



Nisso Group
CSR Report 2020

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NISSO 日総工産株式会社
NISSO CORPORATION

Nisso Group Charter of Corporate Behavior -NISSO's Promise-

The Nisso Group respects basic human rights and maintains work environments that can be used safely and healthily, in addition to developing fair and sincere corporate activities with the aim of creating enriched lives. In addition to complying with laws and regulations, as a company that possesses high ethical standards, accepts diverse sets of values, and prizes the sense of fulfillment and job satisfaction of each individual, we pledge to take responsible actions, and have established the "Nisso Group Charter of Corporate Behavior".

▪ **Scope of Application**

This Charter shall be applicable to all officers and employees working at NISSO CORPORATION and its affiliates.

▪ **Regarding the Enforcement of the Charter**

Officers and employees shall comply with this Charter, and strive to ensure that all people involved with the Nisso Group, including clients, business partners and shareholders, understand the purpose of this Charter, and be able to receive cooperation from them.

Officers and executives shall be obligated to take the initiative in the establishment, and the understanding and dissemination of this Charter both internally and externally.

<Sincere Business Activities>

- By positioning the improvement of our clients' satisfaction as the basis of our activities, we shall constantly strive for ingenuity and enhancement, and provide services that are beneficial to our clients.
- We shall fully utilize the organization and functions of the entire company in order to address problems that may arise in the workplace.
- We shall conduct fair and transparent corporate activities, and constantly strive to enhance corporate values and redistribute profits appropriately.
- We shall create employment through our businesses, and strive to actively contribute to society as a support function for the self-fulfillment of workers.

<Respect for Human Rights>

- We shall respect the international norms on human rights, and shall not participate in any action that may interfere with or impede human rights.
- We shall respect fundamental human rights, the diversity and individuality of employees, and shall not prejudice nor discriminate against individuals by reasons such as race, nationality, creed, gender, religion, physical characteristics, personal possessions, birthplace, etc.
- We shall comply with labor laws and regulations related to working conditions such as employment and wages. We shall not allow for child labor of those below the minimum age for employment, nor forced or unfair labor that is against the intentions of employees. In addition, we shall not purchase materials or products, etc., produced through child labor or forced labor.

<Communication with Society and Information Disclosure &

Information Protection>

- We shall manage company information appropriately, and disclose information deemed to be necessary in a prompt, adequate and accurate manner.
- We shall thoroughly protect and manage various kinds of information, including personal and client information, as well as intellectual property rights, and shall not unjustly infringe upon nor use such information.

<Exclusion of Anti-social Forces>

- We shall take a resolute stance against anti-social forces and organizations, and shall not respond to any unjust or unlawful demands.

<Creation of a Vibrant Workplace>

- We shall respect the existence of each employee, and actively create opportunities to maximize the abilities of each individual.
- We shall create a lively and vibrant working environment where employees can speak freely.
- We shall value our stance of seeking the reform and innovation of employees, and nurture employees who will lead the next generation.
- We shall respect fundamental labor rights, such as the right for employees to unite and/or bargain collectively, and shall not infringe upon such fundamental labor rights.

<Securement of Safety and Initiatives for the Environment>

- We shall recognize the importance of environmental problems, utilize resources effectively, promote energy conservation and actively address environmental improvement.
- We shall regard safety and "no accidents" as societal responsibilities, and strive to ensure safety not only during working hours, but also during commuting times.

<Responsibilities of Management>

- We shall consider the securement of safety and the maintenance of health of employees as a top priority, and shall spare no investment of management resources to maintain and improve the lives of employees.
- When operating the company, we shall listen to both internal and external comments/opinions with sincerity, and choose the best ways to fulfill our social responsibilities.

<Responses to the Occurrence of Problems>

- In the event of an incident or problem that contravenes this Charter, management shall show their determination to resolve such issues both internally and externally, take the initiative to promptly and reliably respond to such matters, and endeavor to investigate its cause and prevent its recurrence.

In addition, management shall disclose such information and fulfill their accountability to society in a prompt and accurate manner, and implement strict disciplinary measures, including on themselves, upon clarifying the authority and responsibility of those involved.

Nisso Group Employee Code of Conduct

-My Behavior-

For the realization of the spirit of the Nisso Group Charter of Corporate Behavior, as a standard of behavior that officers and employees of the Group should uphold on a daily basis, a more specific "Nisso Group Employee Code of Conduct" has been established. Officers and employees must recognize that they are responsible for compliance with this Code of Conduct, and act accordingly.

<Sincere Business Activities>

- We shall conduct fair and transparent transactions based on law and ethics and strive to gain the confidence of society as a whole.
- We shall maintain sound and moderate relationships with stakeholders, and shall not accept entertainment, gifts, or money for the purpose of acquiring unfair profits.
- We shall respond to the voices of clients' with integrity, and reflect such actions in the provision of services and the improvement of business operations in the future.
- We shall observe the Charter of Corporate Behavior, laws, rules of employment, internal regulations, etc., and act with dignity and discipline.

<Respect for Human Rights>

- We shall abolish discrimination based on race, creed, gender, social status, religion, nationality, age, physical and mental disability, and respect individuals.
- We shall always respect fundamental human rights in various aspects of corporate activities, and shall not engage in discriminatory behavior or actions that harms the dignity of individuals.
- We shall eliminate forced labor or labor that is against one's will, and child labor of those below the minimum age for employment.
- We shall not disrupt the morals, environment and the order of the workplace by acts that violate public order and standards of decency such as various types of harassment.

<Communication with Society and Information Disclosure · Information Protection>

- We shall deepen mutual understanding with society and establish relationships based on trust through communication.
- We shall conduct the accurate disclosure of corporate information to stakeholders in a timely and appropriate manner.
- We shall strictly manage confidential and personal information, including client information acquired in the course of business, and shall not divulge such information elsewhere. Such obligations shall also be fulfilled following employment at NISSO and/or after retirement.
- We shall not infringe upon intellectual property rights, including copyrights and patent rights, of others.

- We shall not use internal information obtained in the course of duties for personal purposes. In addition, we shall not conduct acts that will be of self-interest based on insider information obtained during the course of duties.

<Dissociation with Anti-social Forces>

- We shall not have any relationships or business dealings with anti-social forces.
- We shall not make concessions by means of money, etc., against unreasonable demands from anti-social forces.

<Creation of a Vibrant Workplace>

- We shall comply to laws and regulations concerning labor, and strive to realize a healthy and comfortable working environment so that harmony between work and life can be achieved.
- With the stance to take on challenges to achieve higher goals, we shall strive to improve our abilities and to nurture subordinates and junior employees.

<Securement of Safety and Initiatives for the Environment>

- With regards to business activities, we shall strive to conserve resources and energy, and make efforts to preserve the environment and reduce waste. In addition, we shall actively cooperate with clients, business partners, etc., in their global environmental preservation efforts.
- We shall comply with laws, internal regulations and workplace rules related to occupational health and safety, promote the prevention of occupational accidents and mental health initiatives, and strive for the creation of a safe workplace.
- We shall strive to improve our compliance of laws, regulations and traffic manners, and make efforts to prevent traffic accidents by practicing safe driving.

Editorial Policy

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Reporting Policy/Editorial Policy

The Nisso Group CSR Report 2020 is being issued for the purpose of providing stakeholders with an understanding of the Nisso Group's CSR information.

Organizations to be Reported

This report contains the activities, initiatives and related data of NISSO CORPORATION and our group companies.

Referenced Frameworks

GRI (Global Reporting Initiative) Standards, SDGs (Sustainable Development Goals), United Nations Global Compact, etc.

Reporting Period

FY 3/2020 (April 1, 2019~March 31, 2020)

※ Some information up to September 2020 is also included

Top Message

NISSO was founded in 1971, and we will be celebrating our 50th Anniversary in February 2021. Under our founding philosophy of "Nurturing and Bringing Out the Best in People", we have been supporting MONOZUKURI (manufacturing) from the human side for approximately 50 years. The Nisso Group believes that people are our greatest assets and the most fundamental and important resources for providing services, and based on respect for human rights and observance of compliance, we are engaged in "human development", taking into account the aptitude of each individual, and "workplace creation", where workers can flourish with a sense of satisfaction.

■ The Nisso Group and SDGs

The environment that surrounds us is changing rapidly. Due to the increased risks of natural disasters caused by climate change, such as global warming, and pollution problems, such as marine plastics, warnings are being given to the sustainable potential of various businesses.

In addition, with the evolution of technologies such as AI, IoT, and 5G, the industrial structure is beginning to change rapidly. The impact of the technological evolution is said to be particularly significant for the manufacturing industry, and the skills and work-styles that have been required until now are about to change significantly. As a result of these changes, the demand-supply gap due to the mismatch of skills and other factors is also expected to widen.

We are now facing new coronavirus (COVID-19) infections that have expanded worldwide. As a result, various changes are expected in our lives, such as new work-styles and new lifestyles. The Nisso Group will understand the social issues and needs associated with these changes and contribute to the creation of a safe and secure society.

The Nisso Group's mission as a human resources services provider is to not only execute the matching functions for human resources, but by playing a part in the formation of a sound labor market for career development that facilitates smooth movement of human resources, and shifting human resources to more value-added labor, we would like to contribute to the realization of a sustainable society by putting into practice our founding philosophy of "Nurturing and Bringing Out the Best in People".

■ Nurturing and Bringing Out the Best in People

The Nisso Group has put into practice management that values "people" above all else. Believing in the potential of each and every employee, challenging infinite possibilities, and developing, will lead to our growth as a company.

Currently, various companies and organizations are also continuing to search for new work-styles. As people of a wider range of age groups, genders, and nationalities play active roles in the labor market more than ever before, environmental improvements and

the communication required to continue working will become more important. By acknowledging and utilizing the diverse values and individuality of the working people, creating a system that maximizes their abilities, and continuing to create a comfortable working environment, we believe that a workplace where people can grow and live life to the fullest can be realized.

NISSO's goal of work-style reform is to create new value by utilizing time resources created by improving productivity. By doing so, it is our belief that it is important to enhance the continuity and existential value of a company. Through human development and workplace creation where diverse human resources can flourish, we will continue to take on challenges without fear of change so that we can flexibly respond to the business issues faced by our clients, and build stronger trust as our clients' partners.

■ Aiming for the Realization of a Sustainable Society

Based on the perspective of ESG (Environment, Social {Society}, and Governance), the Nisso Group believes that it is of the utmost importance to respond to the demands of society by implementing the "Sustainable Development Goals" that SDGs strive for. Based on stakeholder engagement, we aim to solve social issues by setting concrete plans and targets. In addition, we recognize that it is our social responsibility to actively engage in the 4 areas of "Human Rights", "Labor", "Environment", and "Anti-corruption", and 10 Principles set forth by the United Nations Global Compact, which we joined in March 2019.

Going forward, we will continue to engage in corporate activities with the aim of contributing to the resolution of social issues through our business, and achieving sustainable growth together with society. In addition, we will strive to enhance corporate value by promoting human development in line with the new era, and will continue to take on challenges to contribute to the growth of the working people and the future of Japan.








Ryuichi Shimizu
Chairman, President, CEO & Representative Director
NISSO CORPORATION

清水 竜一

Stakeholders of the Nisso Group

■ Stakeholder Engagement

Based on the Charter of Corporate Behavior and the Employee Code of Conduct, the Nisso Group will develop sincere business activities, clarify our responsibilities to our stakeholders, deepen mutual understanding through two-way communication, and strive to build a sustainable relationship of trust with our stakeholders.

