

Group Code of Conduct, Article 6

Ensure a safe and pleasant working environment and encourage the development of our employees' abilities and energies while respecting their characters, individuality, and diversity.

Creating Ideal Working Environments

“A true business person is also able to fulfill his role as a member of a family.”

Fumio Kikuchi
Manager
Business Management Department
Citizen Tohoku Co., Ltd.



Desire to Create New Value

Citizen Group believes that one of its management responsibilities is to create an environment that respects each employee, recognizes diversity, and supports full participation by all personnel, and to carry out this responsibility, we strive to create workplaces where it is easy for personnel to work. Citizen Tohoku Co., Ltd. in particular has made efforts to create an environment where women can work as long as they like with peace of mind, implementing various programs and systems.

Citizen Tohoku actively conducts programs that seek to improve the workplace from the perspective of women

such as the Dianthus Beautification Campaign and supporting the promotion of women to management positions in an attempt to create systems that function with a good balance between men and women. The company seeks to create new value by avoiding male-dominated perspectives and incorporating flexible female perspectives as well.

There are many issues, but by addressing them one by one, I believe that we can create workplaces that respect each employee and support their ambitions. It is the company's role to establish various systems and programs that support this.

Bakke Nursing Room

Citizen Tohoku established and operates the Bakke Nursing Room at the worksite.

The nursing room was established so fathers and mothers can work nearby their children with a sense of security and with the aim of promoting interest in manufacturing among the children, who can see their parents at work, to foster future generations of Citizen workers. The children have some degree of interaction with the workers, and they provide some motivation to each other. The nursing room is currently attended by five children, its full capacity, and the children are growing day by day.



Parenting Class for Fathers

A parenting class was held for fathers to support an appropriate balance between work and parenting by male employees. The hope is that the class expanded the men's perspectives concerning parenting and support working mothers while fostering fathers who are fond of actively participating in their children's upbringing and education.

For Children's Development

I learned that when fathers are more closely involved in their children's care, there are many positive benefits on the children's development such as enhancement of the children's analytical abilities, the ability to express and control emotion, and ability to develop interpersonal relationships. In the future, I am going to value my time with children even more.



Hiroshi Taya
Business Management
Department
Citizen Tohoku Co., Ltd.

Terakoya Education/Kiheitai Activities

Citizen Finetech Miyota Co., Ltd. implements a variety of programs from the perspective human resource development with the aim of promoting initiative-taking and autonomy on the part of employees. By training employees who pay attention to changes and problems, address issues on their own, and move to the next action, the company seeks to improve work abilities and rise employee satisfaction.

Terakoya education is a program that trains employees but also supports employees taking the initiative by asking what each employee wants to learn and adopting innovations in conveying information by having employees teach in their areas of specialization. The program consists primarily of voluntary courses conducted after working hours, but three years after its launch, participation in the program is increasing, particularly in QC inspection courses, leading to substantial results.

In addition, *Kiheitai* activities supplement existing small-group quality improvement programs by supporting not only initiative-taking and autonomy, but also measures to eliminate barriers between departments. Employees set the topics and issues are addressed by groups within departments or inter-departmental groups. This supplements quality improvement programs, which are intended mainly to reinforce business structures, with personnel development effects by promoting awareness and fostering teamwork.

By conducting *terakoya* education and *kiheitai* activities throughout the company, Citizen Finetech Miyota is achieving growth by individual employees and raising motivation. This is expected to lead to steady improvements and results in business activities. Establishing this type of environment is an important role of the company.

Promoting Initiative-Taking and Autonomy by Employees

“Training human resources who can present issues and resolve them on their own.”



Top: Terakoya activities
Middle: Kiheitai activities
Bottom: Citizen Finetech Miyota Operating Officer
Yasuhiro Nakagawa

Group Code of Conduct, Article 7

Respond to anti-social behavior by individuals and organizations in a decisive manner.

Responding to Anti-Social Forces

Citizen Group is aware that ties to anti-social forces lead to a substantial loss of confidence in the company by society and have a significant impact on the continued existence of the company. Our fundamental policy is to take a decisive stance against demands for inappropriate gains from anti-social forces and organizations, and we completely avoid all ties with anti-social forces.

We establish and reinforce systems to avoid all relationships with anti-social forces such as holding briefings for general affairs personnel of group companies to encourage the inclusion of anti-social force exclusion provisions in all contracts entered into by group companies.

We maintain regular contact with local companies and outside organizations such as the police to support activities for the exclusion of anti-social forces.



A briefing for general affairs personnel