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### **Start of Project for a New Evaluation System for the Entire Factory Business Workforce**

The Factory Business of World Intec Co., Ltd. (Head office: Fukuoka City, Fukuoka; Representative: Eikichi Iida), a consolidated subsidiary of World Holdings Co., Ltd., has been taking actions for more growth by building a human resources platform, establishing a process for upgrading employees' skills and utilizing two-way matching. All these activities reflect the theme of "creating an environment where many types of people can excel." This is the central goal of the Human Resources and Education Business in the New Medium-term Management Plan 2021.

The Factory Business has started an internal project to make the current employee evaluation system even more advanced. Training and retaining the people who will be vital to future operations is one goal of this project. Another is increasing the depth of the hierarchy of this business. The ultimate objective is to provide a pleasant and stimulating workplace environment and build a powerful and highly productive organization. To accomplish these goals, the Factory Business will conduct this project with the assistance of JTB Communication Design, Inc., a firm with a unit specializing in solutions involving people and organizations.

The Factory Business will establish evaluation and remuneration systems that are highly transparent for everyone regardless of their employment formats (fixed-term, permanent, regular employment, temporary staffing, etc.) or job titles. Evaluations for remuneration use objective and fair assessments of capabilities, processes and accomplishments and levels of remuneration that match the evaluation. The Factory Business wants to create a framework that allows employees to use these systems to examine and select their own career roadmaps. The aim is to boost productivity by using an assessment methodology that produces the greatest possible job satisfaction and motivation. In addition, people who are performing well can be assigned to positions needed to further enhance their skills and advance their careers. This approach adds breadth to business activities and the types of jobs at the Factory Business. Taking these actions is expected to contribute to accomplishing the qualitative and quantitative goals of the New Medium-term Management Plan 2021.

World Intec believes that this project at its Factory Business is an important step toward enabling people working in the human resource services industry to define their career goals and making these services even more valuable and necessary.