Stakeholders	Main Initiatives
<p>Employees</p> 	<p>Based on the founding philosophy of "Nurturing and Bringing Out the Best in People", we respect the diverse values and individuality of our employees, and actively create opportunities for them to flourish.</p> <ul style="list-style-type: none"> • Various education • training systems • Intra-company newsletter, portal sites • Health and Safety Committee • Various consultation counters • Qualification acquisition subsidy system
<p>Clients</p> 	<p>We build long-term relationships based on trust by working closely with our clients, responding to them sincerely and creatively, and providing high-quality services.</p> <ul style="list-style-type: none"> • Provision of information through NISSO's corporate website • Establishment of inquiry counters • Health and safety activities • Industry trends seminars • Quality improvement activities
<p>Shareholders • Investors</p> 	<p>In order to earn the trust of our shareholders and investors, we strive to enhance corporate value through our business activities. In addition, we strive to disclose information in a fair, timely and appropriate manner, put into practice transparent management, and place importance on constructive dialogue.</p> <ul style="list-style-type: none"> • General Meetings of Shareholders • Briefings for individual investors • Meetings with institutional investors • Financial Results Briefings • Information disclosures
<p>Business Partners</p> 	<p>We build good relationships based on trust and achieve co-existence and co-prosperity through fair and equitable transactions with our business partners in accordance with laws and regulations.</p> <ul style="list-style-type: none"> • Daily procurement activities • Mutual cooperation for information security compliance • Survey of business partners
<p>Community • Society</p> 	<p>As a member of the local community, we contribute to the revitalization and development of the economy by creating employment opportunities in the region, giving consideration to the environment, and participating in social contribution activities.</p> <ul style="list-style-type: none"> • Participation in local events • Co-sponsorship of local sports • Environmental conservation activities • Support for culture and the arts

Nisso Group CSR

■ Basic View

The "Nisso Group Charter of Corporate Behavior", which is a code of conduct that officers and employees should adhere to, states that we must not only comply with laws and regulations, such as prohibition of discrimination, respect for diversity, freedom of association, prohibition of forced • child labor, etc., but that we also maintain high ethical standards and accept diverse values. We have established the "Nisso Group Employee Code of Conduct" as a standard of conduct that should be followed on a daily basis by putting into practice the spirit of the Charter of Corporate Behavior.

Recognizing that respect for human rights is the foundation of business in our daily activities, in October 2019, with the aim of thoroughly implementing the "Nisso Group Charter of Corporate Behavior", the "Policy on Human Rights and Labor" was established in order to advocate international standards on human rights, such as the United Nations Global Compact's principles concerning human rights • labor, and to conduct the management of respect for humanity. In addition, in the same month of the same year, the "Ethics Policy" was also established in order to share compliance, which should be the basis of corporate management, and we will ensure its thorough awareness. Going forward, we will continue the activities of the United Nations Global Compact, which are the universal principles of "Human Rights", "Labor", "Environment", and "Anti-corruption" advocated by the United Nations.

■ Our Various Policies

The policies set forth by the Nisso Group are as follows:

Policy	Date Enacted	Human Rights	Labor	Environment	Anti-corruption
Nisso Group Charter of Corporate Behavior	Oct. 1, 2016	●	●	●	●
Nisso Group Employee Code of Conduct	Apr. 1, 2017	●	●	●	●
NISSO CORPORATION Privacy Policy	Apr. 1, 2005	●			
NISSO CORPORATION Information Security Policy	Dec. 15, 2006				●
NISSO CORPORATION Occupational Health and Safety Policy	Apr. 1, 2015		●		
NISSO CORPORATION Environmental Policy	Jun.1, 2016			●	
NISSO CORPORATION Basic Policy regarding Proper Handling of Specific Personal Information	Apr. 1, 2017	●			
Basic Policy regarding the Internal Control System	Apr. 1, 2017				●
Policy regarding System Development of Internal Control related to Financial Reporting	Apr. 1, 2017				●
NISSO CORPORATION Mental Healthcare Policy	Oct. 1, 2017		●		
Ethics Policy	Oct. 1, 2019				●
Policy on Human Rights and Labor	Oct. 1, 2019	●	●		

Nisso Group CSR

■ Participation in the United Nations Global Compact

On March 18, 2019, NISSO began our participation in the United Nations Global Compact, a global initiative to achieve sustainable growth in the international community. We will contribute to the realization of a sustainable society by supporting and putting into practice the 10 principles of UNGC, which consists of the 4 areas of "Human Rights · Labor · Environment · Anti-corruption" advocated by the United Nations.



10 Principles of the United Nations Global Compact

Human Rights	Principle 1	Support and respect the protection of internationally proclaimed human rights
	Principle 2	Ensure that business practices are not complicit in human rights abuses
Labor	Principle 3	Uphold the freedom of association and the effective recognition of the right to collective bargaining
	Principle 4	Eliminate all forms of forced and compulsory labor
	Principle 5	Abolish child labor
	Principle 6	Eliminate discrimination in employment and occupation
Environment	Principle 7	Adopt a precautionary approach to environmental challenges
	Principle 8	Conduct environmentally responsible activities
	Principle 9	Encourage the development and diffusion of environmentally friendly technologies
Anti-corruption	Principle 10	Fight corruption in all its forms including extortion and bribery

Activities at the Global Compact Network Japan

NISSO participates in activities carried out by the Global Compact Network Japan (GCNJ), Japan's local network of the United Nations Global Compact. GCNJ conducts themed subcommittee activities to discuss and exchange information on sustainability concepts and initiatives, learning from the practices of other companies and academic experts. In FY 3/2020, we participated in the following subcommittees.

- ESG Subcommittee
- Supply Chain Subcommittee

■ Contributions to Sustainable Development Goals(SDGs)

The "Sustainable Development Goals (SDGs)" adopted by the United Nations in 2015, are universal goals for 2030 that address social issues such as poverty, employment, and the environment. The Nisso Group will face the various challenges facing the world with sincerity, and contribute to the realization of a sustainable society, namely the achievement of the SDGs, through its business activities.

SUSTAINABLE DEVELOPMENT GOALS 17 GOALS TO TRANSFORM OUR WORLD



■ RBA Initiatives

NISSO is a company that provides human resources services, such as manufacturing contracting and dispatching, to clients mainly in the manufacturing industry. Therefore, there are many clients who are affiliated and compliant with RBA (Responsible Business Alliance), which promotes CSR in global supply chains such as the electronics industry.



In order to contribute to the supply chain management of our clients, NISSO believes that it is essential to comply with the RBA Code of Conduct. For that reason, we have established a CSR structure, carried out discussions and reorganization activities for matters such as policies and internal regulations, engaged with our clients on issues such as human rights, working environment, safety and health, and ethics in the supply chain, and responded to audits and other measures.

Nisso Group CSR

■ Toward the Selection of Key CSR Issues

In accordance with our founding philosophy of "Nurturing and Bringing Out the Best in People", the Nisso Group aims to create a workplace where working people can work and grow, as well as to provide services that can contribute to our growth as a company. In order to enhance the corporate value of the Nisso Group, we will respect laws and social rules, and conduct CSR activities aimed at realizing a sustainable society.

Process for Identifying Key CSR Issues

The Nisso Group will continue to support the "working people" with the aim of allowing each and every employee to challenge infinite possibilities and continue working with enthusiasm. In addition, "responding to changes in society and industrial structures" is an important issue that the Nisso Group must respond to. In order to solve these issues, we will reinforce governance, which is the foundation of all companies, and will realize a sustainable society. To put it into practice, we have identified key issues in accordance with the following process:

Step 1 Extraction of Materiality (Key Issues)

Based on the GRI (Global Reporting Initiative) Standards, the SDGs (Sustainable Development Goals), and the United Nations Global Compact, we have extracted social issues that are highly relevant to Nisso Group's business.

Step 2 Evaluation of Importance from the Perspective of NISSO and Our Stakeholders

Based on Step 1, we selected social issues in terms of importance to our stakeholders and importance to NISSO, and identified issues that should be prioritized.

Step 3 Confirmation by the Sustainability Subcommittee

The Sustainability Subcommittee, which belongs to the Corporate Value Enhancement Committee, exchanged opinions on the issues in Step 2, and selected their materiality (key issues).

Step 4 Discussions and Decisions by Management

The materiality selected was decided after the exchange of opinions with management through the Corporate Value Enhancement Committee and the Board of Directors.

Step 5 Association with SDGs

We linked the identified materiality with the related SDGs.




Mapping of Key CSR Issues

↑ Importance for stakeholders	<ul style="list-style-type: none"> Information disclosure inside and outside company Strengthening the CSR management system Promotion of CSR procurement Communication with the local community 	<ul style="list-style-type: none"> Respect for human rights Work-style reforms Safety and health initiatives Human resources development Utilization of employees with disabilities Diversity Environmental initiatives Contributions to the local community Corporate governance Compliance Responsibility to shareholders and investors
	<ul style="list-style-type: none"> Protection of client information and privacy Promotion of fair competition External reporting contacts Provision of equal employment and growth opportunities for all Strengthening of information security systems 	<ul style="list-style-type: none"> Personnel system reform CSR education Development of mechanisms, infrastructure to develop human resources who can respond to changes in the world Creation of new workplaces with focus on changes in the industrial structure Strengthening of compliance management
	<ul style="list-style-type: none"> Use of water resources Wastewater treatment • management information Energy-saving measures Biodiversity conservation activities 	
	→ Importance for business	

Materiality (Key Issues of the Nisso Group)

■ Materiality (Key Issues)

The Nisso Group considers that it is important to contribute to society and the environment through our business, and has identified materiality (key issues) with the aim of achieving both social and corporate value.

Materiality (Key Issues)	Issues Enforced in FY 3/2020	Related SDGs
<p>Materiality 1 :</p> <p>Creation of a comfortable workplace</p> <p>What is needed for employees to keep working vigorously</p> <p>“Although each person sees a different path and has a different way of getting there, the Nisso Group continues to support all those who want to become independent through ‘working’”</p>	<p>Respect for human rights</p> <p>Work-style reforms</p> <p>Safety and health initiatives</p>	  
<p>Materiality 2 :</p> <p>Responding to social changes and changes in industrial structures</p> <p>What is needed to continue to respond to changes in social thinking and the evolution of technology</p> <p>“Although society and industrial structures surrounding the Nisso Group continue to change with the evolution of technology represented by AI and 5G, as a pioneer in the industry, we will continue to accurately grasp social needs and continue to put them into practice through our business activities”</p>	<p>Human resources development</p> <p>Diversity</p> <p>Utilization of employees with disabilities</p> <p>Environmental initiatives</p> <p>Contributions to the local community</p>	   
<p>Materiality 3 :</p> <p>Strengthening of governance</p> <p>What is needed to keep up with the way things should be as times continue to change</p> <p>In order to conduct management with a view to sustainable growth, we will continue to strengthen our governance structure in order to increase transparency by disclosing corporate information to clients, shareholders and investors, business partners, government, local communities, society and employees in a timely and accurate manner”</p>	<p>Corporate governance</p> <p>Compliance</p> <p>Responsibility to shareholders and investors</p>	 



Nisso Group
ESG BOOK 2020

Respect for Human Rights



■ Basic View

Based on the "Guiding Principles on Business and Human Rights" of the United Nations, NISSO has formulated the "Nisso Group's Policy on Human Rights and Labor", and is promoting initiatives aimed at respecting the human rights of our employees.

■ Policy on Human Rights and Labor

Recognizing that respect for human rights is the foundation of business in our daily activities, NISSO shall uphold and commit to the following policy in order to advocate international standards on human rights, such as the United Nations Global Compact's principles concerning human rights • labor, and conduct the management of respect for humanity.

① (Free choice of employment)

NISSO is committed to not employing any kind of forced labor in our business activities.

- We shall not employ forced labor, bonded or indentured labor, or involuntary prison labor.
- Certification documents belonging to individuals, such as passports and ID cards, shall be kept • managed by employees, and NISSO shall not retain any of the original documents.
- The relationship between workers and NISSO shall be voluntary, and workers shall have the freedom to leave their workplaces or to terminate their employment at any time.

② (Young workers)

NISSO is committed to complying with the minimum age laws and requirements of each country, and to not employing child labor.

- We shall not hire children under the age of 15 in Japan.
- We shall also give appropriate consideration to young workers under the age of 18 in conformity with domestic laws.

③ (Working hours)

NISSO is committed to complying with the laws and regulations related to labor of each country regarding working hours • holidays • vacations (paid leave).

④ (Wages and welfare • benefits)

NISSO is committed to complying with the wage-related laws of each country, to making appropriate salary payments, and to not making unjust reductions or deductions.

