

NICHIAS Group Human Resource Development Policy

The NICHIAS Group, under our vision to contribute to the Earth's bright future through our TATSU-TAMOTSU (Insulation and Protection) technologies, promotes the systematic and strategic development of human resources, which will lead to foster the growth of both our employees and the company.

1. Desired Qualities

“Individuals who enjoy growing with their colleagues”

We value individuals who embody “Our Promise,” which defines the mindset and behavioral principles of our employees, and who can maximize their potential while enjoying personal growth. And thus, contribute to the sustainable development of the whole company.

2. Four guiding principles and Key initiatives for development

- Nurture individuals who possess both strong sense of ethics and responsibility to ensure continual corporate growth

Initiatives: On-the-Job Training(basic business knowledge training), level-specific training, e-learning, etc.

- By recognizing diverse ways of thinking, we nurture teamwork skills which can achieve maximum results through collaboration.

Initiatives: NKK (NICHIAS Kaizen Katsudo), level-specific training, networking events for young employees. etc.

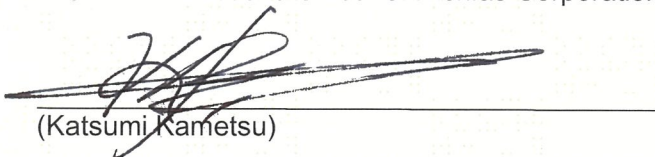
- By providing a challenging environment, we nurture creativity and problem-solving skills for the upcoming future.

Initiatives: NKK (NICHIAS Kaizen Katsudo), purpose-specific training, self-development programs (online courses, qualifications), etc.

- Nurture individuals who can design their own career paths and make positive efforts to achieve the goals.

Initiatives: level-specific training, career support programs, reskilling opportunities, etc.

Representative Director President
and Chief Executive Officer of Nichias Corporation

A stylized, handwritten signature in black ink, appearing to read "Katsumi Kametsu".

(Katsumi Kametsu)