



Nisso Group  
CSR Report 2021

Published October, 2021  
Publisher 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 2021 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 3/2021 (April 1, 2020~March 31, 2021)

※ Some information up to September 2021 is also included

# Top Message

NISSO CORPORATION was founded in 1971, and we celebrated 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 over 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 every individual, and the creation of an environment 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, we are now facing new coronavirus (COVID-19) infections that have expanded worldwide. As a result, various changes are occurring in our lives, such as new work-styles and new lifestyles.

Furthermore, with the evolution of technologies such as AI, IoT, and 5G, everything is being digitized, and the need to transform business models is being questioned. The impact of the evolution of technology is said to be particularly significant for the manufacturing industry, and in order to respond to these changes, we believe that it is a management issue to consider IT and business as one, and to formulate strategies for creating new value.

In order for a company to respond to these changes and achieve sustainable development, it is necessary to carry out management and business development that emphasizes the needs of society from a long-term perspective. To this end, in addition to strengthening governance and addressing management risks, we will strive to pursue sustainability in our business operations with the aim of acquiring new business opportunities.

## ■ Nurturing and Bringing Out the Best in People

We have put into practice management that values "people" above all else in order to realize our founding philosophy of "Nurturing and Bringing Out the Best in People". Believing in the potential of each and every employee, challenging infinite possibilities, and developing, will lead to our growth as a company.

We believe that by recognizing and utilizing the diverse values and individuality of each employee and creating a system that maximizes their abilities, and by continuing to create a workplace that is comfortable and pleasant to work in, we will be able to realize an environment where people can grow and live.

## ■ Toward the Realization of

### "Creating Opportunities and Hopes for People to Work"

With Human Resources Solution Services that support the growth of companies and people, the Nisso Group upholds the mission of "creating opportunities and hopes for people to work".

In the midst of major changes such as changes in the global and social environments, we have established a structure that enables us to speed up management decisions in order to achieve sustainable growth. In addition, we have defined the "Materiality" (Key Issues) to achieve our vision of "To transform into a corporate group with high-growth potential" as "Creating a comfortable workplace", "Responding to social changes and changes in the industrial structure", and "Strengthening governance". In order to realize "Creating a comfortable workplace", we will clarify what a rewarding workplace is, and make improvements in accordance with the characteristics of our business. In order to realize "Responding to social changes and changes in the industrial structure", we will accelerate investment in rapidly changing business environments such as diversity and DX, aiming for changes to a business structure that is resistant to economic fluctuations. In addition, in order to realize "Strengthening governance", we will strengthen corporate governance, promote compliance management, and develop a risk management system.

## ■ 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.

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  
Representative Director, President & CEO  
NISSO CORPORATION

清水 竜一

# Mission · Vision

## ■ Towards the Realization of Our Mission and Vision

On May 12, 2021, the Nisso Group made public a 3-year Medium-term Management Plan, with FY 3/2022 as the first year. In the midst of the need to speed up management decisions, our mission to fulfill is "Creating opportunities and hopes for people to work", and we aim to create workplaces where employees can work with motivation and flourish with Human Resources Solution Services that support the growth of companies and people. We also aim to provide services that can respond to social changes and changes in industrial structures, and will continue to promote initiatives "To transform into a corporate group with high-growth potential".

### **We, the Nisso Group**

**with Human Resources Solution Services  
that support the growth of  
companies and people**

#### **Mission (will fulfill our Mission of)**

**Creating opportunities and hopes  
for people to work**






#### **Vision (What we should aim for in 3 years)**

**To transform into a corporate group  
with high-growth potential**

# 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><b>Employees</b></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"> <li>• Various education • training systems</li> <li>• Intra-company newsletter, portal sites</li> <li>• Health and Safety Committee</li> <li>• Various consultation counters</li> <li>• Qualification acquisition subsidy system</li> </ul>
<p><b>Clients</b></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"> <li>• Provision of information through NISSO's corporate website</li> <li>• Establishment of inquiry counters</li> <li>• Health and safety activities</li> <li>• Industry trends seminars</li> <li>• Quality improvement activities</li> </ul>
<p><b>Shareholders • Investors</b></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"> <li>• General Meetings of Shareholders</li> <li>• Briefings for individual investors</li> <li>• Meetings with institutional investors</li> <li>• Financial Results Briefings</li> <li>• Information disclosures</li> </ul>
<p><b>Business Partners</b></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"> <li>• Daily procurement activities</li> <li>• Mutual cooperation for information security compliance</li> <li>• Survey of business partners</li> </ul>
<p><b>Community • Society</b></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"> <li>• Participation in local events</li> <li>• Co-sponsorship of local sports</li> <li>• Environmental conservation activities</li> <li>• Support for culture and the arts</li> </ul>

# 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 Business Continuity Plan (BCP) Basic Policy	Apr. 1, 2021				●



# 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

<b>Human Rights</b>	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
<b>Labor</b>	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
<b>Environment</b>	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
<b>Anti-corruption</b>	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
- Reporting and Research Subcommittee
- Human Rights Education      Other

## ■ Contributions to Sustainable Development Goals(SDGs)

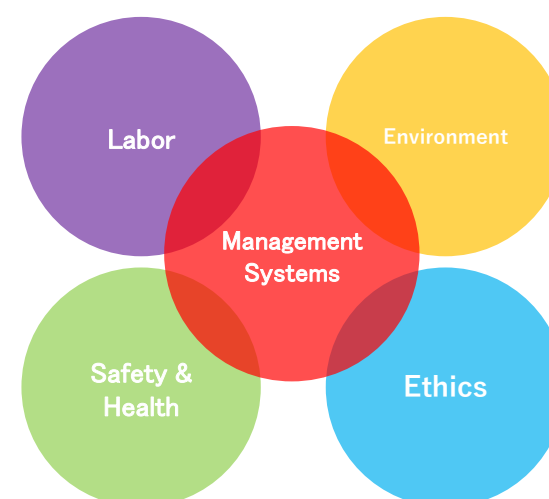
The "Sustainable Development Goals (SDGs)" adopted by the United Nations in 2015, are universal goals for 2030 that address social issues such as poverty, employment, and the environment. The Nisso Group will face the various challenges facing the world with sincerity, and contribute to the realization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

## SUSTAINABLE DEVELOPMENT GOALS



## ■ 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 CSR procurement initiatives in our clients' supply chains, NISSO believes that it is essential to comply with the RBA Code of Conduct. Accordingly, we have established the RBA Subcommittee, which belongs to the Corporate Value Enhancement Committee, in order to establish a CSR structure and a framework for activities, and have put into place a structural framework for continuous operation. Through these activities, we are working with our clients to address issues such as human rights, the working environment, safety and health, and ethics in the supply chain, and are responding to education and audits.

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











# Sustainability Policy and Materiality (Key Issues)

## ■ Sustainability Policy

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

## ■ Materiality (Key Issues)

Based on our Sustainability Policy, 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 3/2021	Related SDGs
<p>Materiality 1 :</p> <p><b>Creation of a comfortable workplace</b></p> <p>What is needed for employees to keep working vigorously</p> <p>"Understand the characteristics of the business, clarify what a "rewarding workplace" is, and make improvements"</p>	Respect for human rights	   
	Work-style reforms (Practice of "Decent Work")	
	Safety and health initiatives (Promotion of employee health and safety)	
	Environmental initiatives (Strengthening of cooperation between business activities and the global environment)	
<p>Materiality 2 :</p> <p><b>Responding to social changes and changes in industrial structures</b></p> <p>What is needed to continue to respond to changes in social thinking and the evolution of technology</p> <p>"Aim to change to business structures that are resistant to economic fluctuation. In addition, we will accelerate investments in rapidly changing business environments such as diversity and DX"</p>	Human resources development (Development of human resources capable of responding to change)	   
	Diversity (Support for the active participation of diverse human resources)	
	Coexistence with diverse communities (Promotion and coexistence of local community activities)	
<p>Materiality 3 :</p> <p><b>Strengthening of governance</b></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 an eye on sustainable growth, we will strengthen corporate governance, promote compliance management, and establish a risk management structure"</p>	Practice of sustainability management	 
	Strengthening of corporate governance	
	Strengthening of compliance management	
	Practice of risk management	
	Responsibility to shareholders and investors	



Nisso Group  
ESG BOOK 2021

# Respect for Human Rights



## ■ Basic View

The Nisso Group recognizes the diversity of human rights, religion, gender, sexual orientation, age, nationality, disability, etc., and recognizes that it is a corporate responsibility to respect all human rights and strengthen our business foundation. NISSO has formulated the "Policy on Human Rights and Labor", and is engaged in management that respects human rights.