- We shall provide workers with ways to accurately confirm their compensation on a regular basis.

- Compensation shall be paid by cash or bank transfer on a regular basis.

⑤ (Humane treatment)

NISSO is committed to taking strict measures to prevent harsh and inhumane treatment, such as abuse and harassment.

- We shall not tolerate or engage in acts such as sexual harassment • sexual abuse • corporal punishment • mental or physical coercion • verbal abuse.

⑥ (Elimination of discrimination)

NISSO is committed to respecting the diversity of each individual and to creating a workplace free of harassment and unlawful discrimination.

- We shall eliminate discrimination based on human rights • creed • gender • age • social status • family origin • nationality • ethnicity • religion • sexual orientation • gender identity/expression • marital status/history • pregnancy status • protected genetic information • presence/absence of military experience • political affiliation • status of labor union participation, or presence/absence of disabilities.
- We shall value personality • individuality, and shall provide fair opportunities for recruitment • employment • skills development • education • salary increases • advancement/promotion, etc., according to ability.

⑦ (Freedom of association)

In accordance with the laws and customs of each country, NISSO is committed to respecting the operation of labor unions and organizations of employees, and to respecting the rights of workers, including their formation of and participation in such organizations, and their right to collective bargaining.

⑧ (Full dissemination)

In order to ensure the thorough observance of this policy, we shall appropriately implement education for our officers and employees, disseminate its content, and conduct checks on a regular basis to further promote the management of respect for humanity.

Work-style Reform



■ Basic View

Based on the management philosophy of "aim(ing) to create rich human lifestyles" and the spirit of "a people-focused company" upheld in our corporate philosophy, NISSO aims to create a comfortable working environment where employees can work with a peace of mind and motivation.

Initiatives for Work-style Reform

In order for NISSO to aim for the growth of an attractive company, the growth of each and every employee is vital. Based on our Policy on Human Rights and Labor, we are making efforts to construct a human resources system that values personality and individuality, and aiming to create diverse work-styles that can provide fair opportunities for recruitment, employment, skills development, education, salary increases, advancement/promotion, etc., according to ability.

Work-Life Balance

▪ Introduction of a region-restricted employee system

In April 2020, we introduced a region-restricted employee system with the aim of ensuring work-life balance and providing more options in order to respect the diverse working-styles of our employees.

▪ Introduction of a teleworking system

In October 2020, we introduced a teleworking system with the aim of improving productivity, ensuring work-life balance, and ensuring safety in response to new lifestyles. As a result, we aim to continue operations and quickly restore business in the event of a disaster.

▪ Support system for balancing childcare and nursing care

Based on the General Business Owner Acton Plan which is based on the Act on Advancement of Measures to Support Raising Next-Generation Children, NISSO aims to create a comfortable working environment where employees can balance work and child-rearing.

▪ Promotion of annual paid leave acquisition

We are promoting the acquisition of paid leave in order to improve the number of days of annual acquisition per person every year. NISSO conducts status reports to the heads of each department and promotes the acquisition of paid leave.

Preventing the Spread of New Coronavirus (COVID-19) Infections

The Nisso Group places the highest priority on the safety of all employees and relevant personnel, and is strengthening measures to prevent the spread of COVID-19 infections in order to ensure the health of employees.

▪ Establishment of the "COVID-19 Countermeasures Headquarters" (March 2, 2020)

The Nisso Group has established the "COVID-19 Countermeasures Headquarters" headed by the President of NISSO, and strives to ensure the safety and health of all employees and relevant personnel.

▪ Recommendation of staggered work schedules and teleworking (environmental improvements)

In order to take measures to prevent infections during commuting and traveling, we are recommending flexible work-styles such as staggered work schedules and teleworking.

▪ Implementation of on-line training

The development of human resources, including manufacturing staff, is an important mission of the Nisso Group. Based on our policy of preventing the spread of COVID-19 infections, we are promoting on-line education to increase the motivation of manufacturing staff to work and to improve retention rates.

▪ Thorough implementation of infection prevention measures for recruitment offices and on-line interviews

Although we conduct recruitment activities every day at recruitment offices spread throughout Japan, it is NISSO's mission to not only protect the safety and health of our recruiters, but also of those who come to interview with us. We are making every effort to prevent the spread of infections by thoroughly preventing droplet infections and conducting interviews on-line.

Safety and Health Initiatives



Occupational Health and Safety

In order to create a workplace environment where employees can work with a peace of mind, we have established basic matters related to occupational health and safety activities. We also engage in activities to ensure the safety and health of our employees.

Occupational Health and Safety Policy

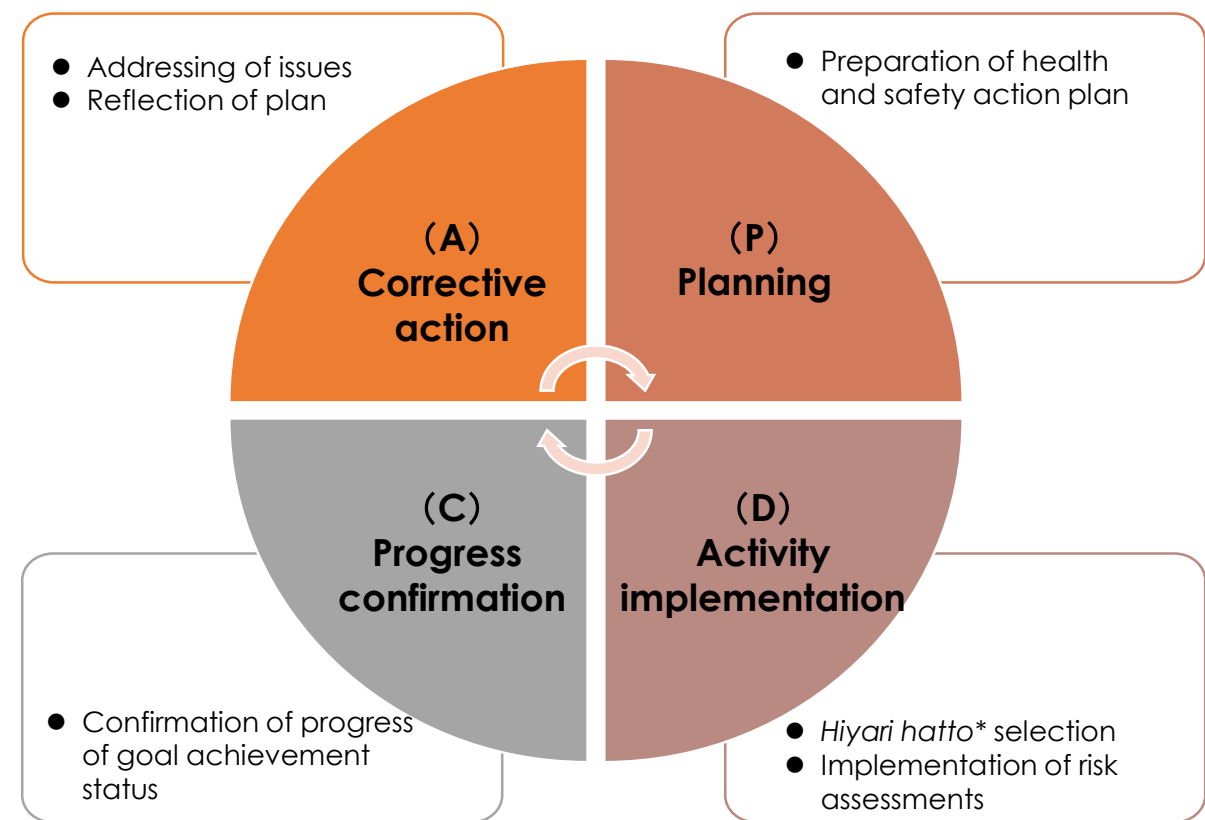
NISSO's occupational health and safety activities are the foundation of our corporate management, and ensuring the health and safety of all workers working at NISSO has become our utmost priority. By establishing a comfortable work environment, and by unifying the entire company to work together in all aspects of our business activities, we will strive to actively promote and improve our occupational health and safety activities, and will continue to aim for a true zero disaster workplace.

- ① In all aspects of our business activities, we will strive to prevent workplace accidents and disasters by taking the necessary measures to eliminate or reduce risks based on the investigations of dangers and hazards and the results thereof.
- ② We will develop health and safety activities with the participation and cooperation of all employees and relevant parties of NISSO, and will continue to aim for the improvement of our health and safety standards.
- ③ We will comply with the Industrial Health and Safety Act, relevant laws and regulations, and the health and safety regulations established at the workplace, and will endeavor to improve the level of our health and safety management structure.
- ④ We will establish, periodically review, and continuously enhance our occupational health and safety management system, and will continue to aim for the further improvement of our health and safety standards.
- ⑤ In order to prevent health problems caused by overwork and mental health-related issues, we will enhance our health management structure and promote the maintenance of health for all employees.
- ⑥ We will promote measures to prevent traffic accidents, and will raise awareness in order to ensure both vehicular and pedestrian traffic safety.
- ⑦ We will conduct education and training necessary to ensure the health and safety of all employees, and will improve their knowledge and awareness regarding health and safety.
- ⑧ We will ensure the full dissemination of NISSO's Occupational Health and Safety Policy to all employees, and will continue to aim for zero accidents and disasters in the workplace.

Creation of a Safe and Secure Working Environment

In order to ensure the safety and health of all working people, we have introduced an occupational health and safety management system, formulated a company-wide action plan to achieve zero occupational • traffic accidents, and are promoting the PDCA (Plan, Do, Check, Act) cycle of health and safety activities. In addition, the company-wide Health and Safety Committee and the health and safety committee of each workplace convene once a month to deliberate and share information on the prevention of occupational accidents and health problems, aiming to further improve the level of health and safety.

NISSO's Unique "Occupational Health and Safety Management System"



*Hiyari hatto= Near-miss reporting

(P) Planning

- Declaration of health and safety policy
- Setting of health and safety goals for each office and workplace
- Establishment of workplace health and safety system, and formulation of workplace rules
- Creation of health and safety plan

(D) Implementation • inspection • improvement of health and safety plan

- Risk assessments, workplace inspections, *hiyari hatto*, etc.

(C) Progress confirmation

- Reporting, confirmation, deliberation, and recording at the Health and Safety Committee
- Investigation of causes of occupational accidents, etc.

(A) Corrective action

- Reflection of activities in health and safety activity reports
- Preparation of health and safety activity report

Safety and Health Initiatives



■ Annual Activities

Based on the Occupational Health and Safety Policy, we formulate one-year activity plans and carry out health and safety activities.

Promotion of Annual Plans based on Health and Safety Management Structure

▪ National Safety Week

We hold "National Safety Week" for the purpose of preventing occupational accidents. During the implementation period from July 1 to July 7, 2019, we notified employees of the contents of our occupational accident prevention activities, and worked to improve safety activities and safety awareness.

(Slogan)

PDCA in the new era

Let's build a zero disaster workplace together

(Main priority items)

- ① Measures to prevent machinery-related accidents
- ② Measures to prevent falls and other workplace accidents
- ③ Measures to prevent heatstroke
- ④ Measures to prevent traffic accidents etc.

▪ National Occupational Health Week

We hold "National Occupational Health Week" for the purpose of managing the health of workers and improving the working environment. During the implementation period from October 1 to October 7, 2019, we notified employees of the contents of our occupational health activities, and worked thoroughly to improve such activities.

(Slogan)

Health promotion is human development

Let's create a healthy workplace together

(Main priority items)

- ① Prevention of health problems caused by chemical substances
(Implementation of risk assessments)
- ② Promotion of mental health care
- ③ Thorough heatstroke prevention measures etc.

▪ Year-end and New Year "Zero Accident" Campaign

The period from December 1, 2019 to January 15, 2020 was carried out as the "Year-end and New Year Zero Accident Campaign". Based on the guidelines of the Ministry of Health, Labour and Welfare, we shared the main priority implementation items to be taken, and promoted the creation of workplaces where employees can work safely in order to achieve zero-accidents and zero-disasters.

