

Action Plan for Women's Empowerment

Our company formulates an action plan as follows in order to provide a supportive employment environment:

1. Period: January 1, 2020 to December 31, 2022

2. Details:

(1) Raise the ratio of female managers and highly professional workers in the Development Department to 7% by 2022.

*The ratio as of December 2019: 3.5%

Our company aims to increase the number of female workers across the company so that they make up 21.0% of the total number of our employees in the future.

(2) Set up a working group, "Intelligent Women's Wave," in an effort to create a comfortable workplace environment in which female workers can easily ask each other for advice on various issues, such as carrier paths and life plans.

(3) Develop and clearly state detailed methods for assuring the safety of the female workers who work on the night shift.

(4) Display information on the in-house programs targeting our employees, including telecommuting and parental leave, on places that are easily accessible to all of our employees so that every employee at our company learns thoroughly about the programs.

(5) Make the following efforts to encourage our employees to take parental leave:

i. For the employee who hopes to go on parental leave: Our company offers a meeting for explaining our parental leave program to the employee who is pregnant or the male employee whose wife is pregnant at some point of the period from pregnancy to delivery.

ii. For the managers: Our company provides the managers with education (training) about encouraging their subordinates to use parental leave.