

Human Resource Development

Nurturing the spirit of originality, enthusiasm and innovative challenge, we aim to build an energetic and promising workplace where dreams abound by stimulating our workplaces and raising the level of organizational capabilities through improvement activities.

HR function policy

Employee Satisfaction Management

Promote human capital management (promote measures for all generations, improve the work environment, provide opportunities to look outside the box, and make everyone smile and feel their own growth)

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Fostering a structure and culture in which diverse individuals can make the most of each other's abilities and demonstrate their strengths through challenges

- Provide opportunities for growth and success to those who are willing to take on challenges
- Creating a workplace with a high level of psychological safety (where employees can discuss issues honestly)
- Promote a sense of unity in the company and the workplace

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Develop human resources who think and act on their own initiative to create new value

- Career and self-improvement support (introduction of educational tools)
- Secure, train, and deploy human resources to support business strategies

Human resource development initiatives

To enable each and every employee to maximize their abilities, we firmly implement the “cycle of active participation and growth” by having a regular interview three times a year between superiors and subordinates and conducting various types of training consisting of training by job grade, function, and workplace. In particular, in training by job grade, we implement “preparatory training” to acquire the mindset, stance, and skills equivalent to higher role qualifications, aiming to smooth role fulfillment after promotion. We also provide reskilling opportunities to existing employees.

Specifically, by learning the skills to respond to digitalization in line with market needs, we will expand the field of activity and realize the growth of the employees and the company. Along with this, Tokai Rika Training School's educational curriculum is also shifting to a focus on software.

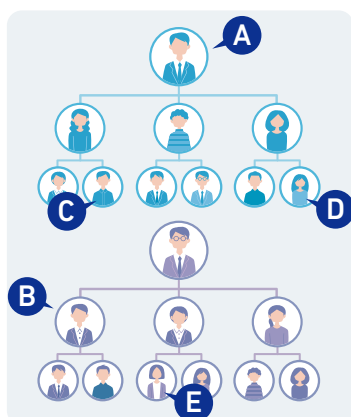


Initiatives to encourage human resource development and endeavors

We are launching creative collaboration teams that are not bound by conventional organizational frameworks in order to create new business opportunities and growth areas and promote innovation throughout the organization.

Creative collaboration teams consist of members with different skills, knowledge, and perspectives who can make decisions and think autonomously. This eliminates the barriers between departments, enabling quick decision-making and high productivity. In addition to appointed (transferred) team members, the concurrent employment system will maximize the use of internal human resources, allowing members to participate in new projects while continuing to work in their current departments, thereby promoting employee career autonomy and increasing work speed.

Creative collaboration teams



Features

- Elimination of inter-organizational barriers
- Rapid decision making
- Flexible team changes and abolishments

Expected effects

- Increased speed of work
- Increased intrinsic motivation
- Increased productivity
- Accelerated growth through self-motivation

Create an organization/team to accomplish the job/mission (if one does not exist)