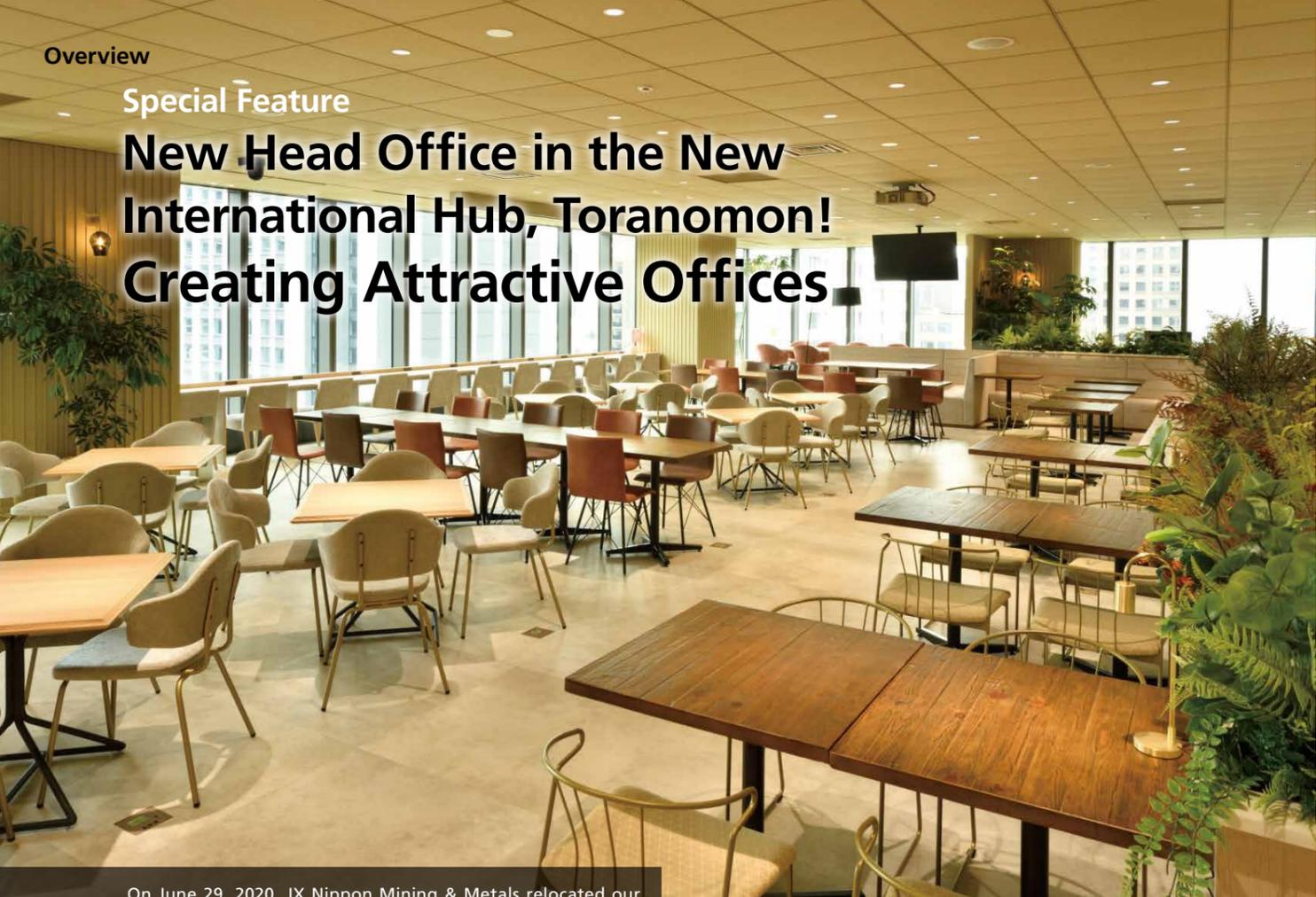


Special Feature

# New Head Office in the New International Hub, Toranomon! Creating Attractive Offices



On June 29, 2020, JX Nippon Mining & Metals relocated our head office from Otemachi, Chiyoda-ku (Tokyo) to The Okura Prestige Tower (11F-14F) in Toranomon, Minato-ku (Tokyo). The move of our head office is one measure toward achieving the JX Nippon Mining & Metals Group Long-Term Vision 2040. In so doing, we aim to create an innovative office space that will enhance our ability to continue to grow flexibly, even in the face of social change and adversity.



New Head Office in The Okura Prestige Tower

## Three Key Words Toward the Creation of New Value

The JX Nippon Mining & Metals Group long-term vision states that we aim to transition to a technology-based group that offers advanced materials and high-value-added products and technologies that contribute to the creation of a recycling-oriented society. As a global company, we also have a mission to meet the expectations and demands of society, including the Sustainable Development Goals. To achieve these goals, it is essential that we engage in flexible business operations and developing human resources capable of adding value.

To be the center of group operations, we have developed the new head office to reflect three key concepts to take on the challenge of creating new, unprecedented value: 1) Interact with technology, 2) Improve productivity, and 3) Encourage interpersonal relationships.

