



FY 2023 Nadeshiko Brands

1. Selected Companies (Nadeshiko Brands)

	Name of industry type	Name of selected companies
1	FOODS	Asahi Group Holdings, Ltd.
2	FOODS	Ajinomoto Co., Inc.
3	ENERGY RESOURCES	Idemitsu Kosan Co., Ltd.
4	CONSTRUCTION & MATERIALS	LIXIL Corporation
5	RAW MATERIALS & CHEMICALS	Shiseido Company, Limited
6	RAW MATERIALS & CHEMICALS	KOSÉ Corporation
7	PHARMACEUTICAL	CHUGAI PHARMACEUTICAL CO., LTD.
8	PHARMACEUTICAL	Eisai Co., Ltd.
9	AUTOMOBILES & TRANSPORTATION EQUIPMENT	AISIN CORPORATION
10	STEEL & NONFERROUS METALS	Sumitomo Electric Industries, Ltd.
11	MACHINERY	GIKEN LTD.
12	MACHINERY	Komatsu Ltd.
13	ELECTRIC APPLIANCES & PRECISION INSTRUMENTS	OMRON Corporation
14	IT	SCSK Corporation
15	SERVICES & OTHERS	PERSOL HOLDINGS CO., LTD.
16	ELECTRIC POWER & GAS	TOKYO GAS CO.,LTD
17	ELECTRIC POWER & GAS	OSAKA GAS CO.,LTD
18	TRANSPORTATION & LOGISTICS	Nippon Yusen Kabushiki Kaisha
19	TRANSPORTATION & LOGISTICS	Mitsui O.S.K. Lines, Ltd.
20	COMMERCIAL & WHOLESALE TRADE	ITOCHU Corporation
21	RETAIL TRADE	McDonald's Holdings Company (Japan), Ltd.
22	RETAIL TRADE	MARUI GROUP CO., LTD.
23	BANKS	JAPAN POST BANK Co., Ltd.
24	BANKS	The San-in Godo Bank, Ltd.
25	FINANCIALS (EX BANKS)	Daiwa Securities Group Inc.
26	FINANCIALS (EX BANKS)	Dai-ichi Life Holdings, Inc.
27	REAL ESTATE	Mitsui Fudosan Co., Ltd.

2. Selected Companies

(Next Nadeshiko: Companies Supporting Dual-career and Co-parenting)

	Name of industry type	Name of selected companies
1	FOODS	Meiji Holdings Co., Ltd.
2	FOODS	Sapporo Holdings Limited
3	CONSTRUCTION & MATERIALS	NGK INSULATORS, LTD.
4	RAW MATERIALS & CHEMICALS	DIC Corporation
5	RAW MATERIALS & CHEMICALS	KIMOTO CO., LTD.
6	ELECTRIC APPLIANCES & PRECISION INSTRUMENTS	TERUMO CORPORATION
7	ELECTRIC APPLIANCES & PRECISION INSTRUMENTS	SYSMEX CORPORATION
8	IT	TOPPAN Holdings Inc.
9	IT	FUJI SOFT INCORPORATED
10	SERVICES & OTHERS	Dai Nippon Printing Co., Ltd.
11	COMMERCIAL & WHOLESALE TRADE	Sumitomo Corporation
12	BANKS	Shizuoka Financial Group, Inc.
13	BANKS	Concordia Financial Group, Ltd.
14	FINANCIALS (EX BANKS)	JAPAN POST INSURANCE Co., Ltd.
15	FINANCIALS (EX BANKS)	Nomura Holdings, Inc.
16	REAL ESTATE	Daito Trust Construction Co., Ltd.

3. Overview of Nadeshiko Brands

- Since 2012, the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE) have been jointly selecting companies that are outstanding in terms of encouraging women's empowerment in the workplace and designating them as “Nadeshiko Brands”.
- The Nadeshiko Brand is an initiative that aims to introduce certain TSE-listed companies that are outstanding in terms of encouraging women's empowerment in the workplace as attractive stocks to investors who place an emphasis on improving corporate value in the mid- and long-term, thereby further encouraging investments in such companies and accelerating the efforts by the companies.
- All companies in Prime, Standard, and Growth Markets are eligible to apply for the Nadeshiko Brand, and 288 TSE-listed companies applied (by responding to the survey).



