

Stakeholder engagement

Basic Policy (Fundamental concept)

- ISEKI Group strives to build strong relationships of trust with stakeholders by engaging in constructive dialogue with them including direct interaction by the company's executives.
- Our basic policy in information disclosure is to “disclose information properly to fulfill social accountability” and “endeavor to promptly disclose accurate information required from inside or outside of the Group in recognition of the importance of social accountability and thereby become a company with transparency.”
- To win fair evaluation from all our stakeholders, including shareholders, investors, customers, suppliers, local communities, and employees, and to ensure management transparency, ISEKI Group strives for fair, equitable, timely, and appropriate disclosure of management-related information keeping with the purpose and meaning of fair disclosure rules.

Major engagements with stakeholders

The opinions, etc. obtained through various dialogues are fed back to the Directors, management executives, and related departments by way of reporting to the Board of Directors and other meeting bodies for the purpose of information sharing and reflected in and used for improvement of business activities.

Stakeholder	Concept behind the engagement	Opportunities for dialogue
Customers	To provide high-quality and safe products and services that satisfy our customers, ISEKI Group will extend farm business proposals and support, including cultivation techniques, as well as explanation for the application and safe use of agricultural machinery. We will also strive to understand the true needs of customers through dialogue and use this dialogue to improve product development.	Direct dialogue with sales and maintenance staff User exchange meetings ^M Visit ^M Trainings, seminars Exhibitions and demonstrations ^M Proposal and support of farm business technologies Market research
Suppliers	We will cooperate with our suppliers to create opportunities for mutual improvement so that they can lead to mutual business development including fair and equitable trade towards building a sustainable supply chain.	IR information meetings for vendors ^M Dealer meetings ^M Superior company tours ^M Inspection and meeting with suppliers ^M Business report meeting ^M Annual general meeting of Ishokai ^M Visits (Japan, overseas) ^M
Local community	We will engage in environmental conservation, activities for community growth and development, and activities for the nurturing of the next generation so as to enable co-existence with the local communities.	Tours of factories and exhibition halls ^M CSR activities such as cleaning activities Exchange of views with local governments, etc. ^M Participation in local events ^M
Employees	We will work on providing a secure and safe workplace, share company information and support for career development towards creating an employee-friendly workplace and nurturing human resources.	Internal IR information meetings ^M Collective bargaining ^M Labor management council ^M Employee meetings ^M Various training Various commendation meets and contests ^M Former employees' meeting ^M
Shareholders and investors	We will bolster corporate governance in order to build long-term trusting relationships with our shareholders and investors. We will engage in constructive dialogue based on our disclosure policy.	General shareholders' meeting ^M Quarterly briefing sessions (four times a year) ^M Individual meetings ^M Information meetings for individual investors and shareholders ^M Facility tours ^M

^M denotes involvement of company executives

Constructive dialogue with shareholders and investors

Initiatives toward fulfilling dialogue

The dialogue with shareholders and investors is supervised by the officers in charge of the various business administration departments (Investor Relations Section, Corporate Planning Department, Financial Department, and General Affairs Department) and the President, officers and business administration departments strive to actively engage in constructive dialogue utilizing various opportunities such as earnings briefings.

In order to improve the dialogue, persons in charge of IR collaborate with various departments to enhance disclosure information such as disclosure materials, as well as to promote cooperation and sharing of information with them at the Public Relations Liaison Committee meetings held every month. ISEKI Group has also set up pages dedicated to shareholders and investors on its website and provides disclosure information in an easy-to-understand manner.

Going forward, we will implement constructive dialogue to ensure sustainable growth and enhance corporate value, which are the concept of the Prime Market.

Conducting shareholder-centered general shareholders' meetings

ISEKI Group has built an environment where it is made easier for shareholders to attend general shareholders' meetings and conducts the meeting in a shareholder-focused manner. The convocation notice for the general shareholders' meetings is sent by mail three weeks prior to the meeting date and the details are posted on the website before the convocation notices are sent. Moreover, in order to improve the convenience for voting, electronic exercise of voting rights over the Internet is made available in addition to voting by mail.

Further, ISEKI Group visualizes its business reports, posts topics, and introduces its initiatives with the aim of deepening the understanding of ISEKI Group as much as possible. In addition, by putting shareholders safety first during the spread of COVID-19, the 98th Ordinary General Meeting of Shareholders was streamed via video.

Please refer to p. 70 for the status of shares held by type of shareholder.