## ■ 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)

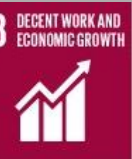
In order to ensure the thorough observance of this policy, we shall appropriately implement education for our officers and employees, disseminate its content, and conduct checks on a regular basis to further promote the management of respect for humanity.

## Raising Awareness of Human Rights

The Nisso Group promotes human rights education and the prevention of harassment in order to put into practice respect for human rights of companies.

As an initiative to realize "Decent Work", we will promote comprehensive human rights assessments by identifying human rights risks and monitoring the situation regarding human rights in the Nisso Group based on the "Policy on Human Rights and Labor", and promote the creation of an organizational culture free of harassment. In addition, we are promoting activities to deepen our understanding of human rights by displaying posters aimed at preventing harassment, establishing an internal reporting counter for NISSO, and distributing cards to employees describing how to use the counter to ensure thorough awareness.

# 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, the Nisso Group aims to create a comfortable working environment where employees can work with a peace of mind and with motivation.

## Toward the Realization of

### “Creating a Rewarding Workplace”

In order to realize "Decent Work", the Nisso Group aims to create a workplace environment where each and every employee can feel a sense of satisfaction and satisfaction in their work, and grow with peace of mind. In addition, 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.

#### • 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

In line with 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.

## Promotion of Health Management

### • Obtained Yokohama Health and Productivity Certification

NISSO's special-purpose subsidiary, Nisso Pure, has been 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.

## Initiatives for the Prevention of 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"

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.

### • 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

The Nisso Group considers the creation of a workplace environment where employees can work in a healthy and safe manner as one of our important issues. We are promoting health and safety activities in accordance with the "Occupational Health and Safety Policy" with the aim of further improving the level of safety and health.

## Occupational Health and Safety Policy

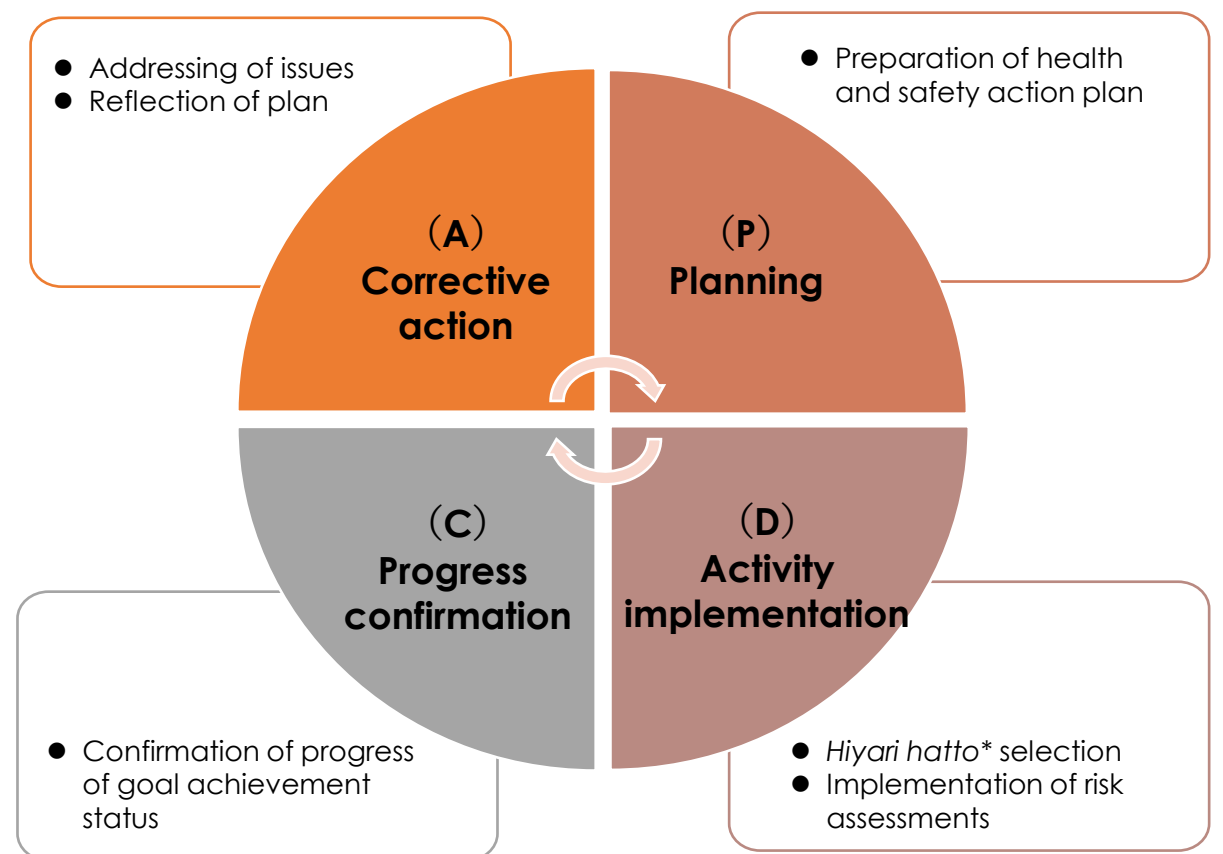
NISSO's occupational health and safety activities are the foundation of our corporate management, and ensuring the health and safety of all workers working at NISSO has become our utmost priority. By establishing a comfortable work environment, and by unifying the entire company to work together in all 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.

## Occupational Health and Safety Management

In order to manage the safety and health of our company, the Nisso Group has established a company-wide Health and Safety Committee and a health and safety committee for each business site, and holds a meeting once a month for each committee to deliberate and share information on the prevention of occupational accidents and health problems. In addition, 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.

## 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

## Occupational Safety 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 held the "National Safety Week" for the purpose of preventing occupational accidents. During the implementation period from July 1 to July 7, 2021, we notified employees of the contents of our occupational accident prevention activities, and worked to improve safety activities and safety awareness.

(Slogan)

#### Sustainable Safety Management:

#### Safe Workplaces for the Future

(Main priority items)

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

#### • Year-end and New Year "Zero Accident" Campaign

The period from December 1, 2020 to January 15, 2021 was carried out as the "Year-end and New Year Zero Accident Campaign Based on the notification and implementation guidelines of the Ministry of Health, Labour and Welfare, we shared priority implementation items and worked on safety activities 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

We reduce risks by promoting safety guidance and improvements by conducting workplace inspections (at all workplaces) by health officers and workplace inspections by industrial physicians (at locations of 50 or more people).

#### • Hiyari Hatto (near-miss reporting) Activities

In order to identify potential risks in the workplace and prevent disasters in advance, we report and improve *hiyari hatto* activities.

## Health and Safety Education

#### • 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 education with real-world experiences are provided. In addition, NISSO also provides hazard simulation education using mobile educational vehicles for employees and staff who work and live far from the TCs.

#### • KYT (Kiken Yochi Training, or Hazard Prediction Training)

KYT is implemented as a voluntary activity. By raising our sensitivity to hazards and applying them to risk assessment practices, we are able to create a safer workplace environment.

#### • Health and Safety Study Groups

We hold study group sessions aimed at promoting health and safety activities and acquiring knowledge of laws and regulations. We will further raise health and safety standards by raising safety awareness among all employees involved in the promotion activities, including safety personnel.