Measures for Hazard Prevention

▪ Risk Assessments

In order to prevent hazards at NISSO's workplaces, we conduct risk assessment activities based on our annual plans. We conduct more thorough activities at sites where we manage chemical substances.

▪ Workplace Inspections

Based on risk assessments, the company-wide Health and Safety Committee works with and is accompanied by the secretariat to identify risks at workplaces (20 locations in 2019) that it considers to be at high risk.

Activities that are Unique to NISSO

▪ Implementation of Hazard Simulation Education

Nisso Technical Centers (TCs), which are training facilities owned by NISSO in 9 locations nationwide, are furnished with equipment that simulate hazards, and provide education with real-world experiences. In addition, we also provide hazard simulation education using mobile educational vehicles for employees and staff who work and live far from the TCs.



Safety and Health Initiatives



Thorough Employee Health and Occupational Health Management

In order to ensure the health of our employees, we are promoting work environment management, work management, and health management, which are the basis of occupational health management, and are working together to create a comfortable workplace environment through the following initiatives so that we can work in good mental and physical health for a long time.

Health and Occupational Health Management Initiatives

- **Appropriate management of working hours to control long working hours**

In order to control long working hours, NISSO's own rule is to provide interview guidance by doctors in response to overtime work requirements, which leads to the prevention of excessive work.

- **Various health examinations**

We carry out various health examinations (general and special health examinations, etc.) to help maintain and improve the health of our employees by listening to opinions from doctors based on the results, and recommending re-examinations.

- **Heatstroke prevention measures**

From June to September 2019, we implemented measures to prevent heatstroke among employees by distributing salt candy and proposing environmental improvements at workplaces with the goal of zero heatstroke occurrences.

Mental Health

In order to promote mental health, we provide regular mental health education (self-care and "line care", or employee care overseen by managers), and have established an in-house "mental care consultation room" with 3 counselors. We also provide counseling and conduct mental health awareness-raising activities. In addition, we conduct stress checks once a year for our employees, recommend doctor interview guidance to people with high levels of stress, and make efforts to improve work environments based on organizational analysis.

Mental Healthcare Policy

In order for a company to grow and operate soundly, it is the basis of all things that all employees can work safely and in good health, and NISSO aims to support the realization of a richer social life. In order to achieve this, based on the Ministry of Health, Labour and Welfare's "Guidelines for Maintaining and Improving Workers' Mental Health", we recognize that mental health is an important issue for the happy lives and vibrant workplaces of all employees and their families. We will implement the following matters to address and improve mental healthcare so that we are able to maintain physical and mental health and work with vitality.

① **Provision of education, training and information**

We will strive to raise awareness by providing education, training, and information on mental health knowledge, other health measures, and ways to prevent, reduce, and deal with stress.

② **Implementation of stress checks**

Stress checks will be carried out at least once a year to help employees become aware of stress. We will also recommend that employees perform self-checks as needed from the viewpoint of prevention.

③ **Maintenance of a consultation structure**

We will maintain a structure that allows employees to feel more comfortable to seek assistance so that they can recover their health through interviews with industrial physicians, etc., when they feel physically and/or mentally unwell.

④ **Improvement of working environments**

We will strive to prevent physical and mental fatigue by reducing working hours through business improvements and promoting the acquisition of planned annual paid leave.

⑤ **Compliance with laws and regulations**

We will comply with laws and regulations concerning the handling of personal information when conducting mental healthcare.



NISSO Mental Healthcare cards

Development of Human Resources



Basic View

Believing in the potential of each person and bringing out such potential are thoughts that have been consistently included in our philosophy since our foundation, and they are major premises for promoting human resources development. The Nisso Group aims to develop human resources that will lead to the enhancement of corporate value by providing a variety of educational and employment opportunities, and allowing employees to grow while challenging all possibilities.

Educational system and continuous human resources development with an awareness of changes in the times

The education system based on "Nurturing and Bringing Out the Best in People" is based on balancing "OFF-JT education", which forms the necessary ideas and knowledge according to the ranks and occupations of the personnel system, and "OJT education", which deepens one's understanding while putting into practice what was learned through daily activities. In addition, we are strengthening "recurrent education" that fosters employee independence and enhances expertise while grasping the changes in the times. The education system of the Nisso Group is based on these three fundamental structures.

In *MONOZUKURI* (manufacturing) workplaces, we are actively engaged in training using actual equipment/machines such as semiconductor manufacturing equipment and automobile assembly tools in order to improve the skills and techniques of our staff in a practical manner. We have established education • training facilities in 9 locations nationwide as a foundation to support this education.

We are also making efforts to develop in-house instructors for continuous human resources development, and aiming to build a more practical human resources development structure.

Cumulative educational achievements for FY 3/2020

(total # of participants): 10,407

(Reference) Cumulative educational achievements for FY 3/2019

(total # of participants): 7,690



Improvement Cases Presentation Conferences

We have introduced TQC (total quality control) activities since the 1980s as a pioneer in the industry, and have been making efforts to improve the workplace with the aim of continuing and developing such activities. Although we put into practice what we have learned through education • training and connect what we have learned to daily improvement activities, we hold company-wide "Improvement Cases Presentation Conferences" for the purpose of laterally developing excellent activities and putting them into practice together. Through a series of activities, it is a vital part of our human resources development so that our employees can be stimulated and continue to have a desire for further growth and a passion for their work.

Held on July 19, 2019 # of attendees: 238 Awards: 3 categories



Career Consulting

Certified career consultants regularly provide counseling in order to proactively listen to the various experiences that employees have encountered in their lives and support their growth to create a happier life. Employees who receive counseling can maintain their goals by clearly drawing out their career plans from a medium- to long-term perspective.

FY 3/2020 Career Consulting Results: 40 employees

Operation of Qualification Acquisition Support System

This system requires the acquisition of necessary qualifications based on roles and ranks, such as quality control certification and voluntary maintenance officer certification, including the Class-1 Health Officer, which is a national qualification. We also provide support such as paying for courses and examination fees required for the acquisition of various qualifications.

Results up to March 2019 Successful applicants: 144 employees

Subsidies: 798,000 yen

■ Promotion of Diversity

In order to respond to the rapid changes in the industrial structure, the Nisso Group aims to realize "diversity" by creating a workplace environment in which diverse employees, including women, the elderly, foreign nationals, and people with disabilities, can flourish.

Promotion of Participation and Advancement of Women

• Promotion of the General Business Owner Action Plan based on the Act on Advancement of Measures to Support Raising Next-Generation Children (April 1, 2019 ~ March 31, 2024)

In order to enable employees to fully demonstrate their abilities by creating a comfortable working environment where they can balance their work and child-rearing, we are conducting activities to raise awareness of the system, which includes maternity leave, childcare leave, and shortened working-hour programs, using notices on the company-wide intranet to make the system widespread.



• Promotion of the General Business Owner Action Plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace (April 1, 2019 ~ March 31, 2024)

Based on the Act on Promotion of Women's Participation and Advancement in the Workplace, we aim to increase the proportion of female regular employees to the total number of hires greater than 15.0%, and promote ourselves in university graduate recruitment pamphlets and recruitment sites as a company where women can flourish. Currently, the proportion of female regular employees to the total number of hires in 2020 is expected to be 32.5%.



• Promotion of Women's Participation and Advancement in Diversity Management

In order to create an environment where women can work with greater satisfaction, we held in-house lectures by experts in October and November 2019 under the themes of "Diversity Management" and "Promotion of Participation and Advancement of Women", and approximately 230 people, mainly management and managers of the Nisso Group, participated.



Lecture on "Diversity Management and the Role of Management" by Professor Hiroki Sato, Graduate School of Strategic Management, Chuo University (October 15, 2019)



Lecture on "Shiseido's Women's Participation/Advancement So Far and in the Future" by Yuki Honda, Diversity & Inclusion Department Director, Social Value Creation Division, Shiseido Company, Limited (November 15, 2019)

• Promotion of Women's Participation and Advancement in Group Companies

Always next to 「Thank you!」

Nisso Brain Co., Ltd. came into existence in Yokohama in March 1986, and aims to be a company rooted in the areas of Yokohama City and Matsumoto City, Nagano, where it has a branch office. At Nisso Brain, a large number of "female" employees are active, and the ratio has reached 60% as of March 2020. In addition, the president, and three other managers are women, and the ratio has reached 20%.

Coming face-to-face with people and being there for them

Nisso Nifty Co., Ltd. started its participation in the nursing care business in April 2004 with the aim of coexisting with the local community. In the nursing care business, coexistence with the local community is necessary, and many female employees are participating actively. As of March 2020, the ratio of female employees has reached 75%. In addition, out of the 6 facilities in Yokohama City, 3 of the facility managers are women, and the ratio of managers has reached 50%.

Diversity



Promotion of Workplace Expansion where Women can Flourish

Employees of Nisso Brain were introduced in 「Career Komachi」, operated by the City of Yokohama's Economic Affairs Bureau.



With the exception of unavoidable circumstances, the return rate of female employees after taking maternity leave and childcare leave has been 100% for the 6th consecutive year, and Nisso Brain has been building a culture where women can flourish.

In order to balance work and child-rearing, the understanding and cooperation of the staff around us is indispensable, and we have established a system in which the head of each department can always understand the current situation and support working mothers throughout the department. As a result, 30% of female employees are working while raising children, and many female employees take maternity leave and childcare leave twice, which is linked to the results.



(Source: 「Career Komachi」, Yokohama Small and Medium Enterprise site where women flourish)

Promotion of Active Participation of the Elderly

• Launch of Nikon Nisso Prime Corporation



NISSO and Nikon Corporation have agreed to cooperate in the human resources dispatching business and established Nikon Nisso Prime Corporation on January 6, 2020. Nikon Nisso Prime supports the

active participation of older employees of the Nikon Group, develops and secures their employment opportunities, and conducts research and development of a structure that enables older people in society to continue working. It also aims to create a "social platform that allows anyone with a desire to work to adapt to changes in the social environment and continue to work", and to realize the satisfaction and happiness of each and every worker.

Promotion of Employment of Foreign Nationals

• Hiring of New Graduate Chinese Engineers

In September 2019, 18 new graduate Chinese engineers joined NISSO. We conducted new-hire education for them at our training facilities, and they started working at our client companies.



• Registration of "Registration Support Organization" under the Status of Residence "Designated Skills" System

In January 2020, we started our participation in the Status of Residence "Designated Skills" system in order to ensure the sustainability of economic and social infrastructures, which is an issue for Japan.

Utilization of Employees with Disabilities



■ Utilization of Employees with Disabilities

In April 2007, Nisso Pure Co., Ltd. was established as a special-purpose subsidiary of NISSO in order to actively hire people with disabilities, with the aim of fulfilling corporate responsibility through the employment of people with disabilities.

Nisso Pure Corporate Philosophy

Through the expansion of employment of people with disabilities, we aim to put into practice the philosophy of the founder of the Nisso Group, "Nurturing and Bringing Out the Best in People", and further contribute to society.

Corporate Activity Theme

「Grow Together」 and 「Shake Together」

- We seek to grow together with people with disabilities through work collaboration.
- We strive to grow together with the families and schools of people with disabilities through mutual support.
- Through the mutual assistance of similar companies and support centers in the region, we aspire to grow, together.

Evaluation of Nisso Pure

Nisso Pure has been highly evaluated by the City of Yokohama, which is the center of Pure's activities, for its efforts to promote the employment of employees with disabilities and its contributions to the local community. In addition, although Nisso Pure was certified with the Yokohama Health and Productivity Certification Class A from 2018, its health management structure was highly evaluated, and they were certified with Class AA in 2020.

Structure for Evaluating Nisso Pure's Activities

Nisso Pure employs many people with disabilities, provides appropriate education to them, and is highly evaluated for its high retention rate. Nisso Pure also provides company tours to government and school officials, people involved in disability support organizations, and members of personnel/HR and general affairs departments of other companies. From April 2019 to March 2020, there were 460 visitors.

