

NICHIA EUROPE GMBH

# SHINE WITH US

A NEW CHAPTER BEGINS

# WHO WE ARE

## Join a Place Where Innovation Meets Purpose

We're more than a workplace – we're a team of bright minds, bold ideas, and international spirit. At **Nichia Europe GmbH** you'll find the space to grow, the freedom to shape your role, and the support to make a real impact.

We're proud to be part of Nichia Corporation, the world's largest LED manufacturer and pioneer in light technology. Since creating the first high luminous blue LED, Nichia has continued to drive innovation and contribute to a brighter world. Now, we invite you to shine with us and be part of this journey.



We are Nichia's key sales team in Europe, trusted by our Japanese headquarters, with offices in Kronberg (Sales & Marketing) and Würselen (Innovation Center).



Our leadership reflects Nichia's character: Japanese roots, European leadership, and global diversity.



Part of a global team of 9,500 employees, nearly 100 of us work in Germany.

**Würselen**

Innovation Center



**Kronberg**

Sales & Marketing Office



# OUR CULTURE

## What Makes Us Different

We believe great ideas come from different perspectives. That's why we've built a culture that's diverse, open, and people-first.

- **20+ nationalities**, one shared team spirit
- **30% women** in management and team – and counting!
- We embrace **different ages, stories, and career paths**
- We do business in **English** - and connect through 10+ mother tongues
- **Mental health** matters: from mental health days to trained first-aiders
- **We celebrate together** – at our summer event, our winter celebration, and regular team activities
- **Open-door culture**: Ideas are always welcome, feedback is part of our DNA



# YOUR GROWTH

## Big Impact, Real Ownership

Here, your role goes beyond a job - it's a chance to shape the future of lighting. Whether you're building connections in sales, driving innovation in engineering, sparking creativity in marketing, or enabling success through vital support functions, you'll be part of a team transforming the industry.

- Combine **technical know-how** with **creativity**
- Work on **international projects**
- **Travel** with purpose
- Bring your **ideas**, drive your own **initiatives**
- **Learning by doing** – especially if you're just starting out

## Exploring Never Stops

We invest in you – because your growth is our success.

- **Personalized development**  
– technical, soft skills, and leadership
- **Coaching** and **mentoring**
- **Career paths** for specialists, generalists, and cross-industry talents
- Training at our **Headquarter** in Japan
- **Buddy system** – because no one grows alone

Nichia is a place where you grow fast, take responsibility, and help define how things are done.



# YOUR BENEFITS\*

## Attractive Compensation Package

A great job is about more than just exciting tasks. Here are the benefits we provide on top.

### FINANCIAL SECURITY

- Holiday and Christmas Pay as part of the fixed salary package
- Retirement benefits (company pension scheme and capital-forming benefits)
- Bonus system



### WORK-LIFE BALANCE & CARE

- Modern working environment tailored to individual and business needs
- 30 days vacation, plus special leave for life events
- Reduced full-time hours (38.5h / week)
- Family-friendly employer: paid child sick days and flexible work arrangements
- Relocation support & German classes – we help you settle in



### YOUR MOBILITY

- JobTicket
- JobBike\*\*
- JobCar\*\*



\*in line with German market practices

\*\*net salary benefits

# LOCATION

## Where We Work

Our offices aren't just places to work – they're places to connect, focus, and enjoy your day.

- Modern, light-filled spaces with breakout zones and quiet rooms
- Only 3 minutes from public transport
- Barrier-free access
- Free parking (with EV charging stations coming in 2026)
- Lunch options nearby + a fully equipped kitchen
- Enjoy a walk during lunch

## Work + Travel = Yes, Please

Love to travel? You'll feel right at home.

- Close to Frankfurt Airport
- Digital tools for easy travel booking and expenses
- Plan your own trips – with flexibility and daily allowances
- Share and discover sweet souvenirs from around the world



# WHY NICHIA?

## Why You'll Love Working Here

Because we believe in people over hierarchy. Because you'll feel heard. Because you'll be challenged. And because you'll grow – professionally and personally.

This is a place for those who want more than a career:  
A community. A mission. A future.

## Ready to be part of something bright?

Your next job might just be your best one yet.  
Let's shape the future of light – together.

## EMPLOYEE VOICE

Working at Nichia means being part of a company that not only created the blue and white LED but also continues to shape the future with innovation and quality. What I value most is the reliable foundation and the kindness of Japanese culture I experience every day.

I really value the trust Nichia gives me to bring in my own ideas and truly be heard. The open-minded, international atmosphere and the supportive, kind colleagues create a great team spirit that makes work inspiring every day.  
The flexibility and progressive benefits make it an even more enjoyable place to work.

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for a Brighter World  
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