## Traffic Safety Initiatives

#### • Accident Prevention Activities

We are taking various measures to prevent traffic accidents, such as utilizing analysis results by obtaining driving record certificates, enforcing parking rules and conducting quarterly checks, installing drive recorders in shuttle vehicles, creating traffic warning maps, conducting on-board passenger checks, watching traffic safety videos, implementing traffic KYT, and thoroughly implementing vehicle 4S. In addition, in order to raise awareness of safe driving, we continuously conduct traffic safety patrol activities at the gates and parking lots of our clients' factories.



## Disaster Prevention Initiatives

#### • Disaster Prevention Activities

We conduct regular disaster prevention drills at workplaces, provide guidance and education for fire prevention, and conduct inspections of NISSO's dormitories.



# Safety and Health Initiatives

## ■ Promotion of Occupational Health Management

The Nisso Group places top priority on the health of our employees. In order to ensure their health, we promote work environment management, work management and health management, which are the fundamentals of occupational health management. At the same time, we promote the creation of a workplace environment where employees can work for a long time in good physical and mental health.

### Health and Occupational Health Management Initiatives

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

In order to control long working hours, NISSO has established our own rules to prevent overwork by providing interview guidance by doctors in accordance with the requirements for overtime work hours.

- **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 2021, 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.

- **National Occupational Health Week**

We hold "National Occupational Health Week" for the purpose of managing the health of workers and improving workplace environments. During the implementation period from October 1 to October 7, 2021, we notified employees of the contents of our occupational health activities, and worked thoroughly to improve such activities.

(Slogans)

- **Let's face it! Mental and physical health care**
- **Together with rules to not infect or be infected**

#### Healthy workplaces that everyone protects

(Main priority items)

- ① Prevention of health problems caused by chemical substances  
(Implementation of risk assessments)
- ② Promotion of mental health care
- ③ Thorough measures to prevent infections in workplaces etc.

### Measures to Prevent Health Problems

- **Health problem prevention activities and management**

As part of our activities to prevent health problems caused by chemical substances, we conduct risk assessments based on annual plans. At workplaces that handle highly hazardous substances such as specially controlled substances, we maintain work records, improve the workplace environment and work methods based on results of environmental measurements, and carry out activities to maintain comfortable workplaces, such as wearing appropriate protective equipment.

## Mental Health

NISSO carries out mental health activities not only for physical health but also for mental health promotion. 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" to provide counseling and awareness-raising activities related to mental health. 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.



# Environmental Initiatives

## Basic View

Through a series of activities of human resources services, NISSO strives to preserve the global environment and prevent pollution, and aims to harmonize our business activities with the global environment. In addition, based on our Environmental Policy, our employees will continue to engage in continuous improvements.

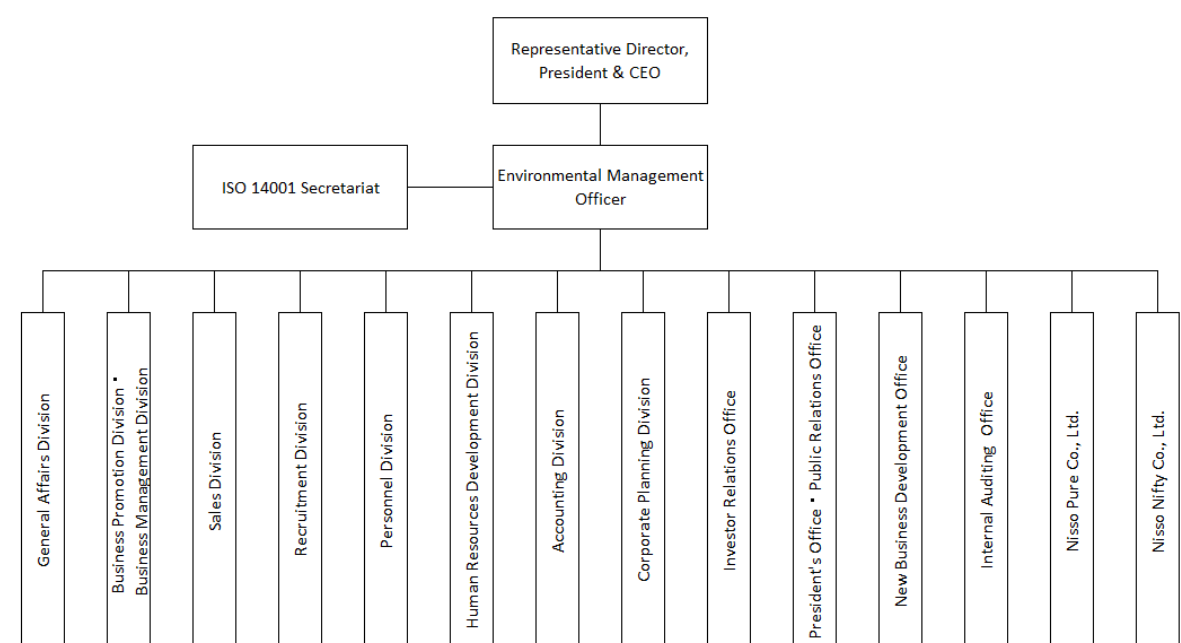
## Environmental Policy

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.

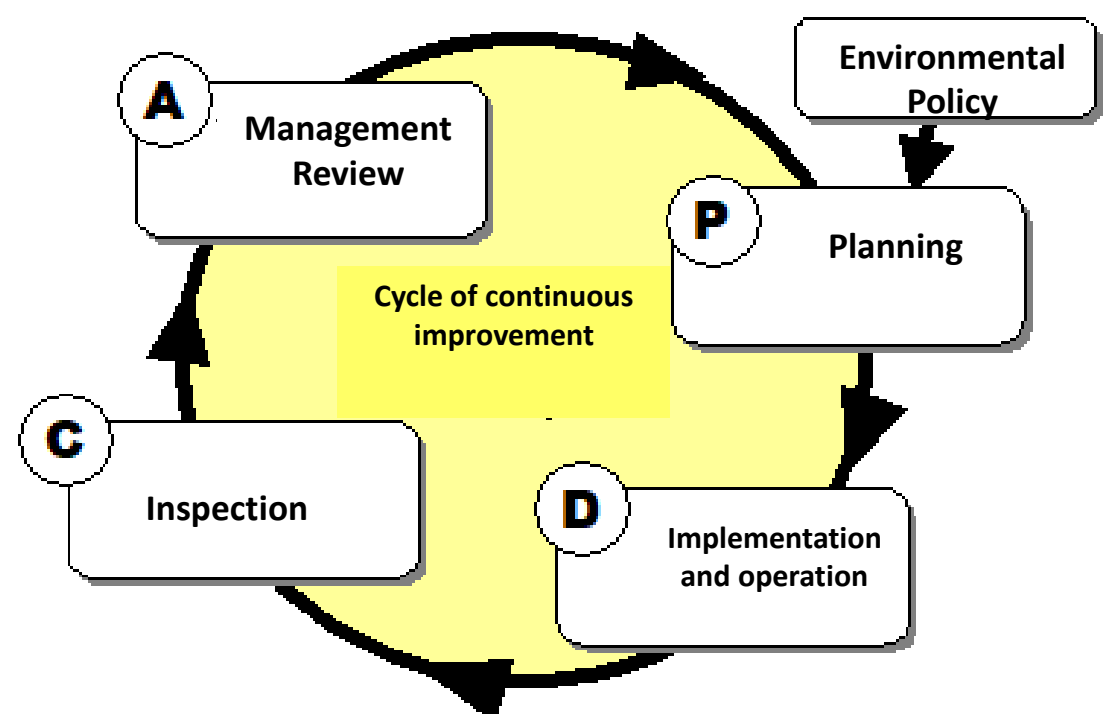
- ① With regards to business activities, we will devote our efforts to the following items in order to prevent pollution and reduce environmental burdens.
  1. Thorough reduction of electricity consumption in offices
  2. Promotion of eco-driving
  3. Thorough sorted collection of waste material
  4. 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.

