Making hardworking people, happy

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## "People" are our greatest assets.

Recently, the business environment has been changing at an unprecedented rate, with rapid advancements in digital technologies such as generative AI, demands for human capital management, global trends toward decarbonization, and growing geopolitical risks. As a result, the demands and needs of society are also transforming in association with these changes.

In addition, in Japan's labor market, the working population is decreasing due to the declining birthrate and aging population, and an intensifying structural labor shortage stemming from a disparity between the skills required by companies and those possessed by workers.

The Nisso Group regards human resources as our most valuable asset, and now more than ever, when sought-after needs are evolving due to the changing times, we believe that creating an environment capable of maximizing the abilities of each individual is of the utmost importance in order to enhance corporate value.

In light of this environment, the Nisso Group took a new step forward in October 2023 by transitioning to a holding company structure with NISSO HOLDINGS Co., Ltd. as our parent company.

With our vision of "To transform into a corporate group with high-growth potential," we will move forward with our transformation and realize our Group's mission of "Creating opportunities and hopes for people to work" through the sustainable growth of our business, and contribute to the resolution of social issues.

With our transition to a holding company, we will more actively welcome companies that can respond to the changing of the times, strive for sustainable growth by strengthening and reforming our organizational structure, and promote solution services that meet a variety of needs.

Furthermore, we will work wholeheartedly to achieve further growth and development for the future by embodying our brand slogan, "Making hardworking people, happy," so please look forward to it.

Representative Director, President & CEO





Founding Philosophy

# Nurturing and Bringing Out the Best in People

We believe in the limitless possibilities of people, growing together through teaching and learning, and we will expand our circle of trust while creating a lively, energetic workplace.

Mission

Creating opportunities

and hopes for people to work

Vision

To transform into a corporate group with high-growth potential

Through Human Resources Solution Services that support the growth of companies and people, we aim to create workplaces where workers can gain a sense of self-fulfillment and flourish, and are promoting initiatives "To transform into a corporate group with high-growth potential" in order to provide services that can respond to social changes and changes in industrial structures.



Developing **new areas** based on the

"people" who have supported our business

Brand Slogan

### Making hardworking people, happy

What are people looking for when they "work?"

There are various answers to that question.
"Working" is profound. That is exactly why NISSO has always
and will always closely embrace work

with sincerity and gentleness.

For over 50 years, NISSO has evolved together with the needs and changes of "work."

That is why we understand how to make "work" even better going forward.

Accumulated experiences, human resources development, and sales efforts all come together to bear fruit.

The Nisso Group works towards tomorrow and the future.



#### Nisso Group Sustainability

In order to achieve our mission of "Creating opportunities and hopes for people to work," we, the Nisso Group, aim to achieve sustainable business growth and realize a sustainable society by establishing policies on human rights, labor, the environment, safety and health, and ethics, and are advancing initiatives to solve social issues through the provision of Human Resources Solution Services that support the growth of companies and people.

#### Sustainability website

https://www.nisso-hd.com/en/sustainability/
NISSO HOLDINGS sustainability Q





NISSO CORPORATION's predecessor, Nisso Koei Co., Ltd. • 1971 was established in Minato-ku, Tokyo

Construction of Nisso Dai Ichi Bldg. (Tsurumi-ku, Yokohama/former Headquarters Bldg.) was completed

Nisso Office M Two Co., Ltd. was established in Tsurumi-ku, Yokohama (Obtained licensing for general worker dispatching business in accordance with the enforcement of the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers in July 1986)

祝市場第一部上場

2018年3月16日

The new "NISSO" logo was decided 1989

Construction of Nisso Kosan (NISSO) Shin Yokohama Bldg. (Kohoku-ku, Yokohama/new Headquarters Bldg.) was completed

• Trade name was changed from Nisso Office M Two Co., Ltd. to Nisso Brain Co., Ltd.

• Trade name was changed from Nisso Fudosan (Real Estate) Co., Ltd. to Nisso Nifty Co., Ltd.

Tadao Shimizu was inaugurated as the first Chairman of the Japan Production Skill Labor Association 2000

NISSO CORPORATION started a manufacturing dispatching business in accordance with the lifting of the ban on dispatching workers to manufacturing operations

Nisso Pure Co., Ltd. was established in Kohoku-ku, Yokohama 2007 and was certified as a special-purpose subsidiary

Ryuichi Shimizu assumed the position of Chairman of the Japan Production Skill Labor Association

The Nisso Group was admitted to the Japan Business • 2015
Federation (Keidanren)

1999

---- NISSO CORPORATION was listed on the First Section of the Tokyo Stock Exchange

"Nikon Nisso Prime Corporation" was established as a joint venture company

• "Vector Shinwa Co., Ltd." became a subsidiary • 2021 • 50th Anniversary

 "Leaf NxT Inc." was established as a joint venture company

NISSO CORPORATION transitioned to the Prime Market of the Tokyo Stock Exchange



of our founding

• "NISSO HOLDINGS Co., Ltd." was established as a pure holding company of the Nisso Group 2023.10.2

• NISSO HOLDINGS Co., Ltd. was listed on the Prime Market of the Tokyo Stock Exchange (NISSO CORPORATION was delisted)



NISSO CORPORATION made "EYE'S Co., Ltd." a subsidiary 2024 (Sub-subsidiary of NISSO HOLDINGS)



#### NSO 日総工産株式会社

NISSO CORRODATIO

General Human
Resources Services

Developing manufacturing dispatching, contracting, and employment placement business nationwide with the misson of "Creating opportunities and hopes for people to work"



ECTOR SHINWA Co.,Ltd

Contract
Business, Global Human
Resources Utilization

Contributing to the future of MONOZUKURI (manufacturing) i Japan by promoting detailed education and D&I under the slogan of "A small number of elites."



Leaf NxT

Recruitment Support, luman Resources Platform

Nisso Brain

Nisso Brain Co., Ltd.

Developing human resources dispatching, BPO, recruitment support, etc. based on the philosophy of "Connecting people with people, and people with companies to revitalize



Human Resources Service

Promoting human resources services and the creation of opportunities for older people to flourish with the mission of "Creating a society where people can continue to work"

Facility
Nursing Care Business,
ome Nursing Care Business

Operating fee-based nursing homhome nursing care and outpatier care facilities with the aim of "Coming face-to-face with people and being there for them"



人と向き合い 人に寄り添う 日総二フティ株式会社

Nisso Nifty Co., Ltd.

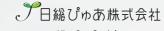
Light Work
Contracting,
Iministrative Agent Services,
IT related Operations

Creating opportunities for people with disabilities to grow and flourish with the vision of "Creating happy futures for CS employees"

Business Solution

Developing diversified outsource for the manufacturing and I'll industries with the aim to be No.1 in communication capabilities





#### **Company Outline**

Company Name NISSO HOLDINGS Co.,Ltd.

Securities Code 9332 (Tokyo Stock Exchange Prime Market)

JRL https://www.nisso-hd.com/en

Fiscal Year-end March 31

Established October 2, 2023

Capital 2,016 million yen (As of October 2, 2023)

Headquarters Address 1-4-1 Shin Yokohama, Kohoku-ku, Yokohama, Kanagawa 222-0033 Japan

Business Description Business management of group companies, etc. engaged in manufacturing dispatching • manufacturing contracting, general office

 $\textbf{dispatching} \bullet \textbf{BPO}, \textbf{facility nursing care} \bullet \textbf{home-based nursing care}, \textbf{etc.}, \textbf{and incidental or related operations}, \textbf{etc.}$