

NYK Action Plan

First Action Plan

1. Duration

Five years (April 1, 2016, to March 31, 2021)

2. Goals and Activity Contents

An aggregate of 80 female employees having significant work experience at NYK offices overseas.

(1) Support active career development of employees who have children

(2) Enrich support system for employees who take their children when assigned to work abroad

(3) Provide the opportunity for employees to draw up their own career plans by holding forums featuring employees who have work experience at NYK offices overseas

The total number of female employees working overseas was 78, an achievement rate of 97.5% of this action plan's goal of 80.

Second Action Plan

In 2001, we unified the company's personnel system and have since advocated and cultivated human resources who can actively work in global fields regardless of gender. In addition, as a result of the efforts of the first action plan, the number of female employees having significant work experience at NYK offices overseas, including employees who have children, has steadily increased.

The purpose of the second action plan is to establish policy that will help "combine careers with life events that anyone can expect to experience." In October 2020, we partially revised our human resource system so that employees who take career breaks because of childbirth, childcare, family care, or poor health can receive fair evaluations upon returning to work and, as a consequence, do not suffer any disadvantage from the hiatus. In accordance with NYK Group ESG Story, we are also taking positive action for employees who, as a result of having been on leave, are concerned about lacking work experience.

While promoting measures for female employees who are prone to career breaks, we are also encouraging male employees to take childcare leave. We believe that male employees who are actively involved in childcare and housework dedicate more time to their spouse and home life,

which leads to the further success of women and employees suffering from time constraints. We will raise awareness of the benefits of childcare and housework being carried out by both men and women, and further promote the development of a workplace culture that makes it easy for anyone to take childcare leave.

To achieve diversity and inclusion, we will work to raise the level of awareness within the company to improve behavior, and create a comfortable working environment for men and women so that all employees can play active roles.

1. Duration

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

2. Goals and Activity Contents

Goal (1)

- Increase female participation rate in external training to 30% for the purpose of cross-industry exchange and skill improvement
- Increase the dispatch of women so that female participants will reach 50%; include training for women only to achieve this goal

Background of Planning

- Even if a career break occurs because of childbirth, childcare, or family care, ensure that improvement and growth are possible through supplemental opportunities and experience through training
- Make use of training to equalize outside dispatch

Activity Content (From April 2021)

- Based on life events, we will increase not only existing training but also training suitable for each employee.
- Consider positive actions such as providing opportunities and places where self-growth can be achieved, depending on motivation
- We will increase the number of female employees seconded as a measure to supplement experience and opportunities to improve and broaden the range of careers.

Goal (2)

- Increase the rate of childcare leave for male employees (including land-based seafarers) to 100%

Background of Planning

- The number of male employees taking childcare leave is increasing, but a higher rate is desired.
- It is thought that if male employees take the initiative and actively engage in childcare, not only will they be expected to grow and develop their abilities, but their spouses will also have more time, which will lead to the further success of women.

Activity Content (From April 2021)

- Disseminate a system related to childcare and encourage use of the system
- Promote the development of workplace culture that makes it easy for anyone to take childcare leave, raising awareness among male employees to actively and proactively engage in childcare and housework, and enlightenment to deepen understanding of supervisors and others