## Environmental Management Structure

In 2005, NISSO acquired ISO14001 certification for management of manufacturing-related human resources services at our headquarters. Under the ISO14001 environmental management system, we have established an Environmental Policy with our President as the top management, formulated an environmental action plan, and are carrying out NISSO's environmental activities. We have established a system to provide feedback on the results of our activities to the top management and are implementing the PDCA cycle.



Through our annual management reviews, we confirm that the environmental management structure is appropriate, valid, and effective, and make continuous improvements.



# Environmental Initiatives



## ■ On Climate Change

Climate change is a global issue that needs to be addressed through business-related activities in accordance with the "Sustainable Development Goals (SDGs)" adopted at the United Nations Summit and the "Task Force on Climate-related Financial Disclosures (TCFD)" established by the G20 Financial Stability Board (FSB). The Nisso Group has also begun initiatives aimed to achieve sustainable corporate development.

### Risk Management

The impact of climate change in the Nisso Group can be attributed, for example, to the impact on the working conditions of dispatching and business contracting due to the suspension of factories of our business partners as a result of abnormal weather conditions such as large typhoons and storms.また、In addition, based on the impact on dispatching and business contracting clients, we analyze and evaluate risks appropriately and respond to them by linking risk management with our Risk・Compliance Subcommittee, which establishes and operates a system to manage compliance and risks in all corporate activities. We comprehensively judge and take measures based on 3 items: degree of risk, probability of occurrence, and degree of impact.

### (COLUMN)

#### Participation in the Empty Contact Lens Case Recycling Campaign

Since March 11, 2021, NISSO has been participating in HOYA CORPORATION's "Eyecity Eco Project".

- "Environmental conservation through recycling of empty cases"  
... Reduction of CO2 emissions through recycling
- "Support for the independence and employment of people with disabilities"  
... Support for recycling, such as removing aluminum seals from recovered empty cases
- "Donation to the Japan Eye Bank Association"  
... Donation of all proceeds from purchases by recycling companies to the Japan Eye Bank Association



### Activities based on NISSO's Environmental Policy

As part of our efforts to conserve the global environment, NISSO is promoting eco-driving. The aim is to reduce the burden on the environment. Specifically, we are reducing the use of unnecessary resources by reducing the use of gasoline in automobiles and reducing the number of auto parts replaced by reducing traffic accidents. Starting from 2021, we have been expanding our activities to locations throughout Japan where automobile use is high to further reduce our impact on the environment. In addition, in order to raise environmental awareness, we carry out new employee education and regular ISO14001 education.

### Activities and targets to prevent pollution and reduce environmental impacts

Thorough reduction of electricity consumption in offices (electricity usage)

(Target) Maintain status quo from FY 3/2021

(Actual) Approximately 1.9% reduction

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

(Target) Maintain status quo from FY 3/2021

(Actual) Approximately 6.1% deterioration

The cause of the deterioration was due to the reduction of long-term business trips as a result of COVID-19 infection measures

Thorough sorted collection of waste material (waste disposal costs)

(Target) Limit to 1.6 million yen from FY 3/2021

(Actual) Approximately 0.23 million yen increase

The cause of the increase was due to the disposal of unnecessary desks, chairs, etc.

Thorough purchase of green products (purchasing rate)

(Target) Aim for purchasing rate of 95% or more

(Actual) 95%

Thorough reduction of paper in offices (paper usage)

(Target) Maintain status quo from FY 3/2021

(Actual) Approximately 44.5% reduction

Thorough water saving in offices (water usage)

(Target) Maintain status quo from FY 3/2021

(Actual) Approximately 18.1% reduction

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

# Development of Human Resources

## ■ Human Resources Development Policy (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 fundamental concepts for promoting human resources development. The Nisso Group will develop human resources who challenge all possibilities in all fields in order to achieve sustainable business growth and realize a sustainable society.

- We provide educational opportunities that aim to improve the growth and engagement of each employee
- We provide educational opportunities in response to social changes so that diverse human resources can play an active role in a diverse society
- By providing educational opportunities, we foster independence and willingness to take on challenges, and support the realization of career visions

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

Based on our founding philosophy of "Nurturing and Bringing Out the Best in People", we aim to provide both "OFF-JT education" to support employee growth, and "OJT education" to provide work experience. In addition, we are strengthening "recurrent education" to enhance expertise while grasping the changes of 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 8 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 3/2021

(total # of participants): 13,694

(Reference) Cumulative educational achievements for FY 3/2020

(total # of participants): 10,407



## 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. This year, the event was held online to prevent the spread of the COVID-19 infections.

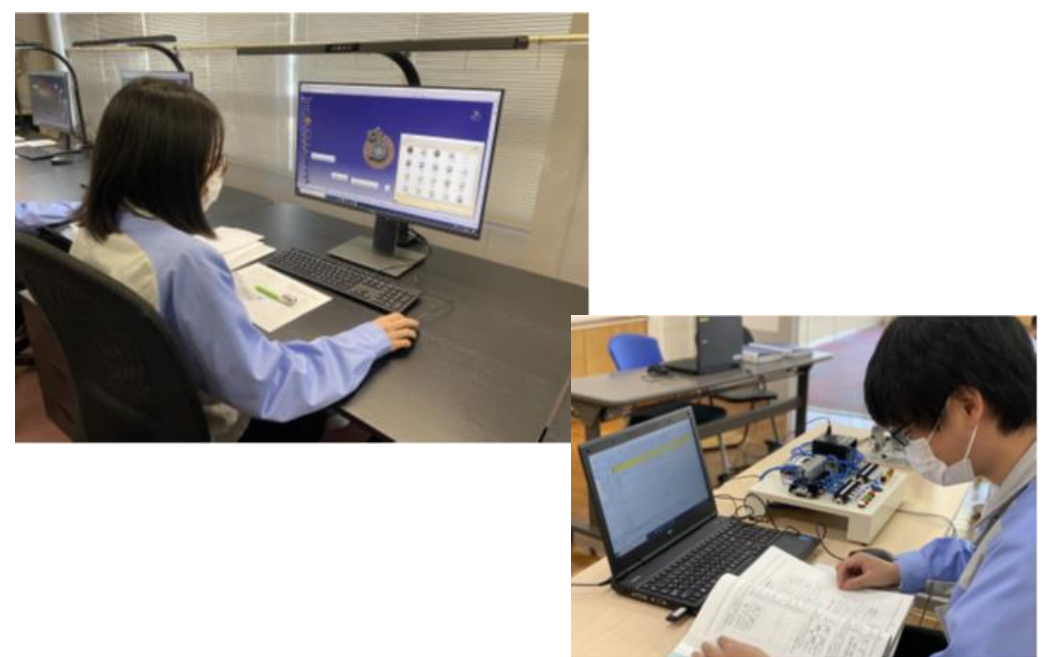
Held on November 13, 2020 # of attendees: 198

Number of participating teams: 9 teams from all over Japan



## Fostering human resources to challenge all possibilities in all fields

In order to realize our Human Resources Development Policy, we will continue to develop human resources who will challenge all possibilities in all fields by putting into practice highly specialized education using the facilities of the Nisso Technical Centers (TCs), our training facilities located nationwide.



# Development of Human Resources

## Career Support

Based on our founding philosophy of "Nurturing and Bringing Out the Best in People", we will develop professional human resources who can flourish in various fields. Furthermore, we will promote education in response to social and industrial changes to support our company and people.

### • Career Consulting

In order to actively accept the various experiences that employees encounter in their lives and to help them develop a happier life, qualified career consultants provide regular counseling. Employees who receive counseling can set goals by clearly drawing out their career plans from a medium- to long-term perspective.

