# Principle of Human Resources Development

In the Principle of Human Resources Development formulated in March 2020, Chiyoda Group places emphasis on enhancing the abilities of employees in Business Execution and Organizational Management. With this as our foundation, Chiyoda Group advocated for an "Adaptive Mindset" in FY2024. Our aim is to expand our engineering capabilities by encouraging each employee to adapt their mindset flexibly and to continue challenging themselves with pride and passion, especially in the face of diversifying and complex social issues. Through dialogues with HROs and superiors, each employee will have the opportunity to independently design their careers and gain diverse experiences in the global field. This process aids in nurturing human resources equipped with an Adaptive Mindset. Chiyoda Group's goal is to elevate and enhance the professional skills of all employees, which is our recognized strength, and to nurture human resources with Organizational Management Capabilities that consider the long-term maintenance and development of Chiyoda Group.
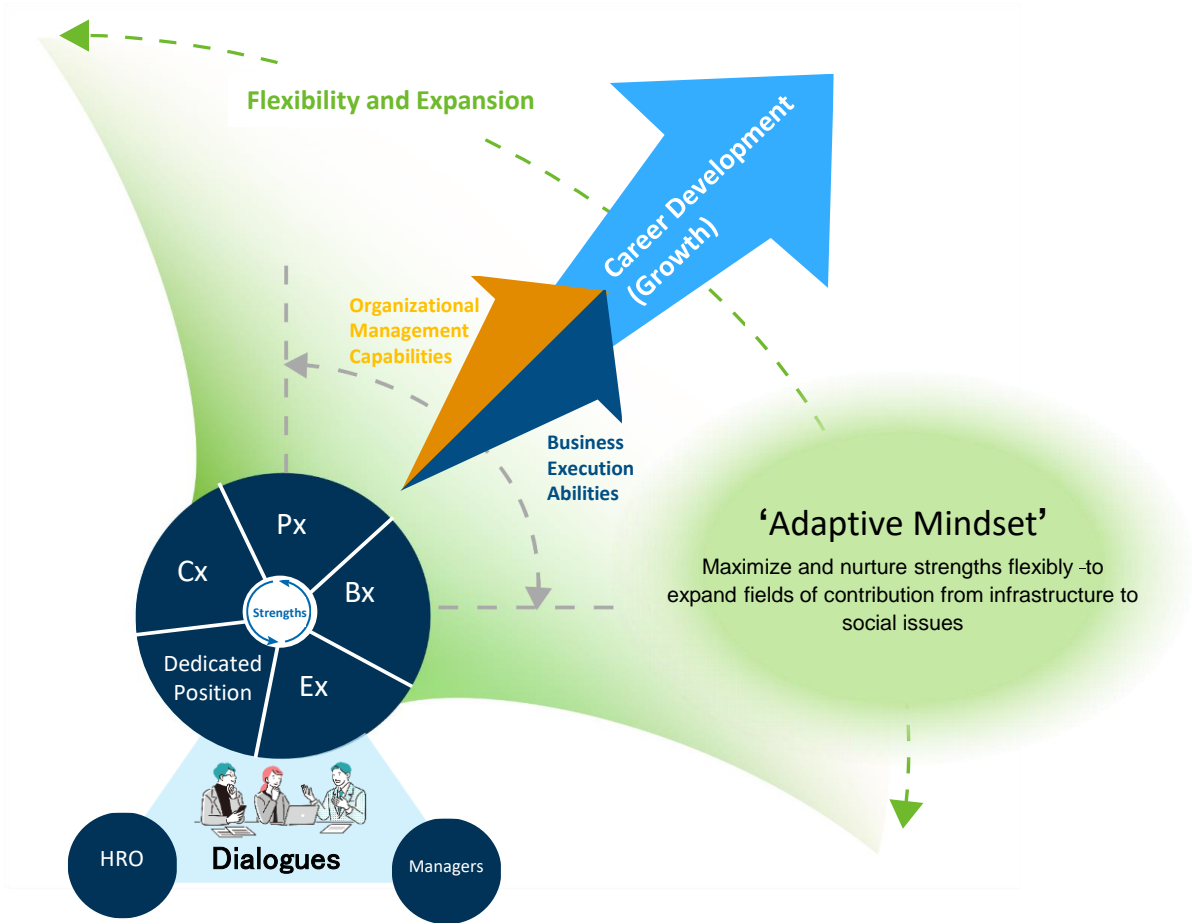
Job Categories

■ **Ex : Engineering Professional**

Possesses exemplary knowledge in specialized technology domains.

■ **Bx : Business Incubation**

Takes on the challenges and innovations of new businesses.

■ **Px : Project Management**

Stands at the center of project initiation and execution.

■ **Cx : Corporate Professional**

Supports organizations and projects, ensuring the steady execution of corporate functions.

■ **Dedicated Position**

Proactively support the efficient operation of our wide range of organizations

Attitude	Business Execution Abilities	Organizational Management Capabilities
Professionalism as standard	**Accelerating growth and enhancing our 'Business Execution Abilities'**	**Early appointment and development of human resources with 'Organizational Management Capabilities'**
• Awareness & improvement as a professional • Humility & communication skills • Independence & determination to accept challenges	• Establishing and completing tasks • Customer oriented with a 'helicopter view' • Promptly responding to changes • Contributing to organization • Combining digital technologies with value creation • Expertise	• Uniting a team • Accepting and exploiting diversity • Improving and developing human resources/organization