

Action Plan for Promoting Employment and Careers of Women

1. Period of plan: April 1, 2021 to March 31, 2026

2. Targets

Target 1: Increase the percentage of female regular employee hires to 20% or more (achieve by fiscal year 2025)

Target 2: Increase the percentage of female regular employees to 10% or more (achieve by fiscal year 2025)

3. Details of initiatives and implementation period

From April 2021, we will engage in the following initiatives in sequence.

(Initiatives will be changed/added as necessary, based on progress and on measured effects every fiscal year)

(1) Focus on recruitment activities to expand recruitment of women

- Setting of policies and targets to increase the hiring ratio for women
- Active public relations aimed at job seekers
- Increase in points of contact between female employees and female job seekers

(2) Awareness-building within the Company for active participation by female employees, and support for female employees

- Awareness-raising for managers regarding training for female subordinates
- Implementation of training for female employees to foster awareness of own career building
- Provision of opportunities for networking among female employees

(3) Creation of comfortable workplace environments for all employees

- Awareness-raising for managers regarding work-life balance and diversity management
- Implementation of education to prevent harassment (maternity harassment, sexual harassment, etc.)