Career Consulting Results in FY 3/2021

Career consulting by qualified personnel : 9 cases

Day-to-day career consulting : 4,965 cases

※Includes daily workplace change/transfer consultations by business managers and hiring managers

### • 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 2021 Successful applicants: 124 employees  
Subsidies: 835,676 yen

### • Introduction of Online Training

Due to the promotion of work-style reforms and the effects of COVID-19 infections, NISSO has also incorporated the new common sense of work-styles, "corporate teleworking after COVID-19", and has also introduced online training formats. The biggest advantages of online training is that training can be held from anywhere in the country, and that all participants have equal opportunities to receive training and education. Since we have a wide range of facilities that are unique to NISSO, we are now able to conduct uniform training, and are able to hold such training simply by sharing the time and a URL. We have obtained significant benefits in terms of improving and increasing labor productivity by reducing both travel time and training costs for participants. On the other hand, since it may be difficult to deepen relationships between members through online training alone, we have implemented measures such as "making time for discussion in training programs" and "taking an active 'ice break' from the organizer side" as countermeasures.

In order to put into practice our founding philosophy of "Nurturing and Bringing Out the Best in People", we will promote "New Normalization Training", which is a two-pronged approach consisting of in-person technical training and online skill acquisition, to develop human resources who can flourish in each field, and to support our company and people.



### • Toward the Realization of Career Visions

The Nisso Group will strengthen our education system in order to respond to social and industrial changes. In addition, we will conduct "Life Plan Training" to draw up future career designs by taking stock of our own experiences, abilities and characteristics.

Diversity



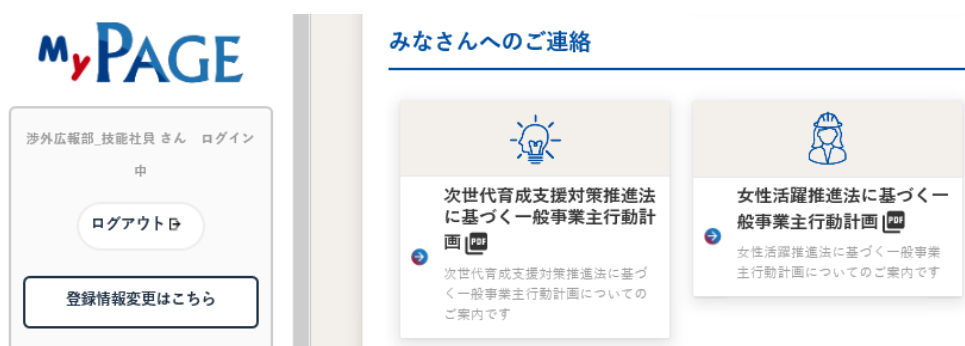
■ Promotion of Diversity

In order to respond to the rapid changes in society and the industrial structure, the Nisso Group aims to improve the overall added value as a company 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. As a result, the proportion of female regular employees to the total number of new hires in 2020 was 26.0%, and the proportion of female regular employees to the total number of new hires in 2021 is expected to be 17.5%.



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 as of April 2021, the ratio of female employees, including indefinite-term employees, reached 88%. In addition, the number of female managers increased by one from last year to four, and the ratio has reached 30.8%.

- Promotion of Workplace Expansion where Women can Flourish

Nisso Brain regularly publishes the information magazine "hamahana" in order to create an environment where women in Yokohama, where our sales office is located, can be more active.



With the exception of unavoidable circumstances, the return rate of female employees after taking maternity leave and childcare leave has been 100% for the 7th 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, 36% 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. We are working to expand this corporate culture to cover the entire city of Yokohama.

- 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 August 2021, the ratio of female employees has reached 76%. 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



## Supporting the Active Participation and Advancement of Women

- Supporting employees who work while raising children

### ~Single Mother Support Project

Nisso Brain has launched the #Independent Mam project, focusing on employees who are working while raising children, and has started efforts to provide various support for them to balance work and child-rearing, centering on single-parent staff such as single mothers who are enrolled. This initiative aims to continue to provide permanent support for the next 3 to 5 years and beyond. In the first half of 2021, Nisso Brain investigated what kind of support was needed through interviews with staff, and considered support measures as a team. Based on this information, Nisso Brain will begin to provide concrete support in the second half of the year. In addition, in March 2021, Nisso Brain invited lecturers from the Japan Single Mother Support Association to conduct gender management training for managers, and will continue to provide employee education with the cooperation and support of various organizations and the government.



- Holding of In-house Information Exchange Meetings on Child-rearing

As an initiative to improve the employment environment that makes it easier to take childcare leave, Nisso Brain listened to the voices of employees of the senior child-rearing generation, and found that there were many voices such as how to spend time during childcare leave and anxiety about returning. In June 2021, Nisso Brain held an online information exchange meeting for employees who are scheduled to go on maternity leave or are currently on maternity leave to easily consult with "experienced" employees about work-styles after returning to work and about problems with child-rearing.

## Hiring of Mid-career Employees

The Nisso Group employs mid-career employees to achieve sustainable business growth and a sustainable society. Many of our NISSO's managers are mid-career hires, and it is an environment in which diverse employees can aim to pursue their careers fairly.

## Promoting the Active Participation of the Elderly

- Activities 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 (NNP) on January 6, 2020. In FY 3/2020, NNP provided career counseling to 117 employees, and conducted a questionnaire on "career considerations after

mandatory retirement at the age of 60" to 424 employees. In addition, as market research, NNP conducted a questionnaire on the "current state and future policies of utilization of the elderly" (Target: 1,000 companies, Valid # of responses: 198 companies, Valid % of responses: 19.8%). These questionnaires will be reflected in the research and development of a system that enables the elderly to continue working.

## Initiatives for Regional Revitalization and Resolution of Regional Issues, Participated in the 2020 Research Project sponsored by the Secretariat of the Council on Overcoming Population Decline and Vitalizing Local Economy of the Cabinet Secretariat

Nikon Nisso Prime participated in the 2020 research and study on matching support with corporate expertise to resolve regional issues in new initiatives for "Town of Lifelong Success" for all generations and all employees hosted by the Cabinet Secretariat's Council on Overcoming Population Decline and Vitalizing Local Economy.



We would like to actively contribute to the challenges of regional revitalization, declining birthrate, and population decline in Japan through "human relations". In cooperation with local governments, we will work together to connect people, revitalize communities, revitalize towns, and create attractive communities as a way to promote the active participation of the elderly.

## Promoting the Employment of Foreign Nationals

- Hiring of New Graduate Foreign Engineers

In order to address the diversity of nationalities in employment, we have been hiring Chinese engineers in cooperation with Chinese universities since 2019. In October 2021, 12 graduates in the 3rd annual class of new Chinese engineers joined NISSO.

# 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.**

Nisso Pure's mission is to develop the skills and abilities of employees with disabilities through their work, thereby creating a stage for the growth and self-realization of each individual, expanding the circle of activities, and leading them to rich and happy lives.

Going forward, Nisso Pure will continue to contribute to the realization of a sustainable society while growing together as a company that not only complies with laws and regulations, but also has a high sense of ethics, accepts diverse values, and values each and every person's motivation and work satisfaction.

### Initiatives for Employment of People with Disabilities at Nisso Pure

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). Nisso Pure's policy of nurturing employees with various disabilities (physical, intellectual, and mental disorders) is included to nurture and support employees with various disabilities as "challenging people". Nisso Pure will continue to develop work-styles in accordance with each individual's ability and aptitude, and expand the scope of work areas to make full use of their potential.

### Promotion of Employment of People with Disabilities

With the aim of contributing to the success of each and every employee, employees with disabilities are engaged in work as members of the company, mainly in order-based manufacturing, administrative assistance, sales, cleaning, etc. The SS, who provide guidance and support to employees, 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 an effort to communicate these initiatives to the outside world, Nisso Pure has local school officials, support organizations, parents, and parties concerned to see how CS employees are actually working through "workplace experience training" and "workplace tours". Nisso Pure is increasing the number of people who understand and cooperate with them in hiring people with disabilities, and are also increasing the number of people who work together with them.

As a result, the number of employees with disabilities employed by Nisso Pure was 156. In addition, NISSO's employment rate for people with disabilities as of June 1, 2021 was 2.35% (number of people employed with disabilities: 196 / 262 points).

