

JSR Action Plan for the Advancement of Women in the Workplace (Fourth Phase)

JSR Corporation has formulated the following action plan in order to build an employment environment that allows female employees to further harness their individuality and skills within its organizations.

1. Fourth phase period

April 1, 2023 to March 31, 2026

2. JSR's challenges

- i. Low percentage of women in managerial positions
- ii. Few women hired for career-track technical positions

3. Targets and initiatives

Target 1: Achieve a percentage of women in managerial positions of 7% during the fourth phase period

Details of initiatives

- i. April 2023 onward
Provide training, etc., for young employees of the generation before life events (marriage, childbirth, etc.) generally occur as an opportunity to think about their careers, including themselves and their families.
- ii. October 2023 onward
Plan training, etc. for managers to understand and respect diverse values and utilize these for the career and skills development of their subordinates. In addition, introduce a one-on-one system so that supervisors can support career development together with their subordinates.
- iii. April 2024 onward
For female assistant managers, provide mentoring and career counseling as an opportunity to reconsider their careers and carve out their own paths.

Target 2: Achieve a male-to-female ratio for new graduate career-track hires of 50% in administrative positions and 30% in technical positions

Details of initiatives

- i. April 2023 onward
In addition to introducing our efforts to promote diversity, including the active participation and advancement of women in the workplace, at information sessions and seminars for students,

post articles and achievements related to women working at JSR on the Recruiting section of our website.

ii. April 2023 onward

Hold roundtable discussions in which female employees participate in recruitment activities providing opportunities for them to directly communicate their work, career paths, work challenges, and how to overcome them, in order for recruits to form an image of working at JSR.