Aiming for the Active Participation of Employees with Disabilities

Nisso Pure has been striving to provide optimal jobs and develop workplaces by identifying the individuality, abilities, and potential of each person with disabilities. At Nisso Pure, employees with disabilities are referred to as Challenged Staff (CS), and staff who provide guidance and support to those employees are referred to as Servant Staff (SS). In terms of training/development, the SS, who are qualified as job coaches (company-registered workplace adaptation supporters), utilize internal systems such as the leader system, the Meister system, and the commendation system to develop abilities and increase motivation tailored to the qualities of each employee with disabilities. As a result, the number of employees with disabilities employed by Nisso Pure was 157, and NISSO's employment rate for people with disabilities as of June 1, 2020 was 2.28% (number of people with disabilities: 201 / 262 points).

Activities of Employees with Disabilities

- **The 12th Annual Nisso Pure Appreciation Festival**

Towards the Future — Shinpo · shinpo · shinpo (進歩 · 深歩 · 新歩; or forward steps, deep steps, new steps) —

With the aim of increasing the number of "understandings", "sympathizers", and "cooperators" for disabilities, Nisso Pure introduces the activities of employees with disabilities. Many people, including parents and support staff, visited the Appreciation Festival which was held from July 25 to 26, 2019. The total number of visitors amounted to 385 people.



- **Kanagawa Prefecture Skills Competition for Persons with Disabilities (Abilympics)**

The Abilympics is a competition where people with disabilities compete for vocational skills (abilities). Nisso Pure employees participate with the aim of demonstrating the work skills that they have honed in their daily work. At the October 2019 competition, 5 employees with disabilities were awarded with top prizes.

Environmental Initiatives



■ Basic View

Through a series of activities of human resources services, NISSO has regarded global environmental conservation and pollution prevention as key management issues, and aims to harmonize our business activities with the global environment. In addition, based on our Environmental Policy, we recognize the environmental impact caused by our business activities, and all employees will be actively involved in the creation of a recycling-oriented society as NISSO sets and re-examines environmental objectives and targets, co-exists with local communities, and makes continuous improvements.

■ Environmental Policy

Through a series of human resources services activities, NISSO has regarded global environmental conservation and pollution prevention as one of the most significant management issues. In order to achieve harmony with our business activities and the global environment, we have formulated this Environmental Policy. After recognizing the environmental impact caused by business activities, in accordance to the following basic policy, all employees will be actively involved in the creation of a recycling-oriented society as NISSO sets and re-examines environmental objectives and targets, co-exists with local communities and strives to make continuous improvements.

- ① With regards to business activities, we will devote our efforts to the following items in order to prevent pollution and reduce environmental burdens.
 1. Thorough reduction of electricity consumption in offices
 2. Promotion of eco-driving
 3. Thorough sorted collection of waste material
 4. Active contribution to local environmental conservation activities
 5. Increase of green purchasing rate of company-use equipment
- ② We will comply with environmental laws • ordinances • regulations and other requirements agreed upon by NISSO.
- ③ We will make considerations for the utilization of sustainable resources • mitigation and adaption of climate change • protection of biodiversity and ecosystems.
- ④ In order to ensure that all employees are able to enhance their awareness of environmental conservation and fully comprehend our Environmental Policy, we will thoroughly disseminate, implement, maintain and continuously improve our environmental management system.
- ⑤ We will periodically re-examine and disclose this Environmental Policy to the general public.

Activities based on ISO14001

In 2005, we obtained ISO14001 certification for management operations at the headquarters office of manufacturing-related human resources services.

• Activities to prevent pollution and reduce environmental impacts

Thorough reduction of electricity consumption in offices (electricity usage)

(Target) Maintain increase within 4.8% from FY 3/2020

(Actual) Approximately 0.7% increase

Improvement of fuel efficiency through eco-driving (fuel efficiency)

(Target) Maintain deterioration within 6.2% from FY 3/2020

(Actual) Approximately 38.6% improvement

Thorough sorted collection of waste material (waste disposal costs)

(Target) Maintain increase within 4.8% from FY 3/2020

(Actual) Approximately 41.7% increase

Thorough purchase of green products (purchasing rate)

(Target) Aim for a purchasing rate of 92% or more

(Actual) 95%

Thorough reduction of paper in offices (paper usage)

(Target) Maintain increase within 9.2% from FY 3/2020

(Actual) Approximately 1.5% reduction

Thorough water saving in offices (water usage)

(Target) Maintain increase within 4.8% from FY 3/2020

(Actual) Approximately 3.9% reduction

Based on these achievements, we have set targets for the next fiscal year and are working in cooperation with our business.

Made in Yokohama Contribution to "Plastic-free" by Making Canna-Shaved Wooden Straws



Nisso Pure Co., Ltd., a special-purpose subsidiary of NISSO, participated in the production of the Yokohama-made canna-shaved wooden straws "SDGs Straw Yokohama" promoted by the Yokohama SDGs Design Center. This initiative uses thinned wood from water source forests owned by the City of

Yokohama and is produced by people with disabilities at special subsidiaries of companies in the city. The straws are used and disseminated in hotels, commercial facilities, etc., mainly in the city. The wooden straws made by Nisso Pure have been introduced and used at hotels in the city.

Social Contribution Activities

Exchange · Cooperation with Local Communities

NISSO and Athletes

NISSO employs athletes who work diligently for their future as company employees. Through the support of athlete employees who are constantly challenging themselves toward high goals, we will enhance our sense of solidarity and revitalize the company.



Co-sponsorship of local sports



Co-sponsorship of Tokai Wheelchair Twin Basketball Tournament (May 26, 2019)



Co-sponsorship of the Great East Japan Earthquake Reconstruction Support Match hosted by Yokohama FC (June 23, 2019)

Support of Kanagawa University Football Club

Since 2018, Nisso Brain Co., Ltd. has been supporting the Kanagawa University Football Club, which belongs to the second division of the Kanto University Football Association.



In October 2019, a soccer school for elementary school-aged children and under was held at the grounds of Kanagawa University's Nakayama campus, and children of Nisso Brain employees participated. The players from the Kanagawa University Football Club became coaches, and while it was the first time for some of the children to kick a ball, they started by having fun getting used to the ball, and it was an opportunity for everyone who participated to enjoy sports through soccer.



Co-sponsorship Agreement with Yokohama DeNA Baystars

Since 2018, NISSO has signed a co-sponsorship agreement with "Yokohama DeNA Baystars", and have acquired the annual right to use 4 box seats on their Party Sky Deck. By providing these seats to the Yokohama Rubber Baseball Association and the Kawasaki Junior Baseball League for local elementary school children, we are contributing to their growth by providing opportunities for them to see and feel the success of professional baseball players up close and be pleased.



Social Contribution Activities

■ Contribution to the Local Community through Heartfelt Nursing Care

Nisso Nifty started participating in the nursing care business in April 2004 with the aim of "contributing to society through community-based heartfelt nursing care". "Sweetpea" nursing care facilities have been nurtured to count 6 facilities in Yokohama City with the cooperation of many people, with the hope that elderly people and their families can continue to live enriched and fulfilling lives for a long time.



We contribute to the local community through our nursing care business by opening the facilities for cherry blossom viewing, conducting facility tours for local high school students, and hosting a variety of exchanges for residents and children.



Cherry blossom viewing party (March 26, 2019)



Facility tour of local high school students (October 10, 2019)



Halloween (October 28, 2019)

■ Community Contribution Activities

As a member of the local community, we contribute to the revitalization and development of the economy by creating employment opportunities in the region, giving consideration to the environment, and participating in social contribution activities.

Local Environmental Conservation Activities



Community clean-up activities near the Shin Yokohama Headquarters office (November 13, 2019)



Co-sponsorship of Lake Suwa Revitalization Campaign (July ~ September, 2019)

Other

Participation in Local Events



Co-sponsorship of Kanagawa Gourmet Festa 2019 in Atsugi (April 21 - 22, 2019)



Co-sponsorship of Thanks to the Port (Yokohama Port Opening Festival) (June 1 - 2, 2019)



Co-sponsorship of Vietnam Festa in Kanagawa (September 6-8, 2019)

Corporate Governance

Basic Views on Corporate Governance

The Nisso Group is promoting respect for human rights and the creation of compassionate human relationships based on (our founding philosophy) "Nurturing and Bringing Out the Best in People". With the aim of creating new corporate value that can contribute to society by striving to create and establish our own unique, proprietary technologies, NISSO shall ensure the transparency of management by complying with laws and ordinances and disclosing accurate information. We recognize the importance of corporate governance in order to achieve continuous improvement of corporate value, and conduct management focused on compliance. Furthermore, we respect the rights of shareholders, and aim to be a company that is trusted by society.

Corporate Governance Structure

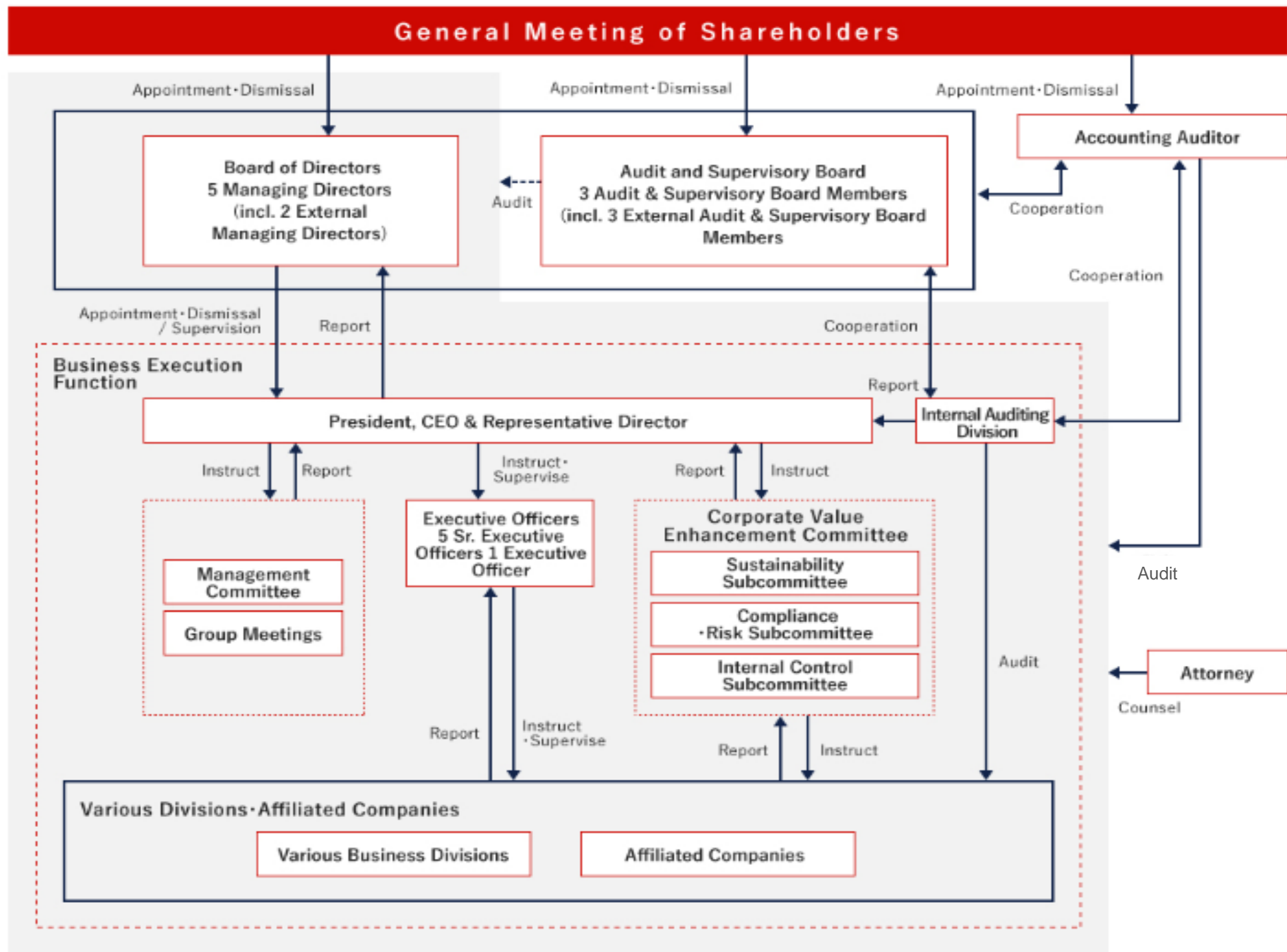
In addition to establishing a General Meeting of Shareholders, the Board of Directors, the Audit and Supervisory Board, and an Accounting Auditor, NISSO has set up a division in charge of internal auditing to monitor business operations on a daily basis. Through mutual cooperation between these organizations, we ensure the soundness, efficiency and transparency of management.