In addition to promoting employment for people with disabilities, Nisso Pure received top-level recognition in 2009 as the first "Yokohama Community Contribution Company" to contribute to the Yokohama area as a special-purpose subsidiary. Since then, the award has been renewed for 5 consecutive years, and in 2019, Nisso Pure was recognized with a 10-year award, and it continues to this day.

### Activities of Employees with Disabilities

#### • Activities during the COVID-19 Pandemic

An "Appreciation Festival" is usually held every year to introduce and report on workplace activities at Nisso Pure, with many visitors. However, in 2020, for the purpose of preventing the spread of COVID-19 infections, it was decided that the event would be held on-line in the form of uploading information related to activity reports on Facebook. The response was great, with as many as 2,700 views.

Facebook : <https://www.facebook.com/nisso.pure>



(in Japanese only)

#### • The Production of Masks and Wooden Straws

Since March 2020, there has been a shortage of masks, and many CS employees, headquarters employees and business partners have been unable to procure masks to prevent infection. Nisso Pure, in cooperation with the Kanagawa Keizai (Economic) Newspaper, produced 2000 hand-made masks in 1 month, mainly from CS employees who won gold and silver prizes in the sewing category competition of the 2019 Kanagawa Abilitympics. In addition, at the request of an organization in Yokohama that supports children, Nisso Pure participated in activities to have 3000 masks made for children to be used in nursery schools and kindergartens in the city.

In addition, through the Yokohama SDGs Design Center, Nisso Pure participated in the production of wooden straws using thinned wood from the Doshi River, which is the water source of Yokohama, and is cooperating with environmental activities in the Yokohama area.





# Coexistence with Diverse Communities (Contribution to Local Communities)

## Local Environmental Conservation 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.

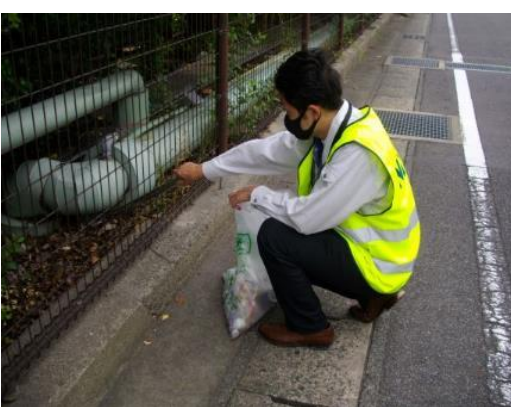
- Local cleanup activities are conducted twice a year. Cleaning of irrigation canals, mowing of grass in surrounding areas, picking up trash, etc., for about 30 minutes
- Clean-up activities around the Shin Yokohama Headquarters office (October, 2020)



- Regularly picking up trash along the national roads of NISSO's offices



- Participation in picking up trash along roads around client factories



- Sponsorship of "Lake Suwa Revitalization Activities"  
Aiming for a Lake Suwa where people and living things coexist and everyone wants to visit



## 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.



Through our nursing care business, we participate twice a year in the replanting of flowers in Enokido Park, which is a place of relaxation for locals and residents, in order to reduce the burden of nursing care on local families and to coexist with the local community, and have opportunities to interact with local residents. In addition, since November 2019, we have been participating in a "mobile sales" project in collaboration with AEON Food Service, and we have been supporting shopping for elderly people living alone and households raising children in the community.



# Coexistence with Diverse Communities (Support for Local Sports)

## Support for Local Sports

### Co-sponsorship Agreement with Yokohama DeNA Baystars

The Nisso Group hopes to contribute to the revitalization of local sports and the development of the next generation through our support for sports. 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. In FY 3/2022, as part of our community contribution activities, we donated the "NISSO Party Sky Deck 2021 Season Tickets" to the Yokohama Rubber Baseball Association, and are contributing to their growth by providing opportunities for the children to see and feel the success of professional baseball players up close and be pleased.



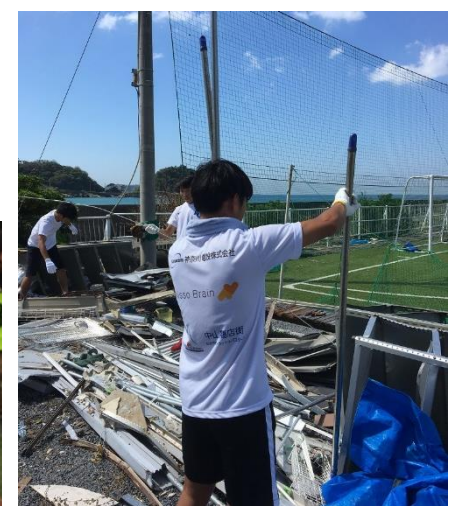
### Nisso Group and Athlete Employees

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. In addition, we provide advice on the success of the employee with disabilities (belonging to Nisso Pure) who works hard as a player of the Yokohama F Marinos Futuro football (soccer) team for the intellectually disabled.



### 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, and this year marks their fourth year as a supporter. In consideration of the spread of COVID-19 infections, only some of the matches in the second division of the Kanto University Football League Association will have spectators in 2020. Nisso Brain Co., Ltd. will continue to support the activities of the Kanagawa University Football Club, which aims to be promoted to the first division next fiscal year.



(Participation in disaster recovery volunteer activities in Chiba Prefecture where training camp was held [2019])

### Cooperation for the "Kanagawa Local SDGs Cup"

Nisso Pure Co., Ltd., in cooperation with the Fulie Sports Club, produced original masks that reused the fabric of baseball shirts with the Yokohama FC logo. It was distributed to the players who participated in a children's event where soccer teams in Kanagawa Prefecture learned about "disaster prevention" and "SDGs" while enjoying soccer.



### Co-sponsorship of Reconstruction Support Activities

NISSO also co-sponsored and supported the significance of the Great East Japan Earthquake reconstruction support activities organized by the Fulie Sports Club this year, and assisted in helping children learn soccer from professional players.



# 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 4 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 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.

### • Nomination and Remuneration Committee

The Nomination and Remuneration Committee is comprised of 2 External Managing Directors, the Representative Director, President & CEO, and 1 External Audit & Supervisory Board Member, and is chaired by an External Managing Director. For the purpose of enhancing the transparency of personnel affairs and remuneration, etc., of Managing Directors, Audit & Supervisory Board Members, and Executive Officers, it will report to the Board of Directors matters concerning (i) the personnel affairs of Representative Directors, Managing Directors, Audit & Supervisory Board Members, Executive Officers and Managing Directors of subsidiaries, as well as successor planning, and (ii) the remuneration structure and remuneration levels of Managing Directors and Executive Officers based on the evaluation of the company's business performance, etc. The Nomination and Remuneration Committee will be convened at any time as deemed necessary.

### • Management Committee

The Management Committee is comprised of Internal Managing Directors, the full-time Audit & Supervisory Board Member, the Senior Executive Officers, and the Executive Officers, and convenes once a month. It ascertains management figures, and discusses and reports on important measures and policies.

### • 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 the NISSO's Managing Directors, Audit & Supervisory Board Members, Senior Executive Officers, representatives of subsidiaries, and the Company's Internal Auditing Office Director. It conducts reports • deliberations of issues for the prevention of corporate scandals for the entire Group, the strengthening of our multifaceted corporate structure, and the realization of sustainable businesses, as well as

# Corporate Governance

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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, clarifies the roles that NISSO should fulfill through its businesses to shareholders, society, and other stakeholders, establishes the structures to put them into practice, and promotes their appropriate operations · checks. The Compliance · Risk Subcommittee reviews the compliance observance status of the Group and promotes risk assessment · countermeasures. The Internal Control Subcommittee maintains the structure necessary for internal control, and promotes its appropriate operation · checks. The RBA Subcommittee checks whether the Company's management is conducted in accordance with the RBA Code, and promotes the formulation and strengthening of a sustainable business management structure. 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.

