

Seven Promises 6

We will value a broadminded corporate culture.

Eizo is a company focused on creative development that requires the imaginative ideas and powerful motivation of all its employees. We therefore take various measures to create a broadminded corporate climate by developing an environment that encourages free exchange of opinions and a workplace in which employees have a sense of security.

Laying the Foundations for a Motivating Workplace

Eizo undertakes various activities to create a motivating workplace environment that cultivates excellent human resources for the sake of the long-term growth of our personnel as well as further corporate development.

■ Paying due respect to human rights

We provide training sessions as part of a full-scale effort to curtail behaviors that undermine individuality at the workplace and in our operations, such as discriminatory remarks and actions and sexual or power harassment.

■ Developing trust-based labor-management relations

Mutual understanding is the cornerstone of labor-management relations. In keeping with this fundamental point, we endeavor to develop trust in labor-management relations by encouraging dialog through the establishment of a consultation conference. These conferences discuss a wide-range of topics, from labor-management agreements to ways for improving the work-life balance and employee benefit packages.

■ Promoting the careers of persons with disabilities

Persons with disabilities at Eizo Nanao Corporation represent 2.29% (12 people) of our workforce, exceeding the legal requirement of 1.8%. These people are pursuing careers in many of our worksites. We intend to continue enhancing the workplace environment and expanding their work opportunities.

■ Actively encouraging post-retirement reemployment

We introduced a post-retirement reemployment program toward becoming a company in which highly motivated and skilled elderly employees can continue to work. Under this program, retired employees have the opportunity of being rehired. We believe this also provides a means for handing down the invaluable skills of experienced employees.

■ Programs that offer employee security

Over the long course of employment, employees may require extended leave due to illness or disaster. To meet this need, we have in place an Expired Annual Paid Leave System. Under this program, unused paid leave is set aside in accordance with certain conditions and can later be used as additional paid leave in the event of illness, disaster or volunteer activities.

■ OLive women's project team in action

OLive is a project team consisting of women who work as Operation Leaders. The team is engaged in a number of advisory requests and activities, and brings a female perspective to broad topics such as corporate image and enhancing operational efficiency. Its activities are intended to create a more supportive corporate climate by sharing experiences and addressing problems to encourage mutual growth, and by forming new networks that transcend departmental barriers.

Family Workplace Visits

Each summer, OLive organizes workplace visits for family members of employees. The event is intended to enliven communication at work and at home, promoting an open corporate climate, and deepening children's understanding of work through these visits and work experience. Last year, a total of 35 visitors, including the children, spouses and parents of employees, participated. The visits began with a greeting from the president and included explanations about Eizo products and a tour of the company. Participants expressed surprise at the size of the company and testing facilities, and were impressed by the many processes involved in manufacturing a single product; they left with a stronger interest in the workplace of their family member.



■ Employment (As of March 31, 2008, Eizo Nanao Corporation)

Number of employees (including contract workers): 765 Men: 401 Women: 364 <small>*As of March 31, 2008</small>	Full-time employees	738	Graduate recruits	15	*Joined company in April 2009	Average length of service	12.11 years	*As of March 31, 2008
	Contract workers	27	Mid-career recruits	7	*Joined company from April 2008 through March 2009	Employee turnover	2.9%	*FY 2008
	Engineering staff	322	Average age	35.70	*As of March 31, 2008	Average annual working hours	1,952 hours	*FY 2008
	Foreign nationals	15						

Promoting Work-Life Balance

To respond to diversifying work styles and ensure employees are able to work with a sense of satisfaction, accomplishment and happiness, we believe it is important for employees to have extra time to refresh their minds and bodies.

■ Opportunities for recreation and exchange

We support employees in their varied sports and cultural activities within the company by supplementing costs and permitting use of company facilities to encourage participation.

We also offer opportunities for recreation and exchange through numerous affiliated accommodation facilities and sports gyms.

■ Supporting childcare and nursing care

We have put in place a variety of programs in addition to providing support for maternity leave, childcare leave and nursing care leave.

■ Shorter actual working hours

As part of our efforts to decrease the number of working hours, we undertake work improvement activities on a unit-by-unit basis, observe a weekly no-overtime day, and vigorously encourage employees who have not taken sufficient paid leave to take it.

Free, Open Atmosphere Gives Rise to Imaginative Ideas



Open-minded ideas are critical to Eizo for creating unique products that meet the specialized needs of our customers. We offer support through various programs as well as a corporate climate that deeply values openness and fairness. This encourages free, unfettered discussion.

Freedom is the mother of invention

Under the Working Casual rule adopted in 2003, no employees except for factory workers wear uniforms, and only domestic sales personnel wear suits and ties. Some creative thinking is required to escape the formality of the business suit while still maintaining a professional presence for guests. The goal is to encourage employees to exercise their imagination as well as to facilitate communication among employees regardless of position.

