

March 26, 2018

JSR Diversity Development Office

JSR's Next Generation Development Action Plan (Seventh Phase)

1. Seventh Phase period April 1, 2018 to March 31, 2020

2. Particulars

Goal 1. Promote diversity in working styles

For FY 2018

- i. Run a trial to expand employees eligible to work from home while examining the necessary system requirements, and strive to change systems to support diverse working styles.

For FY 2019

- i. Our aim is to plan and develop the required frameworks and systems during FY 2018 to introduce a paid leave system based on hours rather than days and to launch the new system from April 2019.

Goal 2. Create conditions to facilitate easier childcare leave for men

Measures

For FY 2018

- i. Disseminate information on male employees ability to take childcare leave and publicize details of the childcare-leave system by using parts of the "Guide Book on JSR's Support System for Balancing Work and Childcare / Caregiving" during position-specific training.
- ii. Use intranet forums, in-house magazines, and other channels to publicize male employees' use of childcare-leave programs.
- iii. Encourage male employees whose spouse has given birth to take childcare leave separately.
- iv. Interview male employees who have taken childcare leave and consider implementing their feedback on points for improvement in future policies.

For FY 2019

In addition to continuing FY 2018's measures

- i. Survey employee awareness and attitudes on JSR's various life balance

support systems and diversity promotion programs with the Employee Opinion Poll, to be taken in FY 2019. Inform employees of the results on our intranet forums.

Goal 3. Promote career-building support and professional skill development for women

Measures

For FY 2018 and FY 2019

- i. Implement the following measures for women at the assistant-manager level who are candidates for managerial positions
 - Candidates create a personal career plan with their direct supervisor and embark on medium to long-term training and development to achieve the plan.
 - Develop and implement educational plans that aim to change how female employees view managerial positions, such as providing opportunities to rethink their careers and to have personal contact with role models.