Board of Directors

NISSO's Board of Directors is comprised of 5 members (including 2 External Managing Directors). In addition to holding regular Board of Directors' Meetings once a month, in principle, a system has been established where extraordinary meetings can be flexibly held when important matters arise. As a supervisory body for decision-making and business execution of important matters concerning the management of NISSO, the Board of Directors examines the validity, efficiency and fairness of management, and resolves matters that are stipulated by laws and ordinances as well as other matters related to important business tasks.

Audit & Supervisory Board Members and Audit and Supervisory Board

NISSO is a company with an Audit and Supervisory Board, and it is comprised of 3 Audit & Supervisory Board Members (including 3 External Audit & Supervisory Board Members). The auditing policy and auditing plans are discussed and decided by the Audit and Supervisory Board. In addition to striving to communicate with Managing Directors and employees, etc., to gather information, Audit & Supervisory Board Members attend Board of Directors' Meetings, receive reports on the status of the execution of duties from Managing Directors and employees, request explanations as deemed necessary, inspect important decision making documents, and investigate the



Corporate Governance

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status of the Company's business operations and assets. The Audit and Supervisory Board convenes on a regular basis once a month, and extraordinary meetings are held occasionally as deemed necessary. Furthermore, the Audit & Supervisory Members work closely with the Internal Auditing Division and the Accounting Auditor, and strive to enhance the effectiveness and efficiency of audits.

▪ Management Committee

The Management Committee is comprised of Managing Directors, the full-time Audit & Supervisory Board Member, and Executive Officers, as well as directors of departments/divisions, and convenes once a month. It reports on the management status of NISSO, such as the ascertainment of management figures and the conveyance of decisions by high-level meeting bodies such as the Board of Directors. In addition, the Management Committee functions as an organization that communicates overall thorough matters across all divisions and departments of NISSO.

▪ Group Meetings

Group Meetings are comprised of NISSO's Managing Directors, Audit & Supervisory Board Members, the Corporate Planning Division Director and representatives of affiliated companies, and convenes once a month. Reports regarding the status of business operations as well as business performance results are received at Group Meetings, and business plans and significant factors that contribute to their differences are confirmed. In addition, progress reports and policy guidance regarding important matters such as management issues are conducted.

▪ Corporate Value Enhancement Committee

The Corporate Value Enhancement Committee is comprised of NISSO's Managing Directors, Audit & Supervisory Board Members, Senior Executive Officers, representatives of subsidiaries, and NISSO's Internal Auditing Division Director. It conducts reports • deliberations of issues for the prevention of corporate scandals for the entire Nisso Group, the strengthening of our multifaceted corporate structure, and the realization of sustainable businesses, as well as constructing a management system to enhance corporate value over the medium- to long-term. The Sustainability Subcommittee, which belongs to the Corporate Value Enhancement Committee, coordinates the CSR, SDGs, and ESG of the Group's businesses, establishes the structures to put them into practice, and conducts their appropriate operations • checks. In addition, in order to facilitate constructive dialogue with shareholders, the Sustainability Subcommittee is engaged in the examination of the policy concerning information disclosure, the establishment of a timely disclosure system, and the sharing • cooperation of disclosure information. The Compliance • Risk Subcommittee reviews the

compliance observance status of Nisso Group and promotes risk assessment • countermeasures. The Internal Control Subcommittee maintains the structure necessary for internal control, and promotes its appropriate operation • checks. The Committee convenes once a quarter, but extraordinary meetings are held as deemed necessary.

▪ Remuneration for Officers, etc.

NISSO has established the amount of remuneration, etc., for officers, or a policy concerning the determination of the calculation method thereof, and the contents are determined in consideration of a balance between common practices, business contents and employee salaries, etc., in order to secure superior management personnel and to carry out appropriate treatment. In addition, the remuneration for Managing Directors, excluding External Managing Directors, shall provide incentives for the realization of the Medium-term Management Plan and the achievement of short-term performance, in order to enhance the sustainable corporate value of NISSO for the purpose of sharing benefits (profits) between the shareholders and Managing Directors.

Internal Control (Risk Management)

Structure

With regard to NISSO's risk management structure, we recognize that it is an important management issue to appropriately manage diversifying risks and prevent the occurrence and spread of damages in a rapidly changing economic environment. In order to properly grasp and manage risks, in addition to establishing internal regulations, NISSO conducts regular internal audits, establishes and operates a Corporate Value Enhancement Committee, and strives to reduce risks by developing corporate activities in compliance with laws and regulations. Specifically, in order to respond promptly and accurately to factors that hinder the situation, we have established various regulations such as "Compliance Regulations" and "Risk Management Regulations", and are implementing measures to identify/evaluate risks and formulate countermeasures to prevent risks and other factors from occurring. In addition, NISSO has concluded an advisory contract with a law firm, and has a structure in which we can receive advice and guidance at any time.

Compliance

■ Ethics Policy

NISSO, as well as our officers and employees, shall uphold and comply with the following policy in order to share our commitment to and ensure the awareness of compliance, which is fundamental to corporate management.

① (Ethical compliance with laws and regulations)

With high ethical standards, we shall act with integrity and respect both the letter and the spirit of the law both at home and abroad.

② (Elimination of improper benefits)

We shall prohibit bribery, corruption, extortion, and embezzlement of any kind. In addition, we shall not engage in acts that fall within the scope of bribery, such as granting, accepting, requesting, authorizing, or making promises for (improper) benefits, with the aim of engaging in inappropriate acts which violate laws and internal regulations by abusing our authority or position in the course of our duties.

③ (Information disclosure and transparency)

We shall disclose corporate information to our stakeholders, such as clients, shareholders • investors, business partners, the government, local communities, and society in a timely • accurate manner in order to enhance transparency.

④ (Protection of intellectual property)

We shall respect the intellectual property of others obtained through our corporate activities, and protect confidential information.

⑤ (Fair • transparent • free competition and business transactions)

We shall always engage in fair • transparent • free competition and business transactions in domestic and overseas markets.

⑥ (Protection of identities and elimination of retaliation)

In conformity with laws and internal regulations, we shall protect those who report any wrongdoings (whistle-blowers) using internal systems, such as by telephone or e-mail, from being forced into disadvantageous situations or from being retaliated against.

⑦ (Dissemination and thorough observance)

In order to ensure the thorough observance of this policy, we shall appropriately implement education for our officers and employees, disseminate its content, and conduct checks on a regular basis to further promote compliance management.

Compliance System

NISSO has established the "Nisso Group Charter of Corporate Behavior", which indicates the core concepts of a company that conducts sound and sincere business activities, and the "Nisso Group Employee Code of Conduct", which provides specific action guidelines. We also distribute the pocket leaflet "NISSO Michishirube" (literal meaning: "NISSO Guidelines") which contains the aforementioned Charter and Code to officers of NISSO and our subsidiaries in order to ensure compliance of laws, regulations and ethical behavior. In addition, we have developed an educational system on compliance based on our "Compliance Regulations", and provide regular training on such matters to officers and employees. Also, in order to detect violations of laws and regulations at an early stage, NISSO and our subsidiaries have established "Whistleblower Protection Regulations", and have set up the "Nisso Group Internal Reporting Counter" as an external contact point. Furthermore, in addition to prohibiting the disadvantageous treatment of informants, NISSO has developed and continues to operate a system to investigate and administer corrective and recurrence prevention measures in the event of any such submission of reports.

• Establishment of a Counter based on the Internal Reporting System

We have set up the "Nisso Group Internal Reporting Counter" to prohibit disadvantageous treatment of informants, and have developed and are operating a system to investigate and administer corrective and recurrence prevention measures in the event of any such submission of reports.

• Compliance Education

With the aim of ensuring thorough compliance, NISSO distributes the "NISSO Michishirube" to all officers and employees, including the Nisso Group companies, and conducts compliance education once a year. For new employees, we conduct ethics education during new employee training. In addition, we are making thorough efforts to raise awareness of harassment prevention among all employees by hanging posters and issuing notifications on harassment prevention.

• Initiatives to Protect Personal Information

We believe that it is our important responsibility to properly manage the personal information of our clients, business partners, shareholders and other stakeholders acquired through our business activities, and strive to appropriately manage personal information under our Privacy Policy.

Responsibility to Shareholders and Investors



■ Policy for Constructive Dialogue with Shareholders

NISSO actively engages in IR・SR activities based on the following basic policy in order to contribute to the sustainable growth and the enhancement of corporate value over the medium term by promoting constructive dialogue with shareholders and investors.

(1) Designation of management personnel, etc., regarding dialogue with shareholders

The President & Representative Director plays a central role in dialogue with shareholder and investors, and the Senior Executive Officer in charge of IR, along with the division in charge of IR assist and promote such dialogue.

(2) Initiatives for seamless collaboration within NISSO

At NISSO, the Accounting, Finance, Legal Affairs, Internal Auditing, and other business divisions, centering on the division in charge of IR, will work together for constructive dialogue with shareholders through the discussion, sharing and preparation of disclosure information, in addition to cooperating with the "Corporate Value Enhancement Committee" to ensure timely and appropriate disclosures.

(3) Initiatives to enhance means of dialogue other than individual interviews

By recognizing that the General Meeting of Shareholders is a forum for dialogue with shareholders, NISSO strives to set the date and time of the General Meeting by avoiding days when such meetings are concentrated, as well as sending out and disclosing convocation notices and reports as soon as possible.

In addition, in order to help deepen the understanding of NISSO, we hold Financial Results Briefings and Medium-term Management Plan Briefings for institutional investors and analysts, and conduct Company Briefings for individual investors.

(4) Initiatives for feedback of shareholder opinions and concerns

NISSO has established a system for the timely reporting of IR activity reports, including opinions and concerns of shareholders and investors obtained through dialogue, to the Board of Directors, etc.

(5) Initiatives related to management of insider information

Regarding dialogue with shareholders and investors, in addition to establishing "Information Disclosure Regulations" and "Insider Trading Prevention Regulations" in order to prevent material information from being disclosed to some specified persons and to thoroughly manage material information, NISSO has selected a Chief Information Officer, and strives to prevent the leakage of material information and insider trading by internal personnel.

Furthermore, NISSO will refrain from dialogue with shareholders and investors for a certain period of time prior to the announcement of financial results, setting it as a "silent period".

(6) Other initiatives

In addition to regularly ascertaining the shareholder composition on the register of shareholders, NISSO conducts shareholder identification surveys of those who hold substantial shares of NISSO, which is utilized in constructive dialogue with shareholders and investors.

Dialogue with Shareholders and Investors

We actively provide opportunities for dialogue with shareholders and investors in order for them to deepen their understanding of NISSO. In meetings with institutional investors and analysts, we actively engage in dialogue on topics such as shareholder returns and capital policy, in addition to business models, management strategies, and medium-term management plans. In FY 3/2020, we held 184 meetings. Regarding information disclosure, in addition to holding Financial Results Briefings, we actively disclose information voluntarily by disclosing Financial Results Briefing Materials, Main Q&A (questions and answers), etc. Furthermore, we participate in IR events in order to enable shareholders and investors to deepen their understanding of our management strategy and business activities. Moreover, we hold Company Briefings for individual shareholders and investors, and strive to introduce easy-to-understand business contents through various contents on our website.

General Meetings of Shareholders

NISSO places importance on opportunities for dialogue with shareholders and is working to revitalize the General Meetings of Shareholders. In order for our shareholders to fully consider the proposals of the general meetings of shareholders, we post convocation notices on the Tokyo Stock Exchange and the NISSO website 3 weeks prior to the general meeting date, as well as sending them out to our shareholders. In addition, we make efforts every year to make convocation notices easier to understand by posting photos, etc. We also digitalize the exercise of voting rights to create an environment in which shareholders can easily participate by resolution. On the day of the General Meeting of Shareholders, the President explains in detail the items to be resolved and reported, using videos and narration, and strives to ensure that shareholders can fully deliberate on each proposal item.