Blurring the boundary between the president and employees

While the president has a desk in his office, he also maintains a second desk unpartitioned on the same floor that employees work, creating an environment in which employees can freely and without hesitation talk with the president as needed.

The president shares his daily reflections in the President's Monologue on the corporate intranet, offering employees an opportunity to keep up with what the president is considering.

Free discussion in a borderless environment

The workplace environment at Eizo Nanao Corporation facilitates an active exchange of ideas among members of various departments. It also allows for communication uninhibited by job titles. Given this setting, the opinions of a broad spectrum of employees are reflected in various corporate decisions, including product development and planning. We also regularly convene problem-solving sessions to improve operations through discussion among employees and undertake cross-department team activities. Within this framework, initiatives such as the development of a structure and system for raising the efficiency of freight operations were underway in fiscal 2009.



At the company cafeteria, everyone shares a common dining area with no barriers between the president, officers and employees.

Our liberal and broadminded corporate climate generates free discussion inside the company every day.

Human Resource Development Efforts

■ Supporting career development

Apart from seminars and training required for our operations, Eizo Nanao Corporation provides a complete and diverse range of educational opportunities for employees to select from on the basis of their own career plans. These programs vary from support for obtaining qualifications to in-house English language classes.

■ Emphasis on educating younger employees

First-year employees are the target audience for programs on organizational detail, basic knowledge required for adulthood and independency, on-site factory training, and on-site sales training to learn about the foundations of our company. For our new recruit engineering staff, we provide technical training to ensure they acquire a broad base of knowledge on our basic technologies. We provide a variety of other training programs specifically targeting young employees.

Our energies are also focused toward on-the-job training (OJT) in each department. Managers draw up three-year career plans in consultation with young employees as the basis for a systematic OJT program.

■ Reinforcing management capabilities

We recognize that training management candidates is a key task that is directly linked to cultivating human resources for shouldering the future of the company.

Eizo Nanao Corporation undertakes selective training for this class of employees. Selected members from diverse departments are organized into teams that spend a year tackling their respective assignments to offer proposals to management. This approach affords additional benefits beyond developing the diverse skills required of management, such as the creation of a solid in-house network based on shared team activities. We also offer training for newly appointed managers to deepen understanding of fair job evaluations and appropriate allocation of work.



Securing Safety and Health

We invest significant management resources into the development, design and production of new products. To continue creating products with high added value, we believe we must maintain workplace safety and ensure the health of our employees. We also consider this to be a vital aspect of corporate risk management and promote various activities for securing health and safety.

■ Efforts to Prevent Occupational Hazards

Our efforts to prevent workplace accidents through risk assessment began five years ago and include KYT activities, training to anticipate danger; *hiyari-hatto* activities, training to deal with close calls; and 5-S activities, training focused on the concepts of *seiri* (sorting), *seiton* (straightening), *seiso* (sweeping and cleaning), *seiketsu* (spick and span)

and *shitsuke* (sustaining).

We plan to continue efforts to prevent the occurrence of workplace accidents while working to identify and eliminate or reduce risk factors through ongoing risk assessments and safety audits of new equipment, carrying out safety education to prevent accidents during activities outside the company, and increasing the visibility of risk factors.

■ Health Management Efforts

We have been pursuing several initiatives for maintaining physical and mental health. These include timely consultations with physicians, health checkups to prevent chronic physical conditions or illnesses, a thorough array of testing, and the establishment of dedicated liaison points inside and outside the company for receiving employee concerns. We will seek to ensure the psychological and physical well-being of our employees by carrying out mental health consultations when appropriate. This will be done with the goal of preventing chronic physical conditions or illnesses by encouraging employees to take a complete examination as called for by checkup results and reexamination following self care efforts.

■ Basic Policy on Safety and Health (Safety and Health Management Regulations)

The basic policy on the safety and health of Eizo Nanao Corporation is intended to create a healthy and safe working environment for all employees. This is achieved through management of risk factors related to safety and health.

Specifically, we constantly strive to identify unacceptable risk factors in the workplace and neutralize them, with the ultimate goal of eliminating workplace accidents.

■ Medium-Term Plan (Fiscal 2007 to 2009)

We will completely reevaluate our health and safety-related initiatives in response to changes in the business climate.

■ Fiscal 2009 Targets/Key Action Points and Fiscal 2008 Performance

Management area	Targets/key action points	Fiscal 2008 performance	Evaluation
Safety management	Implementation of risk assessment and 20% reduction in high-risk cases Key point: Enhance accident prevention measures for activities outside the company	By implementing risk aversion measures against high-risk items, risk levels of four out of nine cases were lowered	○
Health management	100% follow-up on checkup results Key point: Enhance mental health measures	Compliance rate for follow-up was maintained above 80%	△