Nadeshiko Brands : 27 companies

which are outstanding in

“Supporting consistent career development
from recruitment to promotion”

and “Supporting dual-career and co-parenting”.



Next Nadeshiko: Companies Supporting dual-career and Co-parenting : 16 companies

which are outstanding in

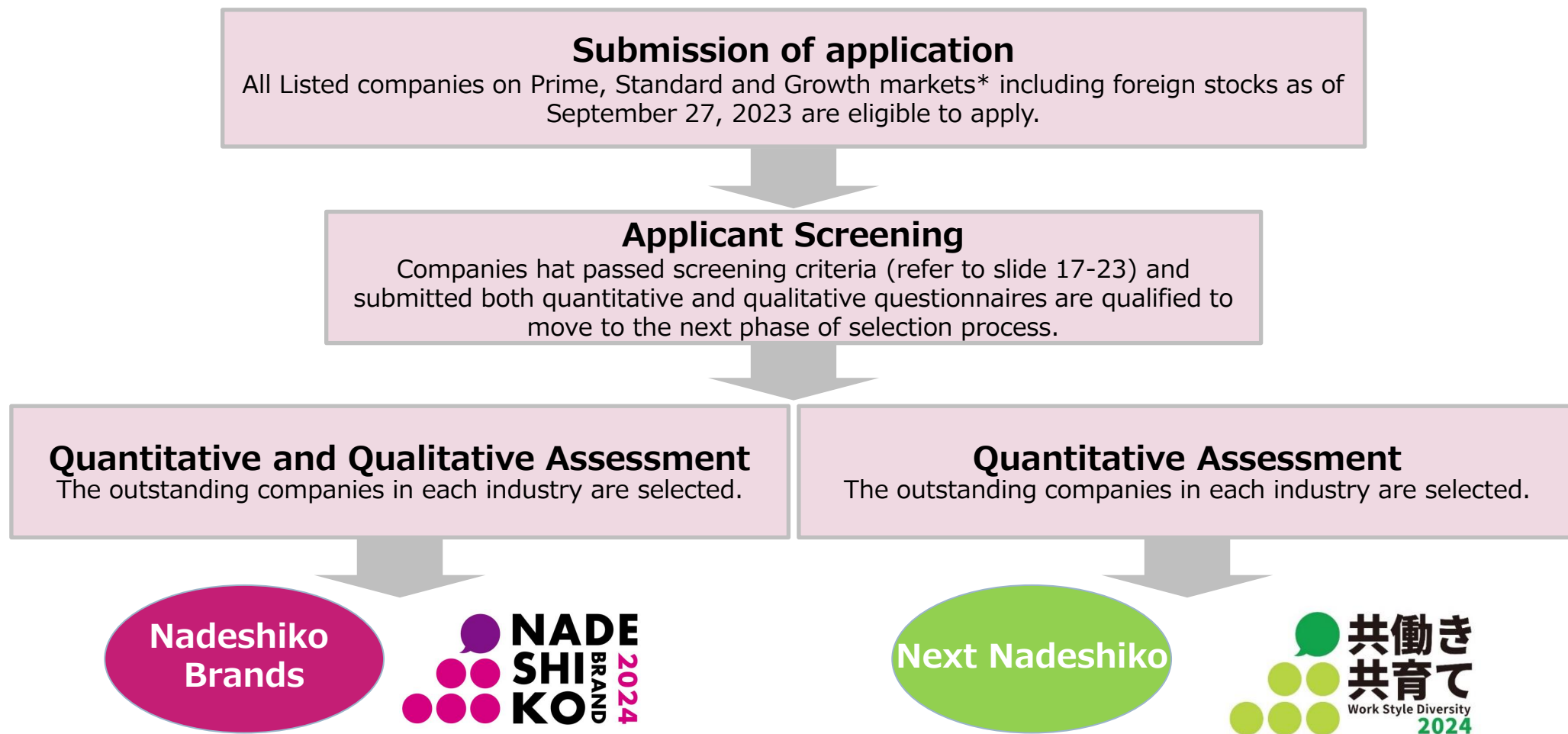
“Supporting dual-career and co-parenting”.