Responsibility to Shareholders and Investors



Information Disclosure Methods

NISSO discloses information based on the Financial Instruments and Exchange Act, etc., using EDINET (or Electronic Disclosure for Investors' NETwork, an electronic disclosure system for disclosure documents such as Securities Reports based on the Financial Instruments and Exchange Act) provided by the Financial Services Agency. Information disclosures that fall under the Timely Disclosure Rules will be disclosed on the TDnet (or Timely Disclosure network, a timely disclosure information transmission system) provided for by the Tokyo Stock Exchange. In addition, other important information will also be provided using TDnet as deemed appropriate. In either case, information will be promptly announced on NISSO's website. Please note that the posting of information on NISSO's website may be delayed from the time of announcement on TDnet due to the preparation of tools and systems.

Website Information Disclosure

We have established a dedicated site for shareholders and investors on our website for the purpose of timely information disclosure and improvement of convenience. In addition to quarterly financial results briefing materials, we disclose materials such as Main Q&A, CSR Reports, etc., and are aiming to make the site easy to understand and use while enhancing its contents.

Shareholder Privacy Policy

NISSO will handle and protect the personal information of shareholders in accordance with the Act on the Protection of Personal Information, the Companies Act, and other relevant laws and regulations, as well as NISSO's Privacy Policy.

In addition, within this Policy, shareholders, registered pledgees of shares, or their legal representatives who have been entered or recorded as individuals in the register of shareholders are referred to as "shareholders".

(1) Purpose of use

NISSO will use the personal information of our shareholders for the following purposes:

- ① To exercise the rights and fulfill obligations of shareholders under the Companies Act
- ② To provide various conveniences from NISSO to the position of shareholders
- ③ To implement various measures to facilitate the relationship between shareholders and NISSO
- ④ For shareholder management, such as creating shareholder data according to prescribed standards based on various laws and regulations

(2) Provision of personal information of shareholders to third parties

NISSO will not provide personal information received from shareholders to third parties without obtaining the prior consent of the shareholders concerned, except when it falls under Article 23, paragraph 1 of the Act on the Protection of Personal Information, or Article 23, paragraph 5 of the same Act.

(3) Provision of personal information of shareholders for shared-use

NISSO will not share personal information received from shareholders with specific individuals.

(4) Shareholder Personal Information Inquiries (in Japanese only)

For inquiries regarding the personal information of shareholders, please contact the following:

【Contact information】

(Shareholder Registry Administrator)

Stock Transfer Agency Business Planning Department

Mizuho Trust & Banking Co., Ltd.

2-8-4 Izumi, Suginami-ku, Tokyo 168-8507

TEL: 0120-288-324 (Toll-free)

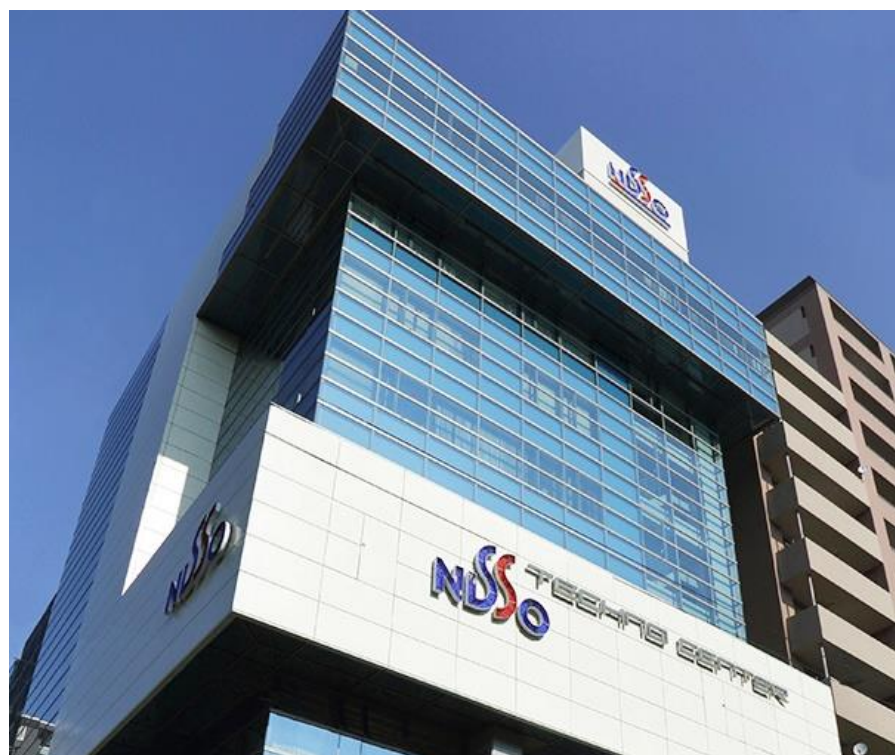
<http://www.mizuho-tb.co.jp/daikou/>



Nisso Group

Corporate Profile 2020

Corporate Outline



■ NISSO CORPORATION Outline

Company Name NISSO CORPORATION

Homepage <https://www.nisso.co.jp/en/>

Date Founded February 3, 1971

Capital 2,012 Million JPY (As of March 31, 2020)

Net Sales (Consolidated)

69,209 Million JPY (As of FYE 3/2020)

Headquarters Nisso Kosan (NISSO) Shin Yokohama Bldg.,
1-4-1 Shin Yokohama, Kohoku-ku,
Yokohama, Kanagawa 222-0033

Main Business Manufacturing-related Human Resources
Services
(Manufacturing Dispatching, Manufacturing
Contracting, Employment Placement, etc.)

Registered License Number

Temporary Staffing Business / 派14-150048
Employment Placement Business / 14-ユ-150026

Corporate Officers

Chairman, President, CEO & Representative Director

Ryuichi Shimizu

Senior Managing Director

Toshiyasu Udagawa

Managing Director

Shinichi Matsuo

Managing Director (External)

Shin Monzawa

Managing Director (External)

Miki Ohno

Full-time Audit & Supervisory Board Member (External)

Akira Ishida

Audit & Supervisory Board Member (External)

Ryuta Hasegawa

Audit & Supervisory Board Member (External)

Hideo Sakano

■ Nisso Group Outline

Nisso Brain Co., Ltd.

Date of Establishment March, 1986
Capital 50 Million JPY
Representative President, Chikako Shimizu
Headquarters Nisso Dai Ichi Bldg.,
28-26 Toyooka-cho, Tsurumi-ku,
Yokohama, Kanagawa
Business Description Administrative Human Resources
Services
(General Office Work Dispatching,
Employment Placement, Commissioned
Projects)
Temporary Staffing Business / 派14-020001
Employment Placement Business / 14-ユ-020011

Nisso Nifty Co., Ltd.

Date of Establishment February, 1983
Capital 450 Million JPY
Representative President, Akitoshi Shino
Headquarters Nisso Kosan (NISSO) Shin Yokohama Bldg.,
1-4-1 Shin Yokohama, Kohoku-ku,
Yokohama, Kanagawa
Business Description Facility Nursing Care Business,
Home Nursing Care Business

Nisso Pure Co., Ltd.

Date of Establishment April, 2007
Capital 40 Million JPY
Representative President, Masato Hayakawa
Headquarters Nisso Kosan (NISSO) Shin Yokohama Bldg.,
1-4-1 Shin Yokohama, Kohoku-ku,
Yokohama, Kanagawa
Business Description Light Work Contracting, Sale of Goods
(NISSO CORPORATION's Special-purpose
Subsidiary)

SHANGHAI NISSO HUMAN RESOURCES Co., Ltd.

Date of Establishment November, 2003
Capital 300 Thousand USD
Representative Chairman, Wang Wan Peng
General Manager, Hideaki Sugikawa
Business Description Recruitment, Human Resources Consulting

Nikon Nisso Prime Corporation

Date of Establishment November, 2003
(Joint Venture Company established:
January, 2020)
Capital 50 Million JPY
Representative President, Masahiko Yoshida
Headquarters Shin Yokohama 214 Bldg., 8F,
2-14-2 Shin Yokohama, Kohoku-ku,
Yokohama, Kanagawa
Business Description Comprehensive HR Services,
Outsourcing Business
Planning, R&D, operation and support of
structure development and opportunity
creation for seniors' continued employment
Temporary Staffing Business / 派14-303092
Employment Placement Business / 14-ユ-301602

History of the Nisso Group

1970

- NISSO CORPORATION's predecessor, Nisso Koei Co., Ltd. was established in Minato-ku, Tokyo, for the purpose of conducting welding-related works [1971]

1980

- The predecessor company of the current Nisso Nifty Co., Ltd. was established in Minato-ku, Tokyo [1983]
- NISSO's in-house newsletter, "Hiyaku" was first published (later renamed "Nextage") [1984]
- Construction of Nisso Dai Ichi Bldg. (Tsurumi-ku, Yokohama/former Headquarters Bldg.) was completed [1984]
- Nisso Office M Two Co., Ltd. was established in Tsurumi-ku, Yokohama, for the purpose of conducting general worker dispatching undertakings [1986] (Obtained licensing for general worker dispatching business in accordance with the enforcement of the Worker Dispatch Law in July, 1986)
- Construction of Nisso Dai Ni Bldg. (Hamamatsu City, Shizuoka) was completed [1989]
- The new "NISSO" logo was decided [1989]
- Trade name was changed from Nisso Koei Co., Ltd. to NISSO CORPORATION [1989]

1990

- 6 affiliated companies were merged with NISSO CORPORATION [1991]
- Construction of Nisso Kosan (NISSO) Shin Yokohama Bldg. (Kohoku-ku, Yokohama/new Headquarters Bldg.) was completed [1997]
- Trade name was changed from Nisso Office M Two Co., Ltd. to Nisso Brain Co., Ltd. [1999]
- Trade name was changed from Nisso Fudosan (Real Estate) Co., Ltd. to Nisso Nifty Co., Ltd. [1999]

2000

- Tadao Shimizu was inaugurated as the first Chairman of the Japan Production Skill Labor Association [2000]
- Employment Placement Business license was obtained [2002]
- Temporary Staffing Business license was obtained [2002]
- SHANGHAI NISSO HUMAN RESOURCES Co., Ltd. was established for the purposes of recruiting, dispatching and human resources consulting services in China (49.0% company investment ratio) [2003]
- Pursuant to the removal of the ban on worker dispatching for the manufacturing work of goods, dispatching for manufacturing work was started [2004]
- The international standard for environmental management, the "ISO 14001:2004" certification was obtained by the headquarters office [2005]
- "PrivacyMark" registration was authorized [2006]
- The official mascot character, "Seizo-kun" was born [2007]
- Nisso Pure Co., Ltd. was established in Kohoku-ku, Yokohama for the purpose of facilitating the employment of people with disabilities, and was certified as a special-purpose subsidiary [2007]

2010

- The position of Chairman of the Japan Production Skill Labor Association was assumed by Ryuichi Shimizu [2011]
- The Ministry of Health, Labour and Welfare's commissioned project, the "Superior Manufacturing Contractors" certification was obtained [2011]
- The international standard for quality management, the "ISO 9001:2008" certification was obtained by the Kanazawa Sales Office [2011]
- The recruitment site, "Kojo Kyujin Navi" was renewed [2013]
- The Ministry of Health, Labour and Welfare's commissioned project, the "Excellent Dispatching Business Operators" certification was obtained [2015]
- Was admitted to the Japan Business Federation (Keidanren) [2015]
- The education and training facility "Nisso Technical Center Higashi-Nihon" (Kurihara City, Miyagi) was established [2016]
- "Tohoku Technical Center" and "Nisso Technical Center Higashi-Nihon" were certified as "Accredited Polytechnic Schools" by Miyagi Prefecture [2016]
- The education and training facility "Nisso Technical Center Kyushu" (Buzen City, Fukuoka) was established [2017]
- Was listed on the First Section of the Tokyo Stock Exchange [2018]
- The education and training facility "Nisso Technical Center Naka-Nihon" (Okaya City, Nagano) was established [2018]
- "Nisso Technical Center Naka-Nihon" was certified as an "Accredited Polytechnic School" by Nagano Prefecture [2018]
- "Yokohama Tsurumi Center" (Tsurumi-ku, Yokohama) was established [2018]
- NISSO CORPORATION succeeded the real estate leasing business operated by Nisso Nifty Co., Ltd. through a company split for the purpose of improving operational efficiency and providing further added value [2019]
- Agreed to cooperate with Nikon Corporation in the human resources dispatching business and established joint venture company "Nikon Nisso Prime Corporation" [2020]

Description of Business

■ Business Contents

Based on the founding philosophy of "Nurturing and Bringing Out the Best in People", the Nisso Group continues to aim to create workplaces where working people can work with a sense of satisfaction and grow, as well as providing services that will contribute to our growth as a company. In addition, we will continue to aim to improve the quality of the services that we offer, and will strive for the continued growth and prosperity of our businesses.

