

Strengthening of Nissan Group's Business Base

We are working to secure and develop diverse human resources in order to improve our R&D capabilities and product quality. We also aim to strengthen our business foundation by creating a workplace where a wide range of employees can be active and work comfortably, and to enhance our ability to respond to the various demands of societies.

Securing and Developing Human Resources

We believe the essence for human resource development is that each employee will continue to educate themselves voluntarily in their efforts to develop themselves. Therefore, we have established various human resource development programs by employment tier, including self-start training, for our employees who aspire to learn new things and develop themselves. In addition, we have started a new human resources development program since FY2019 based on the Ideal Human Resources Portfolio, a guideline for human resources development.

Intrapreneurship Program (started in FY2019)

We have started an intrapreneur (in-house entrepreneur) training program with the goal of developing the abilities of entrepreneurs and fostering them. With the support of active entrepreneurs, participants practice behavioral skills in mixed team selected from multiple departments and acquire the ability as innovators through trial and error.



Intrapreneurship program

Training Before Promotion (revised in FY2020)

In the training before promotion to C3 class (job rank equivalent to subsection manager), participants formulate a vision for the future and initial hypotheses (questions and answers) and then spend several months examining and revising the vision and hypothesis to refine the action plan for the purpose of “acquiring future-creating leadership skills”.

In the training before promotion to managerial position (equivalent to section manager), with the aim of “acquiring leadership that unleashes the future creativity of people and organizations”, participants come up with ideas for new businesses, products, and services through accessing the knowledge of the world, developing their ability to interpret information, and acquiring valuable information, while demonstrating leadership and

promoting transformation. Going through the process of hypothesis verification will lead to commercialization of products and services for the company.

Self-start Training

For the purpose of laying a foundation for self-starting human resources who “think and do what they should do,” technical employees focus on training which involves “creating original plans and executing them” for a period of two years after entering the company and office employees focusing on the same for three years after entering the company. The ideas proposed by young employees during this training are often adopted and used in subsequent work.



Self-start training

Overseas Language Study Program

In order to work in a diversified workplace, we believe that it is important to understand each other's cultural backgrounds and ideas to understand each other, not only language.

Therefore, we have introduced an overseas language study program with the aim of having employees learn by experiencing and following different cultures. In FY2019, we extended the existing program length by one month to improve it further.

Personnel Retention and Trainings
https://www.nissanchem.co.jp/eng/csr_info/communication/employee/system.html

Creation of a Comfortable Workplace

With recognition of growing concern for labor shortage due to the declining birthrate and growing proportion of elderly people as well as diverse working styles, our Group promotes initiatives that enable employees to work in a highly productive manner and achieve a good work-life balance.

Introduction of Systems for Promoting a Good Work-Life Balance

We have introduced systems and made improvements for promoting a good work-life balance. These include the introduction of a flextime system, hourly leave system, improvement of annual leave rate (at least 70% of available annual leave time taken), and introduction of a system which allows expired paid leave to be used for nursing/caregiving. In 2018, we

were granted the Next Generation Accreditation Mark (Kurumin) by the Ministry of Health, Labour, and Welfare for our efforts as a company to support childcare.

Promotion of Appropriate Work Hours

We are making various efforts to provide appropriate work hours. For example, we have introduced work management system for grasping and visualizing working hours and the number of days left for annual leave in a timely manner based on our own strict standards that exceed legal standards. We are also providing regular training for managers for managing working hours.

Creation of a Comfortable Workplace
https://www.nissanchem.co.jp/eng/csr_info/communication/employee/dialogue.html

Promotion of Diversity

We established our Diversity Statement and Diversity Vision in April 2021.

Diversity Statement

At Nissan Chemical, it is important that the individuality and talents of each individual be demonstrated and that the purpose of the individual be connected to society through the Company. We believe that this will nurture a sense of fulfillment in work and a sense of purpose in life, and create a strong force that fulfills the future of people and society with hope and happiness as well as realizing the well-being of people who work.

We regard diversity initiatives as an important theme for achieving both the well-being of our workers and the happiness of society, and aim to achieve our Diversity Vision through all measures.

Diversity Vision

- We will become a vibrant company that is full of job satisfaction and fulfillment in life through a corporate culture that respects and accepts various opinions and ideas arising from all kinds of diversity*, and creating the opportunities to demonstrate individual talents.
- We will bring innovation into society with creative and unique ideas that are born from conflict and fusion of various opinions and ideas.
- We will create a truly valuable future by respecting and accepting the diversity of everyone working together, whether inside or outside the company, and collaborating with society.

* It refers to all kinds of diversity, including not only external attributes such as gender, age, nationality, and physical characteristics, but also internal attributes such as capability, experience, beliefs, religion, values.

Support for the Development of the Next Generation and Promoting Active Participation of Women in the Workplace

In order for individuality and talents of each individual to be fully demonstrated toward the achievement of the Diversity Vision, we believe that a corporate culture that respects and accepts all kinds of diversity and the realization of work-life balance are indispensable.

With regard to the promotion of women, by setting

the target of 30% or more for the ratio of females among new graduates in the regular position and by working to expand the job categories in each department within the company, the ratio of females in the regular position increased to 10% in April 2021.

Going forward, we will accelerate the penetration of diverse work styles according to individuality and life stage of each individual, with the new targets of increasing the ratio of females in the regular position to 13% or more, doubling the number of female managers, and encouraging male employees to take childcare leave.

Promotion of Employment of People with Disabilities

We opened a company-owned farm in Chiba Prefecture that enables people with disabilities to play an active role. In the future, we will contribute to local communities by supporting economic independence of them and donating harvests to welfare facilities.

Maintenance and Improvement of Employees' Health

Basic Health Policy

We unveiled our Basic Health Policy in July 2018.

Basic Health Policy

Mental and physical health is a foundation that supports sound corporate growth from the viewpoint of the happiness of employees and their families, as well as the trust of the corporate and the smooth operation of the business. We and our employees will work together to promote initiatives aimed at maintaining and promoting health in a multifaceted manner and aim to be a dynamic company.

1. Employees' health is based on their own management and we will provide support.
2. We will implement effective and flexible measures through smooth internal and external cooperation.
3. We will ensure the proper use and management of personal information and comply with laws and regulations.

The policy's three main areas of focus are lifestyle-related diseases measures, mental health care, and quitting smoking. Working together with the Health Insurance Association, we are implementing measures for each. We also established the Health Promotion Office in August 2020 and introduced a health management system in February 2021.

Certified Health and Productivity Management Organization (White 500)

We have been recognized for the results of our health management initiatives under the "Certified Health and Productivity Management Organization Recognition Program (White 500)" for five consecutive years by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi.

Maintenance and Improvement of Employees' Health
https://www.nissanchem.co.jp/eng/csr_info/communication/employee/workplace.html