

2040 Vision

We will be a company that brightens the Earth
by solving social issues through our unique, *Tokushu*, technologies and ideas.

Long-term Management Plan 2030

March 2030

Mid-term Management Plan (5 years)

**Extend for the future.
Spread out to exceed.**

To foster a new corporate culture, we will work toward sustainable growth.

April 2025

Mid-term Management Plan (4 years)

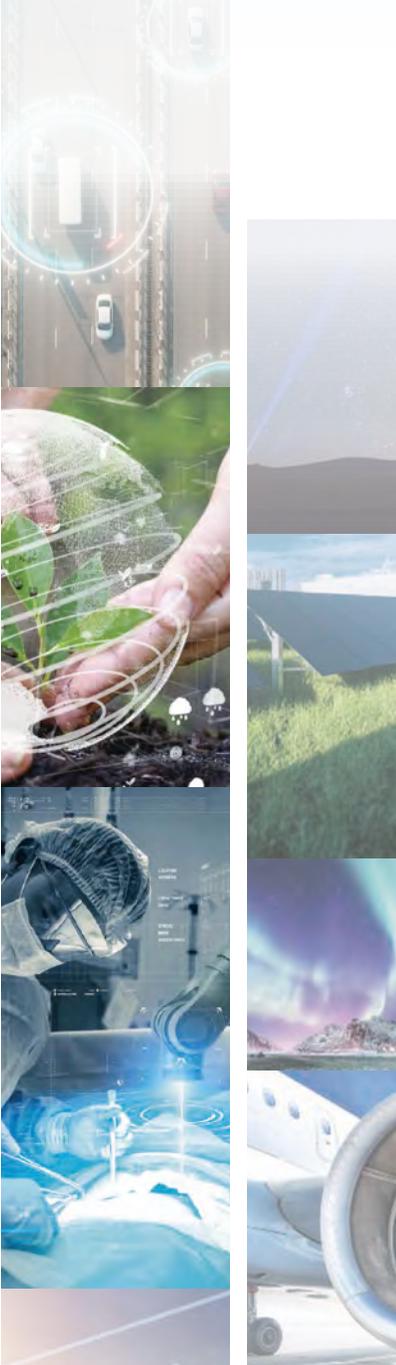
**Break to change.
Change to create.**

Respect *Dokuritsu-Jiei* (independent spirit).
Start from scratch.

April 2021

April 2020

7th Mid-term Management Plan



Our Mission

By integrating our established ceramics-based core assets with newly developed ones, we will link these core assets together, optimize the efficient use of minimal resources, and deliver regenerative and circular solutions to society.

 **ceramics and Beyond,
eXceeding imagination**

Key Management Priorities

Solving Social Issues

Brightens the Earth through our technologies and ideas

Human capital

Diverse and proactive individuals embody the Niterra Way

Management Foundation

Establish new global management foundation to drive transformation

The Niterra Way / Shared Values

Dokuritsu-Jiei

Demonstrate a commitment to taking ownership—trusting in your own capabilities without relying on others.

Soshi-Kantetsu

Have cherished desire, and carry it through till the end.

Shisei-Shinjitsu

Embody the highest levels of sincerity, honesty, and authenticity—free from deception or pretense.