## What kind of area is Toranomon?

Toranomon is a district in Tokyo known for many historical sites, shrines, and temples from Japan's Edo period. Beginning with the 2014 completion of the Toranomon Hills project, the area has transformed into an international business hub. Toranomon is also attracting attention as a new source of innovation. In October 2020, one of the world's largest innovation communities, CIC Tokyo, opened for operations in the district.

# Interact With Technology



## SQUARE LAB

The new JX Nippon Mining & Metals Group head office features the SQUARE LAB, a space for interacting with technology. The SQUARE LAB consists of *the Gallery* showroom and *the Arena* event space.

We have designed our head office to welcome a diverse range of visitors. The SQUARE LAB will serve as a space to provide an overview of our business and show off the advanced technologies that represent our strengths. At the same time, we will use this space as a training facility to deepen employee understanding about our business. In these ways, the SQUARE LAB will accelerate our transformation into a technology-based group.



A space for sharing technology and business



Welcoming visitors in a relaxed atmosphere

Interactive technology exhibits

## The Gallery Showroom

In addition to powerful video content that communicates our business and future vision, the Gallery showroom also provides ways for visitors to experience the technological capabilities of the group through interactive exhibits that demonstrate functions including our pursuit of technologies to make things smaller.

We also intend the Gallery showroom to be a space for our own employees to experience our technologies, while also showing our customers and business partners the potential technological value we offer. In so doing, we hope to inspire new collaborative ideas and concepts, including ways to apply technologies in new fields.



Extensive video content



A space to inspire creativity

## The Arena Event Space

The Arena is an open, calming space for events and workshops that sow and nurture seeds of future value. The Arena is also equipped with online conferencing technology allowing us to coordinate with our operations throughout the world.

# Improve Productivity

## A New Work-Style: ABW

As Japan's working-age population declines due to fewer births and aging demographics, raising productivity per capita has become one of the most important issues faced by management.

Our new head office will offer new measures for greater efficiency to raise work productivity and create value.

### Independent Choice

Activity-Based Working (ABW) is a work style that allows employees to use mobile tools and select on their own how they work in terms of work hours, location, time, and methods in accordance with the nature of their job. For example, an employee might relax on a sofa when they want to be creative and generate ideas, working in a quiet place that facilitates concentration. Telework, including working from home, is another work style employees could select according to the nature of the task and other circumstances.

At the same time, we have adopted a group address system to address concerns about reduced work efficiencies when supervisors and subordinates work in separate locations. Under this system, organizations have a generally assigned location. The system is designed to maintain flexibility by creating a sense of loose connection through physical visibility, as well as to create opportunities for interactions across departmental boundaries.



ABW for increased autonomy

### Open, Free Spaces

The office space is designed to provide open areas with unobstructed views, facilitating quick meetings at any time. In addition to a variety of desks available for different purposes, our offices provide open space for multiple purposes, as well as private booths for focused concentration. Meeting rooms are glass-enclosed, contributing to the sense of open space.



Open areas for meetings



Private booths with LINK technology for external communications

### ICT Tools

Robust ICT tools are essential for effective ABW. In addition to web conferencing and electronic decision-support systems, we provide employees with company smartphones installed with an in-office location identification app. In these and other ways, we offer an office environment free from location restrictions.

JX Nippon Mining & Metals will continue to pursue advanced tools for flexible and efficient work styles.



Web conferencing on a large-screen monitor

# Encourage Interpersonal Relationships

## The Value of Face-to-Face

The office of the future will be more than simply a place to work. New office environments will be required to function as spaces that encourage interaction between employees and between departments to create new value.

The new head office features a number of measures to deepen face-to-face interactions among employees.

### A Lounge for Creating Connections

We designed the lounge area located next to the SQUARE LAB to be a space not only for meals, but also for meetings using large monitors and events for 100 people or more using our online conferencing system. Our new offices also feature a café and a convenience store for a quick pick-me-up. The space serves a variety of other purposes, as well, including after-work social gatherings for employees and others.

This is a space where employees can gather and connect at any time of the day and for a variety of purposes.



Relaxing with a cup of coffee

### Concierge Counter Provides Help With Everyday Tasks

The lounge also features a concierge counter offering help for a variety of everyday tasks, including equipment rental, mail and post procedures, questions about ICT tools, and even travel arrangements for business trips.

In addition to encouraging employees to meet on a regular basis, the lounge concierge counter takes care of non-core tasks, allowing employees to concentrate on their real work and contributing to overall office productivity improvements.



The concierge counter even arranges business trips

## TOPICS

### Managing the Head Office Relocation: Shigefusa Muraki

The JX Nippon Mining & Metals head office relocation was a large-scale project involving more than 50 people from across the company and taking place in a relatively short period of about one year. We were able to adapt to the challenges of ABW and other new measures thanks to teamwork represented by a foundation of the long-term vision established by senior management, active discussions among young and mid-level employees, the strong support of older employees and specialist departments.

During the second half of the project, we overcame the negative impact of COVID-19 through the coordinated efforts of project members and employees. In the process, we confirmed the potential for full-scale telework, which also reconfirmed the importance of face-to-face interaction in creating new value.

One of measures we adopted to address this issue was the quick drink service available in the lounge. To encourage employee interaction after work, we offer free beverages and a wide variety of food choices in the lounge. We will continue to improve our offices on a day-to-day basis as we stay on top of future developments, creating an attractive office space that encourages active cross-department interchange.



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