

## **EBARA CORPORATION Action Plan**

One of the Material Issues we have identified in our long-term vision "E-Vision 2030" for fiscal 2030 is to promote working environments that encourage challenge. We will create a corporate culture in which diverse human resources can play an active role, compete, and take on challenges while feeling rewarded and comfortable in their work.

We set out our action plan as follows so that each and every female employee can fulfill their potential and develop their careers at work.

### 1. Period

April 1, 2021 to March 31, 2025

### 2. Our Issues

- 1) The ratio of women in managerial positions is low and there are few female manager candidates.
- 2) The ratio of women among new hires is low.
- 3) It is difficult to balance work and family life, making it difficult for female workers to envision how to build a career.

### 3. Goals

- 1) Increase the ratio of women in managerial positions to 7% or more by April 2023 and 8% or more by April 2025.
- 2) Increase the ratio of women among new hires (including new graduates and mid-career workers) to 12% or more by April 2023 and 15% or more by April 2025.
- 3) Aim for total working hours to be 1,920 hours or less per year, non-scheduled working hours (over-time) to be 45 minutes per day or less, and the ratio of paid days-off taken to be 80% or more by 2022. For beyond 2022, we will set goals higher than the above targets.

### 4. Details and timing of initiatives

- 1) Career development support for high-potential workers (started in 2021)
  - Implement a sponsorship system and mentor system
  - Dispatch high-potential workers to special training programs
  - Provide support to employees returning from childcare leave
- 2) Recruitment by job category (started in 2021)
  - Introduced recruitment by job category for new graduate hires.
  - Applicants are asked to select a course of their choice out of the Application Courses (by job type, by product).

- Offer a system that allows employees to decide how to start building their own career.
- 3) Introduction of accepting new employees in October (started in 2020)
- October was added as an option to start working for new graduate hires.
  - New graduate hires may choose to start working in October of the previous year instead of April, which is the traditional starting month in Japan.
- 4) Promotion of balanced work styles (started in 2021)
- Foster awareness of importance of properly managing working hours, and review and implement measures to encourage employees to take paid leave
  - Review and implement measures to allow employees to choose the place and time to work to improve work efficiency and to maintain a good balance between work and private life (for office workers)

End