3. Overview of Nadeshiko Brands

- Companies are choosing from 18 industry sectors adjusted from sectors in TOPIX-17.
- METI and TSE selected 27 companies as Nadeshiko Brands and selected 16 companies as “Next Nadeshiko: Companies supporting dual-career and Co-parenting” .
Both were selected with a condition that no more than two companies are chosen from the same industry sector.

18 Industries					
1	FOODS	7	STEEL & NONFERROUS METALS	13	TRANSPORTATION & LOGISTICS
2	ENERGY RESOURCES	8	MACHINERY	14	COMMERCIAL & WHOLESALE TRADE
3	CONSTRUCTION & MATERIALS	9	ELECTRIC APPLIANCES & PRECISION INSTRUMENTS	15	RETAIL TRADE
4	RAW MATERIALS & CHEMICALS	10	IT	16	BANKS
5	PHARMACEUTICAL	11	SERVICES & OTHERS	17	FINANCIALS (EX BANKS)
6	AUTOMOBILES & TRANSPORTATION EQUIPMENT	12	ELECTRIC POWER & GAS	18	REAL ESTATE

4. Selection Process



*Prime : For companies which have appropriate levels of market capitalization (liquidity) to be investment instruments for many institutional investors, keep a higher quality of corporate governance, and commit to sustainable growth and improvement of medium- to long-term corporate value, putting constructive dialogue with investors at the center.

Standard : For companies which have appropriate levels of market capitalization (liquidity) to be investment instruments in the open market, keep the basic level of corporate governance expected of listed companies, and commit to sustainable growth and improvement of medium- to long-term corporate value.

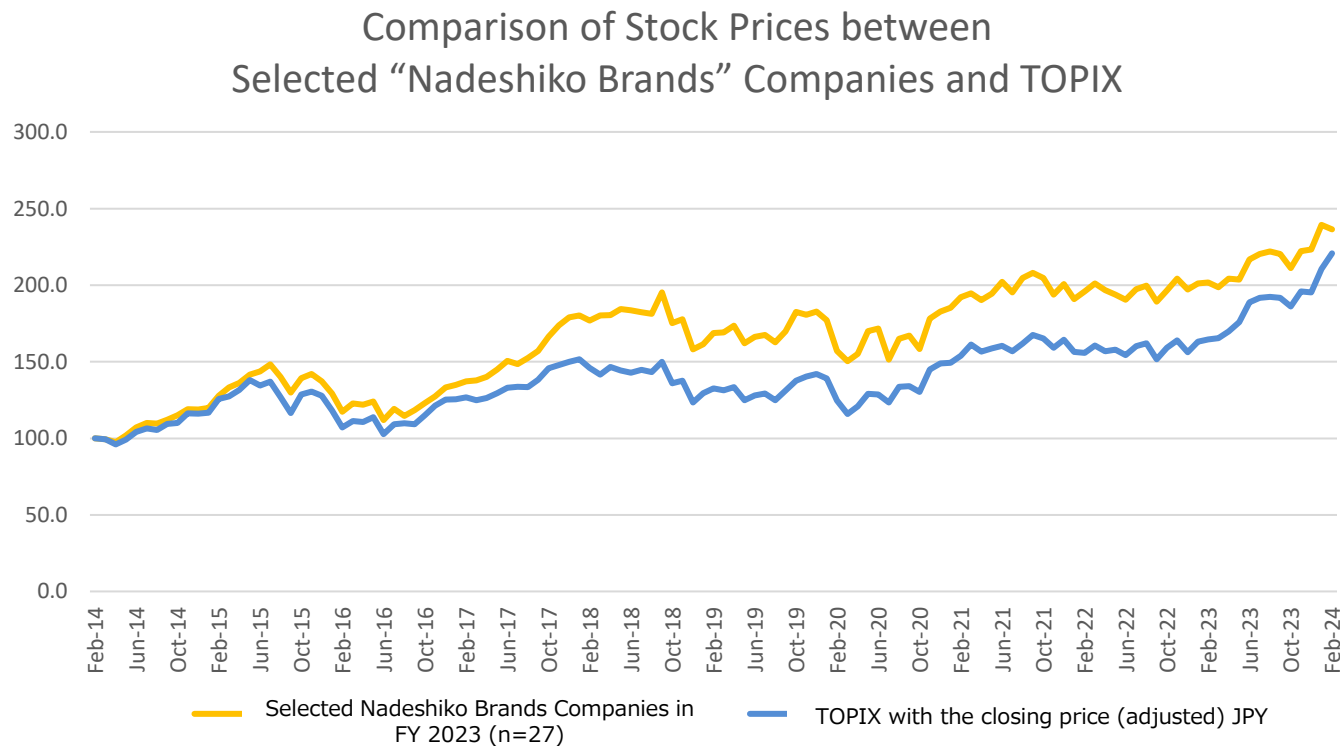
Growth : For companies which have a certain level of market value by disclosing business plans for realizing high growth potential and their progress towards these appropriately and in a timely manner, but at the same time pose a relatively high investment risk from the perspective of business track record.

