

Sixth Action Plan

As an initiative up to the fifth action plan, we have implemented various measures such as support for employees balancing childcare, encouragement of male employees to take childcare leave, and improvement of work-life balance. In this action plan, while inheriting the measures taken so far, we will further expand the system, raise the awareness of the entire company, and promote behavior change so that everyone can continue to play an active role during each life event.

1. Duration

Five years (April 1, 2021, to March 31, 2026)

2. Goals and Activity Contents

Goal (1)

- Promotion of active efforts for male employees to take childcare leave and participate in childcare/housework

Action (from April 2021)

- Further promotion of the taking of childcare leave by men, and Childcare / housework being done by both men and women

Goal (2)

- Enhancement and acceptance of a system that enables diverse work styles

Action (from April 2021)

- Introduction of remote work, encouraging expansion and acceptance of the system to further promote diverse work styles

Goal (3)

- Career support for female employees

Action (from April 2021)

- Even if there has been a career break or time constraints, we will further enhance opportunities for experience-based compensation through training and secondment to promote self-growth and support to broaden career opportunities.
- We will further raise awareness of diversity and inclusion within the company.