## Business Continuity Plan (BCP) Initiatives

In order to prepare for various risks that may hinder business continuity, such as large-scale disasters, pandemics, etc., the Nisso Group has formulated the "Nisso Group Business Continuity Plan (BCP) Basic Policy", and has made efforts to raise awareness for ensuring employee safety and has prepared manuals for business continuity.

### ■ Nisso Group Business Continuity Plan (BCP) Basic Policy

In order to prepare for various risks that may interfere with business continuity, such as large-scale disasters, pandemics, etc., the Nisso Group has established the "Nisso Group Business Continuity Plan (BCP) Basic Policy" in accordance with the spirit of the Nisso Group's management and corporate philosophies. Group employees shall recognize the basic concept of this policy, and make appropriate decisions and actions as members of a socially responsible company.

1. We shall develop a plan to achieve the following objectives:
  - 1) We shall place top priority on the safety and security of our employees, their families, and our service users.
  - 2) We shall support the business continuity of our clients and business partners.
  - 3) We shall support the reconstruction of disaster-stricken areas and contribute to local communities.
2. We shall clarify the operations to be continued and restored, and implement specific measures in a planned manner.
3. We shall conduct education · training for our employees and throughout our organization on a regular basis in order to make continuous improvements.

### (Declaration of Partnership Building)

On October 15, 2020, NISSO announced the "Declaration of Partnership Building". In addition to working to increase additional value throughout the supply chain, we aim to build co-existence and co-prosperity with business partners by collaborating beyond existing business relationships and corporate scales.



"Declaration of Partnership Building"

# Corporate Governance

## Message from External Managing Directors



### Shin Monzawa

External Managing Director  
(Assumed office in June 2017 )

- Nov. 2016 Established Monzawa CPA Office, Representative Director (present)
- Mar. 2019 PLUTUS Management Advisory Co., Ltd., President & Representative Director (present)
- Jun. 2019 Midas Entertainment Inc., Outside Auditor (present)

In recent years, the concept of "Corporate Governance" has been spreading mainly among listed companies in Japan, and with the introduction of the Corporate Governance Code, it is becoming established as a system. Corporate governance is translated as "企業統治 (*kigyo touchi*)" in Japanese. In a sense, it is sometimes referred to as a management system to maximize the interests of the shareholders who are the owners of the company, based on the idea that the owners of the company are shareholders. On the other hand, the Corporate Governance Code is defined as a "system for companies to make transparent, fair, prompt, and decisive decisions based on the perspectives of shareholders, clients, employees, and local communities". Personally, I feel that the important point of this definition is that it is "based on the perspectives of shareholders, clients, employees, and local communities". While assuming that the owners of a company are its shareholders, I understand that coexisting with stakeholders such as clients, employees, and a status society, and enhancing each other's value leads to enhancing corporate value, and ultimately maximizes the interests of shareholders. In the future, various systems based on the concept of corporate governance will be established in Japan. The new market category, "Prime Market", of the Tokyo Stock Exchange will require a higher level of governance than ever before. There is a growing possibility that rules on global warming will be established. For companies, it will be more important than ever before to establish a "system for companies to make transparent, fair, prompt, and decisive decisions based on the perspectives of shareholders, clients, employees, and local communities". The role of independent external managing directors is expected to grow in the future. As an independent external managing director, I would like to firmly contribute to the process of NISSO in establishing, maintaining, and operating these systems.



### Miki Ohno

External Managing Director  
(Assumed office in June 2020)

- Oct. 2005 Registered as Attorney-at-Law  
Joined Bashamichi Law Office
- Oct. 2019 Established Crane Law Offices,  
Attorney-at-Law (present)

Recently, we see the words SDGs and ESG almost every day. The SDGs are aimed at harmonizing the three aspects of sustainable development: economic, social and environmental, to realize human rights for all without leaving anyone behind, to end poverty and hunger, to advance gender equality, and to realize a sustainable world. In the past, I thought of lawyers and NGO organizations as leaders in the realization of human rights and a sustainable world. Today, the realization of a sustainable society is an essential element for corporate development, and in the future, addressing these issues not only in form but also in substance and sincerity will influence corporate development. While there are many issues that companies must address, the effects of COVID-19 infections on society has increased the awareness of social issues, and the SDGs and ESG (Environment, Social, and Governance) have become more important than ever as they represent a company's fundamental way of thinking. NISSO is promoting corporate social responsibility through the promotion of ESG-friendly management, and based on our founding philosophy of "Nurturing and Bringing Out the Best in People", we strive to build a workplace where employees can grow with a sense of satisfaction, and as a human resources service provider, we aim to provide services that can contribute to our growth as a company. To this end, although we are working to strengthen governance, in order to adapt to the changing times and continue to grow, a highly effective management system is necessary, and the role of external managing directors who express opinions from an independent and objective standpoint is also becoming important. I would like to make use of my experience as an attorney to appropriately reflect the opinions of our stakeholders in management, and will strive to realize true ESG management and further strengthen governance

# 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 3/2021, we held 120 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 publish reports (shareholder correspondence) and 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.

### Latest video

FY 3/2022 Q1 Financial Results Briefing ( August 16, 2021 )



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

(some sections are in Japanese only)

## 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】

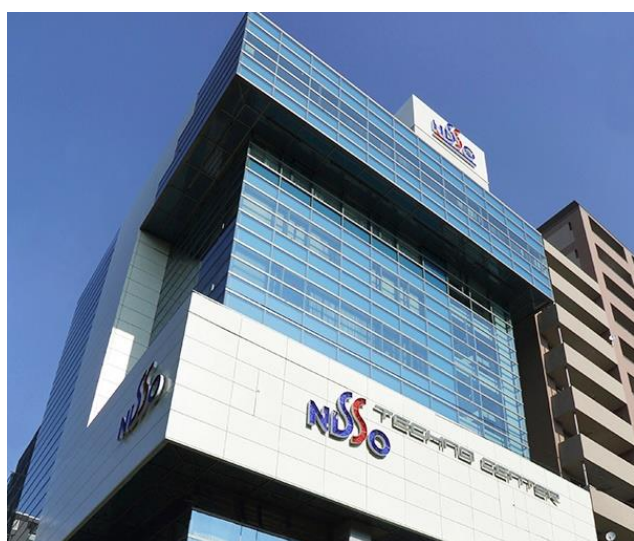
(Shareholder Registry Administrator)  
 Stock Transfer Agency Business Planning Department  
 Mizuho Trust & Banking Co., Ltd.  
 2-8-4 Izumi, Suginami-ku, Tokyo 168-8507  
 TEL: 0120-288-324 (Toll-free)  
<http://www.mizuho-tb.co.jp/daikou/>





Nisso Group  
Corporate Profile 2021

# Corporate Outline



## ■ NISSO CORPORATION Outline

### Company Name NISSO CORPORATION

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

**Date Founded** February 3, 1971

**Capital** 2,015 Million JPY (As of March 31, 2021)

### Net Sales (Consolidated)

69,549 Million JPY (As of FYE 3/2021)

**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-コ-150026

### Corporate Officers

Representative Director, President & CEO

Ryuichi Shimizu

Managing Director, Managing Executive Officer & COO

Toshiyasu Udagawa

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, Tsuyoshi Miyashita

**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-コ-020011

### Nisso Nifty Co., Ltd.

**Date of Establishment**

February, 1983

**Capital**

450 Million JPY

**Representative**

President, Shinichi Matsuo

**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, Takashi Endo

**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)

### Vector Shinwa Co., Ltd.

**Date of Establishment**

June, 2004

**Capital**

78 Million JPY

**Representative**

President & Representative Director,  
Masao Kanemoto

**Headquarters**

3-1 Ikehata, Chiryu City, Aichi

**Business Description**

General Human Resources Services Business  
Temporary Staffing Business / 派23-300331  
Employment Placement Business / 23コ-300581