5. Judges

Name	Organization
Hiroki Sato (Chair)	Professor Emeritus, the University of Tokyo
George Iguchi	Executive Officer, Deputy Head of Investment Division, Chief Corporate Governance Officer, Nissay Asset Management Corporation
Katsuya Kikuchi	ESG specialist, Tokio Marine Asset Management Co., Ltd.
Kaoru Kobu	Head of ESG, Japanese Equity Investment, Invesco Asset Management Japan 30%Club Japan Investor Group Vice Chair
Ken Shibusawa	Chief Executive Officer, Shibusawa and Company, Inc.
Yoshiko Takayama	Managing Director, J-Eurus IR Co., Ltd. CEO, Japan Board Review Co., Ltd.
Emiko Takeishi	Professor, Hosei University
Hiroko Nomura	Distinguished Invited Professor, Tokyo Kasei Gakuin University
Mitsuko Kagami (Special advisor)	KAGAMI Law Office

6. Performance of Nadeshiko Brands in FY 2023

- Comparison of Stock Price Index Average of selected Companies of Nadeshiko Brands in Fiscal Year 2023* and TOPIX.
 - For the selected 27 companies of Nadeshiko Brands in fiscal year 2023, we calculated the stock price index. The data range covers a period of 10 years from February 2014 to February 2024, based on monthly closing prices (adjusted). The trend is compared to TOPIX with the closing price (adjusted) of February of 2013 set at 100.
 - From around 2017, there has been a tendency for the stock price index of selected companies of Nadeshiko Brands to be higher. And even after the spread of the coronavirus, the resilience of selected companies of Nadeshiko Brands can be observed.

