

21 April 2023

Chiyoda Awarded at the 2023 Career Ownership Management Award

Chiyoda Corporation (Chiyoda) is pleased to announce that it was awarded the 'Excellence Award' and the 'Jury Encouragement Award' at the 2023 Career Ownership Management Award.

'DIGGING LAB.' (DIGLAB), an internal employee community, was also recognized for its human resource development endeavors, organizational culture change and engagement improvement.

Please refer to the following 2023 Career Ownership Management Award website for further information:

<https://co-consortium.persol-career.co.jp/com-award/index.html>

**Outline**

Chiyoda's business environment is rapidly changing due to external factors, including the global drive towards a sustainable, carbon neutral society, the impact of COVID 19 and the geopolitical crisis in Ukraine. DIGLAB was launched in 2020 to challenge organizational revitalization and is led by employees aware of the issues involved. The program proposed solutions to management on themes such as 'New Business Development', 'Life-Work Balance', 'Human Resources and Organizational Development' and 'Project Management', through internal and external dialogue over approximately four months, from initial stages to implementation, and was upgraded to an official company activity in April 2022 under the newly established 'Value Innovation Promotion Department'.

Key Points

- Fostering 'Psychological Safety for Managers and Employees' through continuous dialogue with management and by establishing a working environment where members can confidently speak up regardless of their generation or position to identify 'Psychological Safety' as an important foundation for achieving business objectives. The early understanding and empathy of management is key to success, rather than submitting 'bottom-up', 'one-sided' proposals.
- Building vertical, horizontal and diagonal networks that transcend generational and departmental boundaries is a business advantage.
- Open dialogue and proposals leading to important contributions that improve results.

Outcome and Impact Examples

- Life-work Balance proposals gave impetus to the prompt establishment of a Health Management &

Diversity Promotion Office, previously under consideration within the company.

- Various initiatives are linked to our core business, such as the implementation of the praise application "PRAISE CARD" between employees promoting trial introductions with development companies to improve communication within the organization, the launch of the alumni network and the start of in-house radio broadcasting.
- The number of employees stimulated by internal and external influences and learn cross-border increased with some able to make autonomous career choices, such as department transfers and secondments.

Judges Evaluation Comments

- Recognizing that the issues were caused by organizational silos and shifts, 'DIGLAB' was established to discover internal assets and propose results based on team learning. Expert lectures were also held for over 1,500 participants.
- Results include initiatives related to the main business, such as the formalization of 'DIGLAB', volunteer activities and an increase in the number of employees making autonomous career choices.
- Managers and employees are working on corporate transformation centered on their careers and early changes are noticed.

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