### 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-コ-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]

2020

- Agreed to cooperate with Nikon Corporation in the human resources dispatching business and established joint venture company "Nikon Nisso Prime Corporation" [2020]
- 50th Anniversary of our founding [2021]
- Vector Shinwa Co., Ltd. became a subsidiary with the aim of contributing widely to the future of Japanese MONOZUKURI [2021]

# 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.

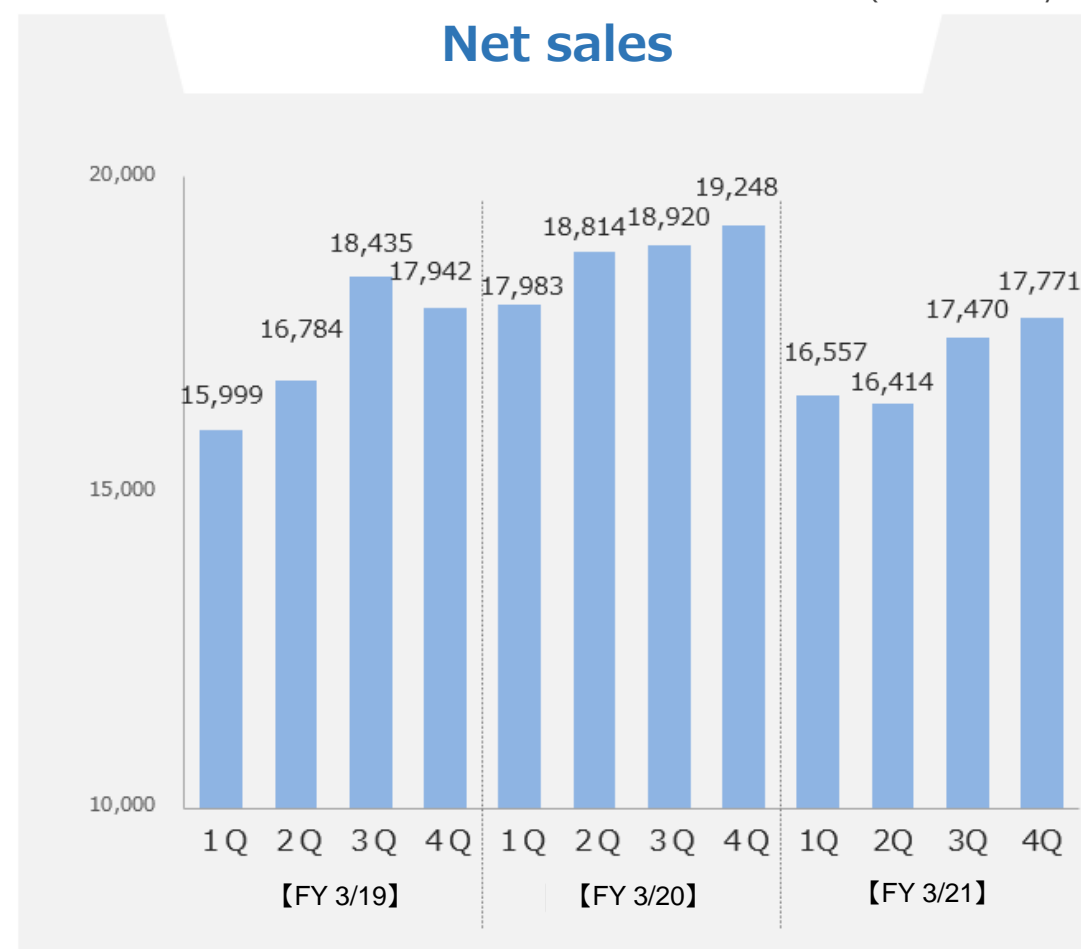
### (Other Businesses)

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

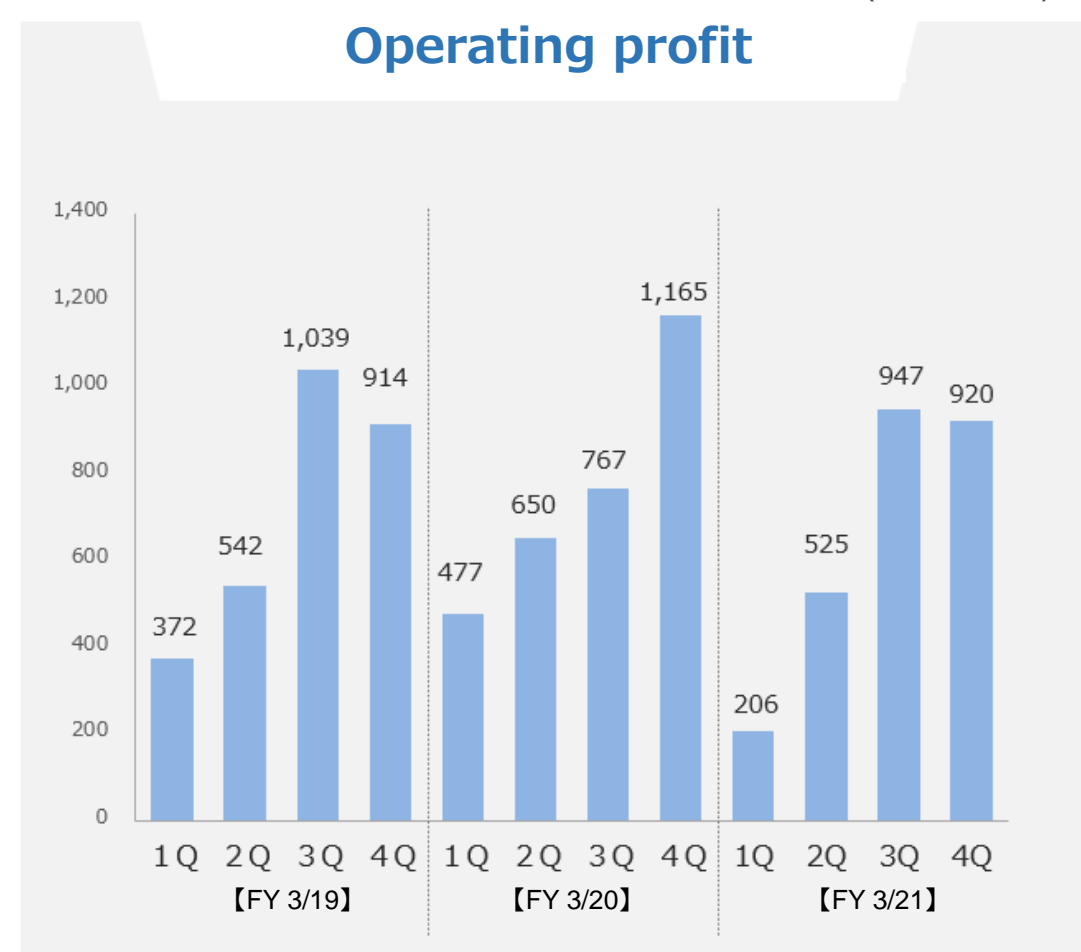
The Nisso Group has established nursing care and welfare businesses such as facility nursing care (fee-based senior-care nursing homes) and home nursing care, mainly in Yokohama, Kanagawa and Iwaki City, Fukushima.

## ■ Financial Data

(Unit: Million yen)



(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

## IR Site Ranking 2020

Among the IR sites of all listed companies, including CSR sites, were evaluated as a company that met certain criteria, and received the "Gomez IR Site Rankin Bronze Award 2020".



## 2020 Internet IR Award

NISSO has been selected as a company that has constructed an excellent IR site and is effectively utilizing it in information disclosure and communication activities, and received the "2020 Internet IR Excellence Award" from Daiwa Investor Relations Co., Ltd.



### (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. In FY 3/2022, the event was held online to prevent the spread of COVID-19 infections.



## (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 日総工産株式会社**  
**NISSO CORPORATION**

(For inquiries)  
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NISSO CORPORATION  
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E-mail : [ir@nisso.co.jp](mailto:ir@nisso.co.jp)  
URL : <https://www.nisso.co.jp/>