

Cooperating with Employees | Human Resource Development

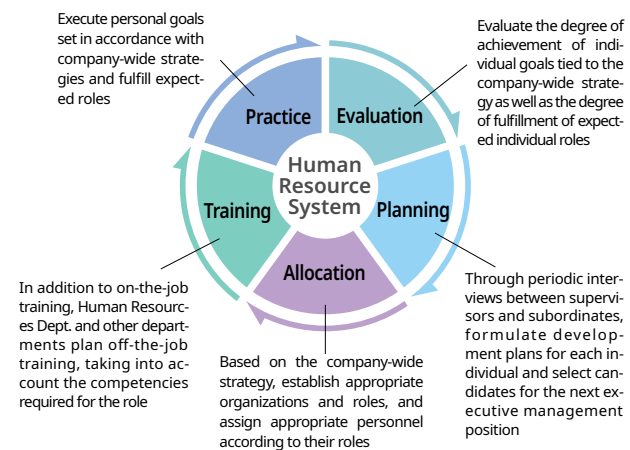
To foster a culture that enables employees to demonstrate their potential and maximize results for the entire company, we are working to create systems that encourage employees to take on challenges and promote diversity.

Human Resource Development

Human Resource System That Encourages Employees to Be Proactive about Taking on Challenges

As a foundation to support these challenges, we have implemented a human resource system whereby every employee is made aware of well-defined roles and goals, is properly evaluated, and is able to take on professional challenges with a sense of fulfillment.

Five Components of the Human Resource System



Human Resource Development System

		OJT	OFF-JT						Self-development support			
			Position-based training			Knowledge & skills training	Selected training (training for potential managers)	Function-specific training (conducted by each organization category)	Dispatch to outside the company	Individual learning		
Officers			Off-site meetings									
Managers	M3	Assignments/guidance through regular meetings with supervisors	Off-site meetings									
	M2											
	M1					Middle management program New manager training	Coaching training	Evaluator training				
Employees	S4	Training for new employees	English training for new employees	New supervisor training	Coaching training	Evaluator training	Mid-career employee training *Introductory training and tours of plants					
	S3	Instructor system	Followership training					English training outside the company				
	S2							Basic skills training (logical thinking, facilitation, anger management, precious metals management, etc.)				
	S1							Compliance training (legal compliance, human rights, harassment)				
								Diversity training (life planning, career design, nursing care)				
								Pre-assignment training for overseas assignment				
								Performance improvement support training	Practical placement and guidance	Senior management program		
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Human Resource Management Promotion System

N.E. CHEMCAT formulates and implements various human resource policies based on the human resource strategy in its medium-term management plan.

Personnel evaluations and changes in role grades, personnel transfers and annual hiring plans, succession plans for key posts, and the selection of candidates for the next executive management position are discussed by the Personnel Committee, which is chaired by the president and representative director. This ensures a medium- to long-term perspective in the management of human resources.

Human Resource Development

Our human resource development is mainly based on on-the-job training, which involves communication with supervisors and senior employees in daily work as well as guidance and advice provided via regular interviews.

We also provide training for new employees and coaching training, as well as off-the-job training for each employee grade. The goal is to help them acquire the skills required to fulfill their roles and to develop and improve their competencies.

N.E. CHEMCAT actively supports independent learning for each employee, including support for obtaining a doctoral degree and English language training, and e-learning courses that can be selected at will by interested employees.

Promoting Diverse Work Styles

Flexible Work Styles

N.E. CHEMCAT operates systems that allow employees to work flexibly. Such systems include the flex systems and the telecommuting system.

We also strive to maintain a balance between work and life through appropriate management aimed at preventing long working hours and encouraging employees to take annual paid leave.

Support Systems for Childcare, Elderly Care, Nursing, Etc.

In order to support employees who are giving birth, raising children, or caring for the elderly, we have introduced various support systems that go above and beyond legal standards.

In FY2024, the percentage of women taking childcare leave reached 100%, and that percentage for men hit 77.8%, as we are developing an environment in which childcare and work can be balanced regardless of gender.

In addition, as support for balancing caregiving and work in FY2024, we invited external lecturers and held seminars on the necessary steps to take and the administrative support available when faced with caregiving responsibilities.

Childcare Leave	Extension to 2 years old is possible depending on the situation of the childcare center.
Paternity Leave at Childbirth (Postpartum Paternity Leave)	Available for men for up to 28 days within eight weeks of the child's birth *Available separately from (regular) childcare leave
Shortened Work Hours for Childcare Leave for Nursing a Child, Etc.	Available until the child graduates from elementary school
Nursing Care Leave	Can be taken up to three times for a period of up to 93 days for a family member in need of nursing care
Shortened Work Hours for Nursing Care Leave for Nursing Care	Can be taken for a family member in need of nursing care
Family Support Leave	Available for up to 40 days per year for nursing care of family members who are injured, ill, or in need of nursing care *Can be taken even if not formally recognized as being in need of nursing care
Job Return System	Employees who have left the company due to marriage, childbirth, childcare, nursing care, or a spouse's transfer are eligible to return to work.

Creating a Positive Workplace That Is Easy to Work in

Along with working to create a system to appropriately manage work hours, we are striving to improve the work environment based on the results of stress checks and feedback from our labor union.

We also provide insurance coverage for illness and injury and a group life insurance program so our employees can work with peace of mind.

Diversity and Inclusion

Believing that acceptance of diversity leads to the creation of innovation and enhancement of corporate value, the company is working to create a work environment in which the individuality of employees and the abilities of diverse human resources can be fully realized.

The percentage of mid-career hires in FY2024 was 95.0%. Additionally, the disabled employment rate was 2.5%.

Women in Management Positions

N.E. CHEMCAT has approximately 670 employees, of which 11.4% are women, and the percentage of women in management positions stood at 3.0% in FY2024.

	FY2021	FY2022	FY2023	FY2024
Percentage of regular employees who are women	10.8	11.0	11.3	11.4
Percentage of women in management positions	4.3	4.9	5.0	3.0

General Business Owner Action Plan based on the Act on Advancement of Measures to Support Raising Next-Generation Children

At N.E. CHEMCAT, we aim to create an employment environment in which employees can balance work and parenting, achieving a fulfilling work-life balance while also exercising their capabilities. To this end, we have set the following goals and are working to achieve them.

- Create a culture where it is easy to take childcare leave
 - We post the following information on the company intranet to foster a corporate culture that makes it easy for employees to take childcare leave.
 - Information on childcare leave, childcare leave benefits, and other systems
 - Cases of people taking childcare leave and the rate at which they take childcare leave
 - Information about the consultation service for childcare and nursing care leave
 - Provide employees with training at least once a year on the importance of the childcare leave system, details about the system, how to apply, etc.
- Implement measures to encourage employees to take paid annual leave
 - Encourage employees to take annual paid leave through the company intranet or other means three times a year.