

Action Plan of Daimaru Matsuzakaya Department Store Co., Ltd.

Daimaru Matsuzakaya Department Store has established the following action plan to drive forward the empowerment and career advancement of women even more than ever before through the initiatives of "Diversity & Inclusion" and the realization of "work-life balance." This effort will more strongly promote the appointment of the right person to the right position based on individual abilities, achievements, aptitude, and motivation, regardless of gender.

1. Planning period: March 1, 2022 to February 29, 2024

2. Targets

1. Increase the percentage of women in management positions (manager level and above) to 30% or more by March 2024
2. Increase the percentage of men taking childcare leave to 60% or more.

3. Initiatives

- Establish policies and targets to increase the percentage of women in management positions
- Support and promote awareness of career development among female employees with time constraints
- Promote awareness-raising activities about diversity management
- Establish a system that enables more flexible work styles

4. Initiatives and Implementation Periods

Initiatives for Target 1

From March 2022.

- Conduct diversity management education for managers
- Provide educational opportunities to avoid the career disconnect that accompanies a leave of absence
- Promote systematic development of the next-generation of managerial candidates during their late 20s to early 30s
- Promote systematic appointments and assignments through the creation of a management candidate pool, the assignment of roles and tasks in stages, the provision of opportunities for participation in training, and post appointments, etc.

From Sep. 2022

- Introduce a flextime system for employees with shorter working hours

From March 2023

- Revise the number of fixed annual holidays

Initiatives for Target 2

From March 2022.

- Establish a childcare leave consultation service from October 2022
- Introduce Childcare Leave at the Time of Childbirth in accordance with the amendment of the Childcare and Family Care Leave Law
- Provide a childcare leave support allowance
- Raise awareness of the system among managers and foster a corporate culture that makes it easier to acquire certification