

~~ We have been featured in Newsweek and The Worldfolio website ~~

President and CEO Nagae was interviewed by a UK news agency about our business prospects for overseas and US military construction and was featured on The Worldfolio website and Newsweek - International (published on 14 May 2021).



From apartment buildings to US military bases: the "Ever-Evolving DNA" of HEXEL WORKS

HEXEL Works, one of Japan's leading electrical construction companies, boasts a top-class track record in electrical work for large condominiums and U.S. military bases, and has received high praise from its customers. Our history is supported by our outstanding technical capabilities, diverse human resources, and sound financial base. We promise that our know-how and ability to implement will help you with issues that other companies are not able to.

Outstanding technical capabilities
The strength of our company is that we have the No. 1 track record and name recognition for large-scale condominium construction in Japan. There are many companies that avoid large-scale condominium construction because it is time-consuming and because there are many items that must be checked in the process, but we have not been deterred by that, and as a result, have been able to gain the top share in the industry. In addition, we provide highly flexible services that allow us to respond to all kinds of customer needs by utilizing the high level of technology and abundant experience we have cultivated over the years. Currently, we are involved in construction work for a wide range of areas, including medical facilities, accommodation facilities, offices, and commercial facilities, as well as large condominiums.

Ability to respond to U.S. military-related construction
In 2003, we made a full-scale entry into the U.S. military-related construction market, which requires specifications, technology, and knowledge based on U.S. standards that are different from those required for construction in Japan. As in the case of large-scale condominium construction, we took on the challenge of U.S. military construction, which had been shunned by



other companies, and as a result, we have accumulated a track record of success in U.S. military-related facilities throughout Japan and have acquired the top share in the industry. We are proud of the overwhelming know-how we have accumulated so far, and we have completed the electrical work in almost all U.S. military bases in Japan.

Diverse human resources
We have a track record that surpasses that of other subcontractors in large-scale condominium construction and U.S. military-related work, and one of our strengths is the diversity of our human resources, including field agents who have completed large-scale projects involving more than 1,000 units in three years without error and

support staff with strong English skills. Based on the idea that "we don't want our employees to score 90 points in everything they do, but to be able to score 120 points in what they are good at," we have a group of unique employees, each of whom has their own strengths. In addition, our motto for training is "Let them learn through repeated on the job training (OJT). As soon as they learn the basic knowledge, they go out into the field and take up responsible work, which results in more opportunities for young employees to play an active role. We also have an early training program for new employees called the "Three-Year Trajectory," and are working to develop excellent field agents who will form the basis of our business.



"We will continue to optimize our business by grasping the trends of the times with flexible thinking and a broad perspective."

Yoichi Nagae, President & CEO, HEXEL Works, Inc.

Sound financial position since the foundation
It is not uncommon for a construction project to take several years to complete, making it an industry that requires a great deal of financial strength. In addition to having no interest-bearing debt, we have almost no real estate or marketable securities, which allows us to make effective use of the funds we have. As a result, our equity capital is steadily increasing, and our equity ratio is now over 60%.



Please click on the link below to read the article.

<Interview with President Nagae>

<http://www.theworldfolio.com/interviews/from-apartment-buildings-to-us-military-bases-the-ever-evolving-dna-of-hexel-works/4862/>

<Company Introduction article>

<https://www.hexelworks.com/wp-content/uploads/2021/05/20210520.news-2.pdf>