

The Notice of Action Plan for Promoting Women's Participation and Advancement in the Workplace

C. Uyemura Co., Ltd. hereby announces that we have recently developed an Action Plan for Promoting Women in the Workplace based on the "Act on Promotion of Women's Participation and Advancement in the Workplace" as below.

Action Plan for Promoting Women's Participation and Advancement in the Workplace

1. Planning Period

April 1, 2021 to March 31, 2026

2. Our challenges

(1) The proportion of students majoring in science has been high among our new graduate prospective employees. Since the number of female science students has been small among our applicants, the percentage of our new graduate prospective female employees is much lower than male employees.

(2) "Special paid holiday" (the holiday for personal injury / illness, childcare, and nursing) has never be used for childcare. The details of childcare leave program is not adequately known by our employees.

3. Target and Activities, Implementation schedule

Target 1: Average percentage of women among our new graduate prospective employees to increase more than 30% in five years from FY2021.

Activities:

From May, 2021

To increase female applicants majoring in science, we will consider making more introduction articles of our female employees with science background and expanding the other contents in the job search site or our company website.

From FY2022

We will review the contents of our company website and brochures based on the application state of the previous fiscal year.

Target 2: The rate of taking childcare leave and "special paid holiday": Women: 100%, Men: At least 10%

Activities:

From April, 2021

When receiving a notification of birth, we inform employees of the details of childcare leave program.