

Action Plan of Nippon Suisan Kaisha, Ltd. (Nissui)

In order to develop an employment environment in which female employees can play an active part, Nissui hereby formulates an action plan as follows.

1. Plan Period April 1, 2022 to March 31, 2025

2. Issues at Nissui

- Low percentage of female employees
- Low percentage of women among managers
- Low percentage of women among "executive officers/line managers" who constitute management and business decision-makers

3. Quantitative Targets

- Recruit highly competent human resources without distinguishing between men and women and stably maintain the "percentage of women among recruits" at 50% in each fiscal year.
- Make women account for 10% or more of all managers.
- Make women account for 10% or more of all executive officers and general managers.

4. Description of Initiative and Timing of Implementation

Recruitment and Assignment

- From April 2022 onwards: Conduct unconscious bias check and bias control education targeted at interviewers and encourage them to secure diverse human capital regardless of attributes such as gender, nationality, and academic background.
- From June 2022 onwards: Proactively assign women in divisions and jobs in which the number of women is small and expand their field of work.

Development and Promotion

- From June 2022 onwards: Make "the percentage of women among participants" in selective upskilling training reach 50%.
- From July 2022 onwards: Continue holding diversity management training targeted at managers.
- From August 2022 onwards: Accelerate employees' development and expand their breadth of experience by promoting the assignment of work to both men and women in a planned manner based on the operation of career

development meetings as well as personnel transfers aimed at early development.

- From October 2022 onwards: Continue enhancing human resources development by such means as nominating successors to persons in a position with organizational responsibility, formulating an individual development plan for nominees, and conducting training sessions. In carrying this out, also perform an annual check on candidates for female leaders, make the candidates visible and expand the pool of candidates.

Balancing Work and Personal Life Events

- From April 2022 onwards: Launch the operation of a basic teleworking system.
- By October 2022: Examine new work styles for balancing work and personal life events.
- From October 2022 onwards: Conduct training to make both men and women think about how to balance personal life events and career.
- From December 2022 onwards: Further develop a system tailored to new work styles and flexible ways of working.

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