

# "Policy and Commitment on Promoting Women's Empowerment"



## Policy

**We create an organizational culture in which female employees can enhance work-life balance and develop careers while simultaneously achieving personal growth and contributing to our company.**

## Commitment

### **1. Lift barriers and resolve issues to promote women's empowerment**

- ✓ We identify barriers and issues for female employees to work, and promote work environments and health support measures in a healthy and appropriate manner.

### **2. Secure diverse human resources and create an environment where employees feel they have the opportunity to grow**

- ✓ We create a system and culture in which both male and female employees can freely take temporary leave due to life events such as childbirth, childcare, and nursing care.
- ✓ In addition to the internal promotion of human resources, we also take positive action to further proactively recruit women who can be assigned to managerial roles through mid-career recruitment.

### **3. Create an organization where all employees feel rewarded and are willing to continue working for longer**

- ✓ We support the medium - to long-term, independent and autonomous growth of all employees through training programs aimed at career development and personal growth.
- ✓ We create a culture that encourages women's empowerment through lectures and training for managerial personnel by outside experts etc.

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## 【 KPI 2030】

- ① Ratio of female employees among new hires : 30% or more
- ② Ratio of female management positions : 10% or more
- ③ Male paternity leave rate : 100%
- ④ Gender Pay Gap : 80% or more