



# Response to human capital

## Strategy for Human Capital / Metrics and Targets [Theme (1): Human Resources Development]

GRI 404-2

### Human resources development



Faced with a business environment where uncertainty is the norm, it is necessary to continuously create innovation even in such an environment. To do so, it is more important than ever before to utilize human resources as important capital to support corporate performance. The driving force behind sustainable growth for the company will be providing employees, regardless of their age or career stage, with opportunities to constantly learn new knowledge and skills and encouraging them to take on new challenges through enhancement of training at the organizational level and regarding specific issues as well as expansion of support for self-education/development. Furthermore, in order to keep up with the speed of technological advancement, we will not only conduct in-house development of employees, but also hire diverse human resources with the aim of developing our human resources who take on challenges.

### Training costs NOF



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<b>Promotion of employees' autonomous growth</b>	<b>Promotion of development of DX human resources</b>	<b>Promotion of development of global human resources</b>
<p><b>Strengthening development of autonomous human resources</b></p> <p>We will consider establishing new training at the organizational level and regarding specific issues to foster a mindset in employees that encourages the actions necessary for business expansion and personal growth.</p>	<p><b>Support for career design development</b></p> <p>We will consider support for career design development so that employees can proactively form medium- and long-term goals and develop their skills effectively and efficiently.</p>	<p>We will consider establishment of new DX human resources training.</p> <p>We will consider revision of overseas study programs and related overseas educational systems, as well as development of global human resources.</p>