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Organization and human resource transformations are necessary to realize the basic policy of our Medium-Term Management Plan, namely, to “for the new 100 years, drive forward the transformation of our business structure, strengthen our financial and organizational structure, and build a corporate structure that can respond flexibly to changes in the business environment,” while adapting to rapid changes in the environment in recent years.

To this end, it is necessary to foster an organizational culture that works to solve various social issues and increase social value, environmental value, and economic value, and to develop diverse human resources that can work with job satisfaction. With this aim, the Group has set “prosperous human development” as one of its ESG issues. Furthermore, we will steadily work on concrete measures one by one, with “securing human resources who will lead the next generation to take on the challenge of transformation,” “creating a rewarding environment that respects the diversity of employees,” “fostering a culture of learning and development in the workplace,” “realizing a workplace where employees can work safely and healthily” and “respect for human rights” as five pillars of our human resources strategy.

Five pillars of human resources strategy

1 Securing human resources who will lead the next generation to take on the challenge of transformation

Amid a rapidly changing environment and the rapidly changing relationship between employees and companies, the Group is working to “secure human resources who will lead the next generation to take on the challenge of transformation” by creating an environment that encourages each employee to think and act independently, with passion and enthusiasm.

■ P.63 Human resource development

2 Creating a rewarding environment that respects the diversity of employees

The Group respects and recognizes diverse values regardless of nationality, race, culture, gender, age, disability, etc., and is committed to “create a rewarding environment that respects the diversity of employees” where people from all walks of life can freely contribute better ideas and maximize their abilities.

■ P.65 Promote diversity

3 Fostering a culture of learning and development in the workplace

The Group provides growth opportunities based on individual aptitudes and careers, from new hires to leaders. We also recognize that learning is essential to employees’ personal growth and that personal growth leads to company growth. We are committed to “foster a culture of learning and development in the workplace.”

■ P.63 Human resource development

4 Realizing a workplace where employees can work safely and healthily

Ensuring the safety and health of all people working in the Group is the essential value that takes precedence over all business activities as the foundation of management, and based on this fundamental stance, we aim to “realize a workplace where employees can work safely and healthily.”

■ P.66 Promote safety and health

5 Respect for human rights

The Group believes that fulfilling its corporate responsibility regarding “respect for human rights” is essential to contribute to a sustainable society and remain a necessary business for the community. Based on this belief, we are committed to not being complicit in any form of human rights abuses and providing a safe and comfortable work environment for all Group employees.

■ P.67 Respect for human rights