

Notice Regarding Introduction of a Job-Type Personnel System for Entire Dexerials Group

Dexerials Corporation, (Headquarters: Shimotsuke-shi, Tochigi; Representative Director and President: Yoshihisa Shinya; hereinafter “Dexerials”), which provides leading-edge technologies, materials, and devices for smartphones, automobiles, and other products, has introduced a new job-type personnel system to achieve sustainable growth and raise corporate value for management level employees in Japan since April 1, 2023. *1

Dexerials announces that it has decided to introduce the system for general employees of Dexerials Corporation and all employees of the Dexerials Group companies including those inside and outside Japan, starting from April 1, 2024. It will utilize the Dexerials Way*2, which has been defined as a common set of actions to be observed across the Group, as an indicator to evaluate actions, while also globally deploying the human resource management system & database to support the operation of the job-type personnel system.

*1 Reference: [Notice of Introduction of a Job-Type Personnel System](#)

*2 The Dexerials Way is an action guideline that Dexerials has established by selecting the desired actions that should be valued by each employee from global competencies with a view toward solving social issues in its own way and continuing to create value.

■ Initiatives after the introduction of the job-type personnel system for management level employees in Japan

- Based on the growth strategy, Dexerials introduced the system for management level employees in April 2023, by designing organizations and jobs starting with those for higher organizational levels, while working to establish competitive compensation levels by conducting a market benchmark.

- To introduce the system for all employees of the Group, managers explained the duties and responsibilities of jobs to respective employees from the perspective of the growth strategy, thereby raise their sense of understanding. In addition, with an eye toward its sustainable growth, Dexerials considers that the growth of human resource is essential and provision of opportunities to contemplate on their own career voluntarily is important. Therefore, it has decided to provide regular one-on-one meetings with superiors, online video training programs and group-based training programs to support employees' efforts for self-learning and growth.

- It aims to accelerate collaboration within the Group and achieve sustainable growth on a global basis by deploying the job-type personnel system internally including the Group companies inside and outside Japan.

■ **Timing of the groupwide introduction of the job-type personnel system and target personnel**

- Effective from April 1, 2024, Dexerials will expand the scope of application of the job-type personnel system, which has been limited to management level employees at Dexerials Corporation and will introduce the system for all employees of Dexerials Corporation and its Group companies inside and outside Japan.

■ **Review of the retirement pension program of Dexerials Corporation and its group companies in Japan**

- In line with the introduction of the job-type personnel system, Dexerials will also change its retirement pension program, which has been implemented to support employees' future life plans, in consideration of the importance of supporting their self-driven career plan development and responding to changes in workstyles. Consequently, the current package comprising (i) lump-sum retirement payment, (ii) a defined benefit pension plan (DB) and (iii) a defined contribution plan (DC), will be replaced by a package that consists of (i) lump-sum retirement payment and (iii) a defined contribution plan (DC). Due to differences in the pension program, this change does not apply to group companies outside Japan.

About Dexerials Corporation <https://www.dexerials.jp/en/>

Dexerials Corporation is a manufacturer providing functional materials for use in smartphones, automobiles and other domains in accordance with its corporate vision, Value Matters - Unprecedented innovation, unprecedented value. On a global scale, Dexerials Corporation manufactures and markets Anisotropic Conductive Film (ACF), optical elastic resin (SVR), anti-reflection film, surface mounted type fuses, industrial adhesives, double- and single-sided tapes and other electronic parts, junction materials, optical materials, and many other materials.