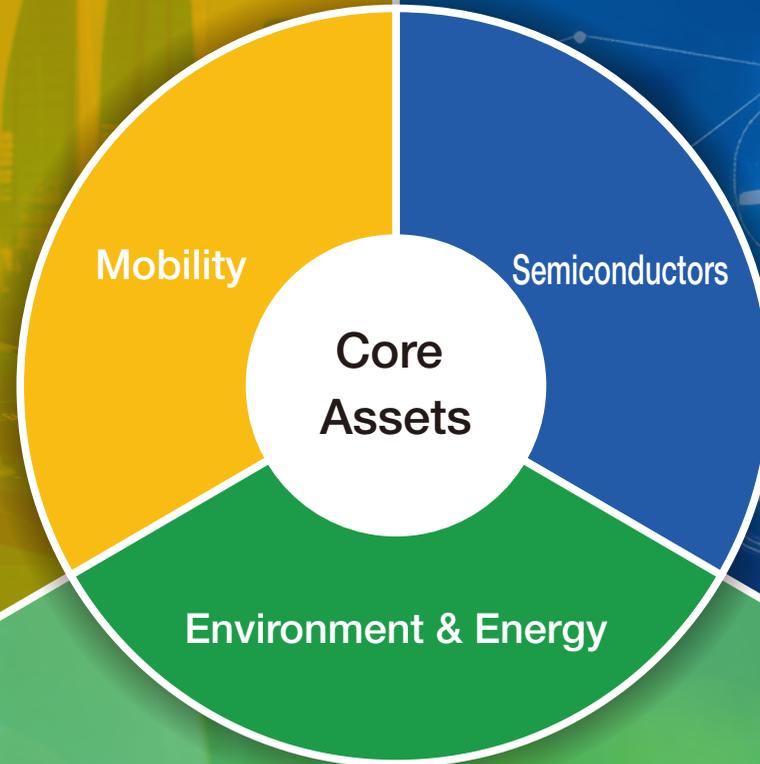
Shikai-Keitei

Conduct business that contributes to global peace and shared prosperity.

Focus Areas

Creating a society of joy with mobility that enriches both people and the Earth.

We leverage our core assets centered on ceramics to contribute to improving the convenience of people's lives.



Improving social convenience through advanced information processing technologies.

We contribute to the evolution of semiconductors by leveraging the material properties of ceramics.



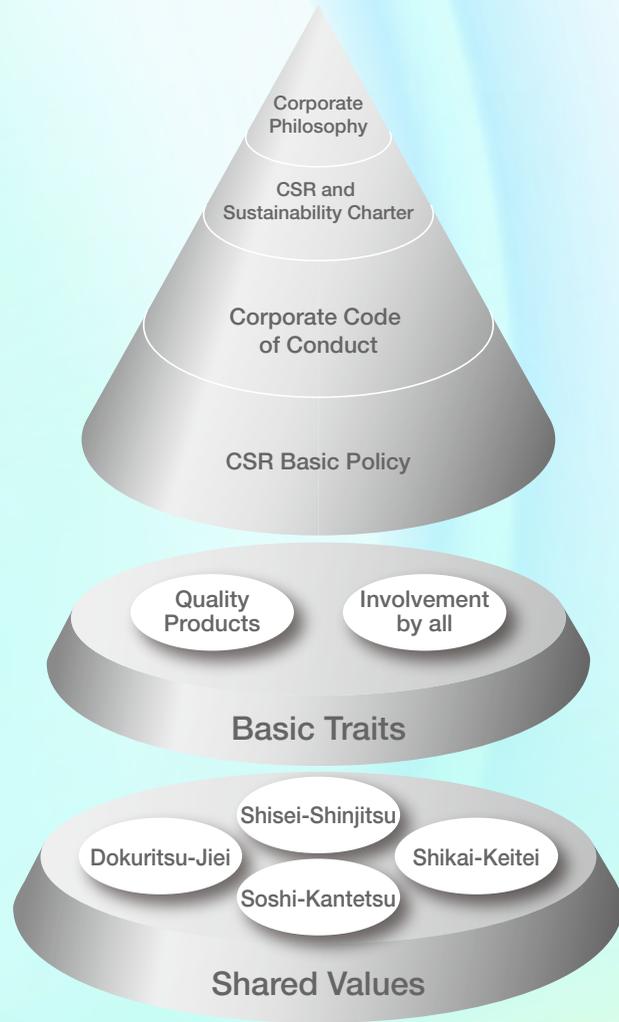
Toward a society where everyone can enjoy a bright future with sustainable energy and resources.



We contribute to achieving a circular society that promotes carbon neutrality by combining the functions of ceramics with their control technologies.

The Niterra Way

The Niterra Way refers to a set of philosophies that includes values that are shared by the entire Niterra Group, and the actions based on those philosophies, as well as the manner in which those actions are carried out.



Corporate Philosophy

Three elements constitute our corporate philosophy.

1. Commitment

With full use of the most suitable technology and our accumulated experience, we continue striving to offer new values to the peoples of the world.

2. Management Policy

We offer a working environment in which each one of us is encouraged to make full use of his or her personality and capabilities. With all our power we are dedicated to pursue management based on trust and confidence.

3. Action Guideline

Ever onward!
Always mindful of what is the best course, we swiftly put it into action.



Slogan

With established trust and confidence inside and outside the company, we aim to contribute to the peoples of the world by creating and putting at their proposal new values for the future.

CSR and Sustainability Charter

We contribute to develop a sustainable society, thereby improving our corporate value.

- We build relations of trust with our stakeholders while making highly transparent decisions and actions.
- We cocreate and provide new value to solving social issues.

Basic Traits

Quality Products

We are committed to consistently providing our customers with quality products

Involvement by All

Every employee is resolved to fulfill their duties and responsibilities

Shared Values