and services responding to customer needs | Promotes compliance and governance | Makes the most of human resources and prepares an employee-friendly and rewarding work environment |
| Examples of initiatives | We anticipate, prepare for and respond to the external environment that changes in a complex manner. In manufacturing, we are making efforts to build a global production network aimed at optimal local production and to reduce environmental burdens. We have also formulated and operate a business continuity plan to restore important business processes as soon as possible even if unforeseen events arise. | We conduct research on safe, highly productive and revolutionary construction solutions for the future, while looking at "the present from the perspective of the future." Placing the highest priority on securing safety at worksites, we are actively implementing initiatives for further simplifying and facilitating the operation of cranes, automation and autonomy through the use of AI and also the development of electrified products to improve the global environment. | We are further evolving core technologies to meet the expectations of our customers and society and developing market-oriented, safe and high quality products. In addition, we are developing service personnel inside and outside Japan with high technical capabilities, and also engage in activities to achieve higher product value and quality, while aiming for mutual growth and development with our business partners. | We consider compliance and governance as one of the important management issues for the purpose of ensuring the transparency, soundness and efficiency of management, and we are implementing various initiatives. We also engage in activities that contribute to society such as forest preservation as part of our efforts to improve the global environment through the actions of each employee. | We accept diversity in terms of various factors, including 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 are creating workplace environments and implementing human resources development so that every employee can exert their best performance by utilizing their own talents and individuality. |
| Related SDGs | 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 | 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 | 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 | 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 | 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 |

Our Concrete Actions

We started "Engage in ESG and SDGs" activities from FY 2019 and in the first year invited outside lecturers to provide in-house SDG lectures and also engaged in executive discussion at an all-officer meeting session dedicated to the topic of SDGs.

In FY 2020, the first year of our full-scale efforts, we established the SDGs Promotion Committee with overall responsibility for promoting activities of the group and the SDGs Promotion Group as a dedicated body for implementing such activities. We have also held study sessions for all employees throughout the Tadano Group. From the perspective of preventing the spread of COVID-19, these study sessions were held online except for those held on-site at plants, etc. and we deepened everyone's understanding about "What are ESG and SDGs" and "Why is Tadano engaged in ESG and SDGs," while exchanging small group discussions.

In FY 2021, we prepared the "SDG Report 2021," which summarizes all the SDG-related initiatives implemented within the Tadano Group and shared the report with all the group employees in order to further spread knowledge on the SDGs. We will continue to contribute to the SDGs as One Tadano by sharing and deploying information among group companies and divisions.

In addition, under the "Forest Matching Promotion Project" organized by Kagawa Prefecture, we have designated a part of the forest owned by Sanuki City as "Tadano Forest of Learning" and have been carrying out forestation activities. Since FY 2020, we have been organizing forest maintenance events as an opportunity for volunteer group employees to learn about the importance of environmental conservation, and at the same time interact with each other.

We also engage in beach cleaning activities as part of our efforts for the marine conservation. Most of our plants in Kagawa Prefecture are located overlooking the Seto Inland Sea. Products are sometimes 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 FY 2021, hoping that participating in the cleanup will help raise people's awareness of marine debris and heighten their interest in the issue.



Forestation activity



Beach cleaning