

Action Plan Regarding the Act on the Promotion of Women's Active Engagement in Professional Life and the Act on Measures to Support Raising Next-Generation Children

1. Plan period: 4 years from April 1, 2021 to March 31, 2025

2. Targets

Target 1: Increase the percentage of female regular employee hires to 20% or more

Target 2: Increase the percentage of female regular employees to 10% or more

3. Details of activities and implementation period

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

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

(1) Focus on recruitment activities to increase the hiring of women

- Setting policies and targets to increase the hiring ratio of women
- Engaging in active public relations aimed at job seekers
- Increasing 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

- Raising awareness among managers regarding training for female subordinates
- Implementing training for female employees to foster awareness of their own career building
- Providing opportunities for networking among female employees

(3) Creation of comfortable workplace environments for all employees

- Raising awareness among managers regarding work-life balance and diversity management
- Providing education to prevent harassment (maternity harassment, sexual harassment, etc.)

End