

Human Capital Strategy

Basic Approach

The Group considers its employees to be its greatest treasure, as they create new value, and sees each of them as human capital, not human resources. We believe that human capital forms the foundation for all of our business activities. We aim to realize the happiness of employees — identified as one of our material issues — through human capital management, while promoting the sustainable growth of both organizations and individuals.

At the Group, human capital management means seeing employees' happiness and growth as the foundation of value creation and actively investing in them. To enhance the organization's creativity and secure sustainable competitiveness, it is essential to develop an environment where people can work with energy and vitality, which serves as a driving force for exploring the company's future.

As part of this, we conduct engagement surveys to continuously gather employees' opinions, identify organizational challenges and areas for improvement, and use the results to support our "Developing a Fulfilling Workplace" initiatives (see pages 59 and 60).

We also emphasize "Diversity & Inclusion" (see P.61) and aim to develop an environment that fosters mutual respect for diverse values and backgrounds, thereby creating an organization where all employees can demonstrate their abilities in their own way.

Under our "Securing and Cultivating Human Capital" initiatives (see P.62), we focus on acquiring and developing talent for the future. By sharing values and codes of conduct based on the NLM Group Business Conduct Guidelines, we aim to foster "autonomous and professional*1" human capital.

Further, we are committed to "Occupational Safety and Health" (see pages 57 and 58) to foster a workplace environment where employees can work with peace of mind and maintain both physical and mental well-being.

By aligning these initiatives with the Group Management Policy, we aim to foster organizational unity and, as Team Nikkeikin, create social value while enhancing our corporate value.

*1 Professionals that embody the NLM Group Business Conduct Guidelines and leverage their abilities to enhance corporate value



*2 Excerpted from the Nippon Light Metal Company, Ltd. Human Resources Wage Revision Project