

Initiatives aimed at promoting the success of all employees

Results Report for FY2024

Item	FY2024 Results
1) Percentage of female managers (Target: 10%)	8.3%
① Selecting female candidates from each workplace Panel discussion involving female managers, reforming attitudes	Requests made to each workplace, selections completed Set up in August 2024
② Systematic guidance and training in order to boost numbers of candidates for management posts Selection of relevant persons, confirming intentions via interview, reassessing their job responsibilities, and holding careers training	Relevant persons selected from within their workplaces by June 2025 Careers training planned to be in place by October 2025
③ Increasing the share of women among workers recruited	Percentage of female new recruits in FY2025: 30% (FY2024 percentage: 20%)
④ Exploring an expansion of home working with the aim of achieving home-work compatibility Exploring the right to work at home for up to 5 days a month to aid childcare, caregiving, or fertility treatment	Up to two days a week of home-working currently being trialed
2) Maintaining paid leave take-up rates of over 70%	73.0%
① Creating a 5-day-plus Paid Leave Plan (the “Yu You Plan”) for each individual, and sharing with the workplace	Set up
② Exploring an increase in “Paid Leave Promotion Days” for each workplace	Under consideration by each workplace
③ Making good use of the systematic granting of paid annual leave	Good use made of systematic granting of paid annual leave, and information disseminated to employees
④ Making use of internal company information channels such as the intranet to periodically call for leave to be taken	Periodical announcements promoting the take-up of leave have been introduced