

April 11, 2023

Sinanen Holdings Co., Ltd.

Introduction of Five New Personnel Systems as Part of Work Style Reforms in April 2023

- Aiming to create diverse new work styles and enhance the market value of individual employees through the introduction of systems for side jobs, reemployment until age 70, alumni employees, learning support during childcare leave, and support for balancing medical treatment with work -

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, takes pleasure to announce that it introduced five new personnel systems in April 2023.



Creating diverse work styles and increasing the market value of individual employees

Side job system

Reemployment until age 70

Reemployment of former employees who have resigned due to personal circumstances

Learning support during childcare leave

Support system for balancing medical treatment with work



SINANEN HOLDINGS
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■ Aiming for the growth of individual employees through the introduction of new systems as part of work style reform

Sinanen Holdings is promoting corporate culture and work style reform to achieve advancement and progress for its 100th anniversary in 2027. Having defined the essence of corporate culture reform as “the growth of individual employees,” we are implementing work style reform measures to achieve this growth.

Against a backdrop of diversifying work styles and career patterns throughout the world, we have introduced five new personnel systems for employees of Sinanen Holdings as a work style reform measure. These systems will allow them to accelerate their growth by choosing more flexible ways of working according to their career visions and life stages.

(Reference) “Corporate Culture Reform and Work Style Reform” webpage-
<https://sinanengroup.co.jp/en/company/management/culture.html>

1. Side job system

This system allows employees to engage in side jobs that contribute to improving their individual skills and growth. By submitting an application in advance and receiving permission, employees can take up a side job providing it does not involve an employment contract with another company, such as freelance work, starting a business, or supporting their family business.

This will maximize the career choices and potential of employees by enabling them to gain new skills and expertise in environments other than our company, as well as opportunities to demonstrate their capabilities and build networks.

2. System for reemployment until age 70

While mandatory retirement at Sinanen Holdings is at 65 years of age, this system provides for the reemployment of eligible employees until the age of 70 if they wish to be rehired and satisfy the Company’s standard. The conditions and treatment upon reemployment are determined based on the position and duties of the employee.

3. System for learning support during childcare leave

This system provides learning opportunities for employees who are on childcare leave by enabling them to participate in online courses. Eligible employees can freely choose and participate in their desired online courses in accordance with their individual circumstances.

Course costs are covered by the Company, and participation is considered as personal development and is not converted into work hours.

4. System for reemployment of former employees who have resigned due to personal circumstances (alumni system)

This system allows employees of Sinanen Holdings who have resigned due to personal circumstances (excluding mandatory retirement) but wish to rejoin the Company to be reinstated if they pass an employment screening again. Employment conditions and duties following reemployment may differ from those of when they were previously employed and are determined through interviews.

5. Support system for balancing medical treatment with work

We have prepared and provide a “Guide Book for Supporting Work and Medical Treatment Balance” for employees with serious illnesses such as cancer, stroke or heart disease, and we are strengthening our support system. Eligible employees have the option of focusing completely on recovery or continuing to work while attending hospital. Employees can receive support from an industrial physician or public health nurse during their absence from work and when they are reinstated. They can also use various systems in accordance with their circumstances as they aim to return completely to work, such as a gradual return and flextime system, an hourly annual leave system, and a telecommuting system.

Sinanen Holdings will continue to actively implement measures that contribute to the growth of employees, and while respecting diverse values, work to build a company foundation conducive to sustainable growth by fostering a corporate culture in which each employee can work with enthusiasm.

■ **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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