

## JSR Corporation Programs Related to the Advancement of Women's Activities

Programs	Details	Target
Training for managers	We provide management support training for managers to learn proper consideration for and learn how to empower their subordinates. We also conduct seminars to help management understand and confront their own latent unconscious bias and safeguard against microaggressions, thereby fostering behavioral change.	Managers
Dispatch to external training	We participate in a variety of external training programs, such as J-Win (Japan Women's Innovative Network, a non-profit organization), Showa Women's University Career College's training program, and the Nagoya Institute of Technology Center for Diversity & Inclusion's Female Technical Leader Development School, to give employees opportunities to develop capabilities that transcend the boundaries of industry and business categories.	Female employees
Interviews/career counseling	Since FY2016, we have conducted interviews with female employees that draw on elements of career counseling, such as gathering their thoughts on their job satisfaction, perceived challenges in working, and future careers. We also conducted interviews with the supervisors of female employees. These interviews, which also began in FY2016, involve confirming the qualifications and development plans of each female subordinate and discussing issues in advancing DE&I. This system also involves analyzing issues that emerge through interviews with female employees and their supervisors and then reporting to management on the findings, which help shape measures accordingly.	Managers and female employees
Lectures by role models from outside the company	As part of our efforts to support employees' career development, we hold lectures by people outside the company who serve as role models. By inviting speakers who have	All employees

	been active in various fields to share their work experiences, personal experiences, and lifestyles, we strive to help employees gain awareness of their own current situations and acquire new values, leading to increased motivation and self-development.	
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