(General Human Resources Services Business)

Manufacturing-related Human Resources Services

(NISSO - Nisso Pure Co., Ltd.)

- **Manufacturing dispatching**

Manufacturing dispatching is conducted in accordance with the "Act for Securing the Proper Operation of Worker Dispatching Undertakings and Protection of Dispatched Workers", and dispatching services are provided to manufacturers including automobiles, electronic components, precision equipment, and housing equipment.

- **Manufacturing contracting**

With manufacturing contracting, we provide services to manufacturers, including automobiles, electronic components, precision equipment, and housing equipment. Unlike manufacturing dispatching, manufacturing contracting is characterized by the fact that the contractor company (NISSO) provides job-related instructions, and NISSO must establish frameworks relating to production, quality control, labor management and workplace operations. In response to orders from the ordering party (client manufacturers), NISSO conducts manufacturing, processing and inspections under our own management system, and delivers the finished products (deliverables) upon completion.

- Other

As for matters not included in the above, NISSO's special-purpose subsidiary (Nisso Pure Co., Ltd.) engages in the light work contracting and sales of goods businesses.

Administrative Human Resources Services (Nisso Brain Co., Ltd.)

- **General Office Work Dispatching, BPO (Business Process Outsourcing)**

General office work dispatching is a business conducted in accordance with the Worker Dispatch Law, (or "Worker Dispatching Act"), and mainly provides dispatching services such as office work and reception-related duties. In addition, Nisso Brain in part administers BPO services and is entrusted with collective operations of its clients.

(Other Businesses)

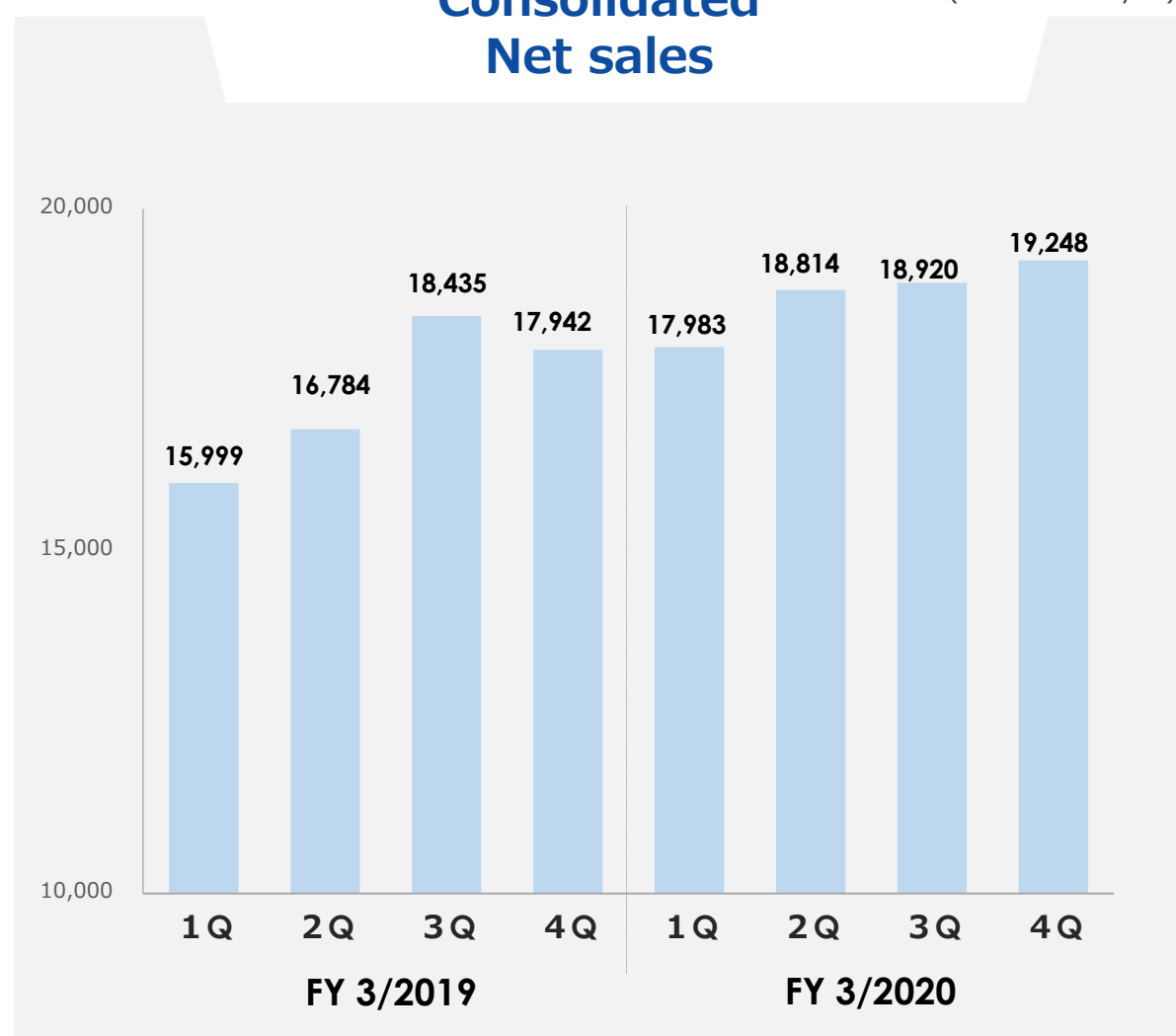
- **Other Businesses (Nisso Nifty Co., Ltd.)**

The Nisso Group has established nursing care and welfare businesses such as facility nursing care (fee-based senior-care nursing homes) and home nursing care, mainly in Yokohama, Kanagawa and Iwaki City, Fukushima.

■ Financial Data

Consolidated Net sales

(Unit: Million yen)



Consolidated Operating profit

(Unit: Million yen)



NISSO CORPORATION's Concepts

■ Founding Philosophy

Nurturing and Bringing Out the Best in People

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



■ Corporate Philosophy

NISSO is...

- A people-focused company
- A company that challenges itself
- A company that values co-existence and co-prosperity
- A socially responsible company



■ Business Philosophy

**We aim to create rich human lifestyles,
Expand our circle of trust with integrity,
Be filled with youthful passion and dynamism,
And pursue limitless possibilities.**



■ NISSO's Vision

To Be the Finest Professional Organization Supporting Made in Japan

In order to support the spirit and technology cultivated by Japanese *MONOZUKURI* (manufacturing) from the human aspect, we aim to create a company that allows people with diverse personal characteristics to hone their skills, that produces new innovations on a daily basis, and that always delivers performance that surpasses expectations.

External Evaluation

(NISSO CORPORATION)

Superior Manufacturing Contractor certification (2010~)

Contractors who operate a superior and appropriate business with good structures in place = Superior Manufacturing Contractors, are granted with accreditation certificates and certification marks (GJ Mark). NISSO received initial certification as a Superior Manufacturing Contractor in 2011.



Excellent Dispatching Business Operator Certification (2015~)

Dispatching business operators who not only comply with laws and regulations, but who also provide dependable services to both dispatched staff and dispatching destinations (client companies), such as supporting the career formation of dispatched employees and securing a better working environment for them, in addition to preventing troubles at dispatching destinations, are certified as "Excellent Dispatching Business Operators". NISSO received initial certification as an Excellent Dispatching Business Operator by the examination and accreditation body in 2015.



PrivacyMark Obtainment (2006~)

The PrivacyMark System is a system that complies with the Japanese Industrial Standard "JIS Q 15001 Personal information protection management systems-Requirements", certifies business operators, etc., who maintain a system to take appropriate protection measures for personal information, and grants PrivacyMarks to that effect, as well as permitting the use of PrivacyMarks for business activities. NISSO obtained the PrivacyMark in 2006.



ISO14001 : 2015 Certification (2005~)

ISO14001 is one of the international standards that is comprised of standards related to various methods of supporting environmental management systems. By repeating the cycle of PDCA (Plan {policy・plan}, Do {implement}, Check {inspect}, and Act {correct, readjust})

based on the requirements, the intention of companies is to continuously improve their level of environmental management. In addition, by receiving third party certification from an external organization, companies are issued with a publicly certified certificate of registration. NISSO obtained ISO14001 certification for management operations at Headquarters for business contracting and human resources dispatching services in 2005.



Obtained at HQ only

ISO9001 : 2015 Certification (Kanazawa Business Office, 2011~)

ISO9001 is one of the international standards that is comprised of a structure that is designed for companies, etc., to always deliver products and services with the quality that clients and society are seeking. NISSO obtained ISO certification for the manufacturing of electronic components (product manufacturing excluding product design + services) by manufacturing business contracting in 2011.



Kanazawa KKM-CSP

Yokohama Health and Productivity 2020 Certification

Yokohama Health and Productivity is a system in which the City of Yokohama certifies business establishments that strategically implement the health promotion of employees from a management perspective as a certified Yokohama Health and Productivity business establishment, based on the viewpoint that initiatives to maintain and promote the health of employees, etc., are investments that increase the profitability of companies. With the declining workforce due to the declining birthrate and aging population, and the need to utilize diverse human resources and enhance productivity, we recognize that maintaining and promoting the health of our employees is a particularly important management issue for NISSO, which considers people to be our greatest assets. NISSO will contribute to the sustainable growth of society as a whole and the realization of a lifelong active society by creating an environment where each and every employee can work safely and actively for a long time, with the Headquarters business office taking a central role.



External Evaluation

(Nisso Pure Co., Ltd.)

Yokohama Community Contribution Company

As a company that contributes to the employment of persons with disabilities in the Yokohama area, Nisso Pure received the top-level certification (2008 ~ 2023) as a "Yokohama Community Contribution Company".



Yokohama Good Balance Award

Recognized as a company that promotes the active participation and advancement of women and work-life balance, Nisso Pure was awarded the "Yokohama Good Balance Award" (2015 ~ 2020).



Yokohama Health and Productivity Certification, Class AA

Nisso Pure was certified with the "Yokohama Health and Productivity Certification, Class AA" (2020 ~ 2022) for the purpose of improving the profitability of companies in the future through initiatives to maintain and improve the health of employees.



(Nisso Brain Co., Ltd.)

Great Companies for Working Moms

"Great Companies for Working Moms" sponsored by the Active Moms Promotion Project are selected from companies that are making efforts to create a structure that makes it easy for moms to work and a management foundation that enables diverse human resources to be utilized. Nisso Brain Co., Ltd. was the first company in Kanagawa Prefecture to be selected as "Great Companies for Working Moms 2016".



(COLUMN)

Hosting of ALL NISSO (employee exchange event)

Once a year, employee representatives are selected from all over the country and an annual business performance awards ceremony is held. In addition, exchange events for participants to enhance motivation and communication between fellow employees are provided.





NISSO 日総工産株式会社
NISSO CORPORATION

(For inquiries)
PR・IR Division, Corporate Planning Department
NISSO CORPORATION
TEL : 045-777-7630
E-mail : ir@nisso.co.jp
URL : <https://www.nisso.co.jp/>