

Action Plan for Promoting Women's Career Engagement at The Nisshin OilliO Group, Ltd.

To create an even better environment for women and other diverse employees to demonstrate their full potential and individuality, we have established the following targets.

1. Plan period: April 1, 2024 - March 31, 2028

2. Targets

[Target 1] A 30% or higher ratio of female participants in training that contributes to skill development and career formation

* Calculated for training organized by human resources departments

[Target 2] Achieve 100% childcare leave usage rate for both men and women

[Target 3] Keep average monthly overtime 20 hours or less

* Overtime calculated as time beyond prescribed hours (7.5 hours) and not statutory overtime

* Include performance-based, sales promotion, and advisory positions that are exempt from time management, and calculate hours worked beyond 7.5 hours

3. Initiative details and timeline

[Target 1]

- Further expansion from FY2024 onward

Increase variation in training to provide more skill development opportunities for employees with time constraints, such as those using short-time work system. Proactively provide important work experiences (overseas assignments, etc.) and long-term training opportunities that are difficult to balance with family life before childbirth/parenting periods.

- Further expansion from FY2024 onward

Proactively assign female employees to departments and roles where there are few women (sales and production positions) to provide diverse work experiences.

[Target 2]

- FY2024 onward

Conduct surveys of female employees (career orientation, work-life balance, etc.) and gather feedback on needs and satisfaction from users of childcare/nursing care support systems (both men and women).

- FY2024 onward

Hold training for managers and employees on support for balancing work with childcare/nursing care. Share information about cases of men taking childcare leave for two or more weeks.

- FY2025 onward

Consider expanding current systems and introducing new ones to help employees build careers while managing life events.

[Target 3]

- Further expansion from FY2024 onward

Create time by building robust organizational structures with increased staffing, reviewing work processes, and reducing/streamlining work through digital utilization.

- Further expansion from FY2024 onward

Expand use of flextime and telework systems, promote annual paid leave usage and manage progress of usage rate to further boost productivity and work-life balance.

End