

Daimaru Matsuzakaya Department Stores Action Plan

With the “promotion of diversity” and the “realization of work-life balance” as our initiatives, we have formulated the action plan as indicated below to promote women’s empowerment and advancement more than ever. Thereby we will step up efforts to put the right person in the right place based on individual employee’s ability, performance, aptitude and motivation regardless of gender.

1. Plan period: December 1, 2018 to February 28, 2022

2. Objective

At least 25% of management positions (manager or higher positions) will be filled by women in February 2022.

3. Initiative items

- Set policies and goals to increase the percentage of women in management positions
- Support and promote the creation of awareness of career development of female employees who are constrained by time
- Promote awareness raising on diversity management
- Develop a system that allows for more flexible working

4. Actions and timeline

December 2018 - Formulate a plan to increase the percentage of women in management positions
Develop training programs based on the needs of female employees who are constrained by time
Examine work systems and discuss with the labor union

March 2019 - Promote the appointment of women to management positions based on the plan (every six months thereafter)
Diversity management training for managerial persons (April and October each year)
Introduce flexible working hours for employees who work reduced hours

September 2019 - Place female employees who are constrained by time in management positions and develop a follow-up system
Consider pilot introduction of telework

Continuous actions:

Promote the appointment of women to management positions every six months
Hire experts who left jobs for child care (Mother Recruitment)
Career development training for women who are constrained by time
Identify employee needs through meetings with employees who take child care leave or work caring for children