

April 1, 2021

Sinanen Holdings Co., Ltd.

## **Sinanen Holdings Co., Ltd. FY 2021 Entrance Ceremony: Speech from the President**

Sinanen Holdings Co., Ltd. (Headquarters: Minato-ku, Tokyo, President and CEO: Masaki Yamazaki, hereinafter “Sinanen Holdings”), a comprehensive energy-, housing-, and daily-life services provider, welcomed 31 new employees at the 2021 Sinanen Holdings Group New Employee Entrance Ceremony that was held today with the following words.

### Speech by Sinanen Holdings President and CEO Masaki Yamazaki (Summary)

Congratulations on joining the company. I would like to congratulate on behalf of everyone at the Sinanen Holdings Group. With student life and job hunting having been greatly affected by the COVID-19 pandemic, I think that while today’s entrance ceremony will come as a relief, you will also have a mixture of excitement and concern about your new life.

As we have all realized over the course of the pandemic, society is going to become more and more dynamic, and change at a dramatic speed. Such major changes can be a great opportunity for Game Change, both for the company and for the individual. Whether or not this “Chan ‘g’ e” can be turned into a “Chan ‘c’ e” will depend on you all. If you acquire universal value, you will be able to use this change as a chance.

So then, what is this universal value that you should acquire? I believe it is “self-reproach.” Self-reproach is an attitude in which you regard things as your own, and actively address and resolve all issues. Accumulating this will allow you to grow and become a person who can respond to any kind of change.

The Group commenced its second three-year medium-term management plan last year. We have positioned this as a period for solidifying our foundations so that we can become an organization that will continue to enjoy sustainable growth. We recognize “reform of thinking, habits, and behavior” to be the most important issues here, and what we are promoting is the reform of corporate culture. The purpose of this is for each individual employee to grow with a sense of self-reproach, and to build up each other. In an increasingly uncertain world, the growth of the universal value of the individual will be the driving force behind the Group becoming a Game Changer. In other words, our growth as a company can only be achieved through the growth of each individual employee.

We are currently actively investing in new business. All of our investments, regardless of whether in the renewable energy business, recycling and waste treatment, water purification, the bike-sharing

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business, antimicrobial business, or other business, are aimed towards the approaching carbon-free society. We see the changes from reduced CO2 emissions, environmental symbiosis, and the COVID-19 pandemic as chances, and are riding the winds of the social environment. The challenging spirit and growth of our employees will be essential in order to expand these growth businesses.

Our slogan for the second medium-term management plan is “Challenging New Worlds with Big Sky-thinking.” We cherish the attitude and behavior of changing the company through the bold ideas and great challenging spirit of all of our diverse employees, regardless of age, gender, and job title, etc. Do not feel hesitant because you are a new employee; please do have your own firm opinions, and voice them. The experience of having a boldly challenging spirit in the many issues you will face in your own work, even through repeated success and failure, will promote your growth.

I myself am always aware of my own growth, and I am aiming for us to become a company at which all employees can feel growth, and feel good about the place they are working. Let’s grow together.

■About Sinanen Holdings Co., Ltd. <https://sinanengroup.co.jp/en/>

Sinanen Holdings Co., Ltd. is a holding company of the energy service group founded in 1927. With the mission of the Group to contribute to realizing a comfortable life for all customers in their communities through energy and home & life services, we provide Retail/Wholesale Energy & Related Business for consumers, Energy Solution Business for corporations, and non-energy businesses such as bicycle sharing, environmental and recycling, system development, antimicrobial, building management and maintenance, and other services. We are committed to strengthening our corporate efforts toward the realization of a carbon-free society.

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