

April 1, 2022

Sinanen Holdings Co., Ltd.

Sinanen Holdings Co., Ltd. FY 2022 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 33 new employees at the 2022 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 am sure you have attended today's entrance ceremony with your own individual thoughts and ideas about employment, which is a big turning point in one's life.

The Sinanen Holdings Group has set the “reform of thinking, habits, and behavior” as the most important issue in the 2nd Medium-Term Management Plan that is currently being promoted, promoting corporate culture reforms. Naturally we will build an organizational culture that continues to grow in times of rapid change, however the essence of this is the growth of each individual employee. I would like for all new employees to work hard towards their own personal growth at our company.

So, what exactly is growth? What I expect from you all is that you will become “professionals” as members of society.

In the same manner as how the phrase “corporate value” is used, companies are always asked about the value of their existence. This is the same for human resources. From this day, each of you will be asked about your value as members of society. If you work at a company you will obtain a salary. This is the payment of a fee called a salary by the company in return for the value you have generated as an employee. It is for especially this reason that I want each of you to become “professionals” with your own personal value.

Generally speaking, it is said that the growth of surviving companies is faster than the growth of employees. In other words, in order for you all to continue to demonstrate value commensurate to the fee as a member of the company, it is vital that you continue to grow. Our management level is targeting at being a company with high “employmentability” that will make all employees who are aiming to grow want to continue to work at our group. In addition, we would like to make this a good company through the continued growth of both employees and the company itself.

In this current era referred to as the 5th Industrial Revolution, the world is changing at a rapid speed. The Russian invasion of Ukraine since the beginning of this year has had a major impact on the global economy. I am sure that further unforeseen events will occur in the future as well. Please take an interest in all things, not just your own surroundings and the changes in the global situation and environment, have your own personal values, and think seriously about your growth.

PRESS RELEASE

We will soon be entering an era where humans have a lifespan of 100 years. Employment is going to be a wonderful opportunity to change one's life for the better.

“The best way to predict the future is to create it. You cannot predict your future, but you can create your own future.” Those were the words of management scholar Peter Drucker. These words made an impression on me, and I have used them as a guide. Determining your own future without relying on others requires you to increase your own value through growth. The only way to do this is to set clear goals and to work towards achieving them. The goals will be different for each person. First of all, please start by setting your own goals.

You only live life once. I hope that you will enjoy your personal growth with a vision of the future that you are aiming for, and will make this meaningful. Your life will change significantly depending on how you address corporate life, which you will be dedicating a large amount of time to from now on. Please think about how work and your own growth are tied together. I look forward to growing with all of you at our company.

■ 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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