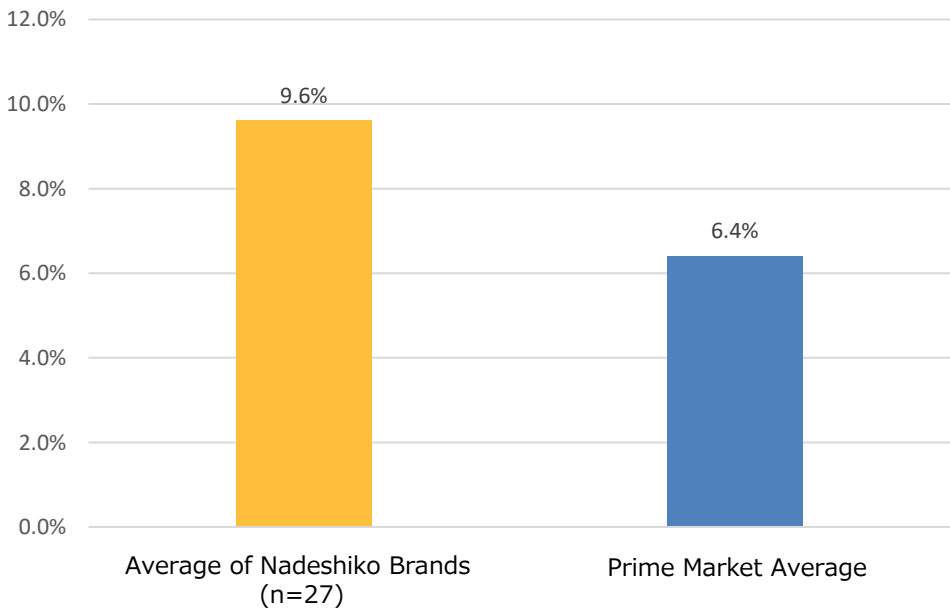


*Monthly closing stock prices for individual companies and monthly stock price indices for TOPIX were extracted from the economic information platform "SPEEDA" and compiled.

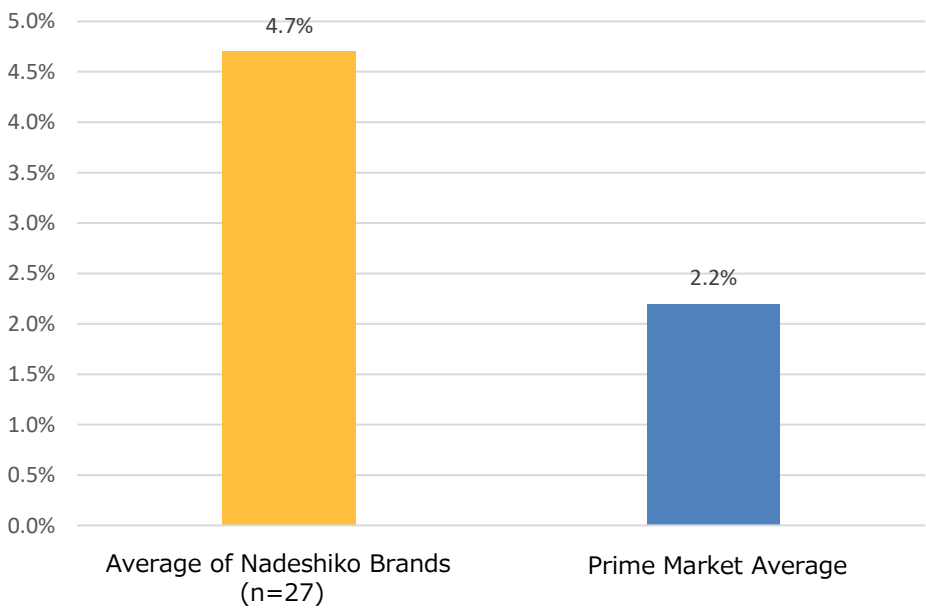
7. Performance of Nadeshiko Brands in FY 2023

- Comparison of Sales Operating Profit Margin and Dividend Yield of the 27 selected companies of Nadeshiko Brands in Fiscal Year 2023 with the Average Values of TSE Prime Section Stocks*
 - The average sales operating profit margin (operating margin) of Nadeshiko Brands companies exceeds the market average by 3.2 percentage points for the fiscal year 2022.
 - Similarly, for the fiscal year 2022, the average dividend yield of Nadeshiko Brands companies exceeds the Prime Market average by 2.5 percentage points.

Sales Operating Profit Margin of Selected Nadeshiko Brands for Fiscal Year 2023 (Full Fiscal Year 2022)



Dividend Yield of Selected Nadeshiko Brands for Fiscal Year 2023 (Full Fiscal Year 2022)

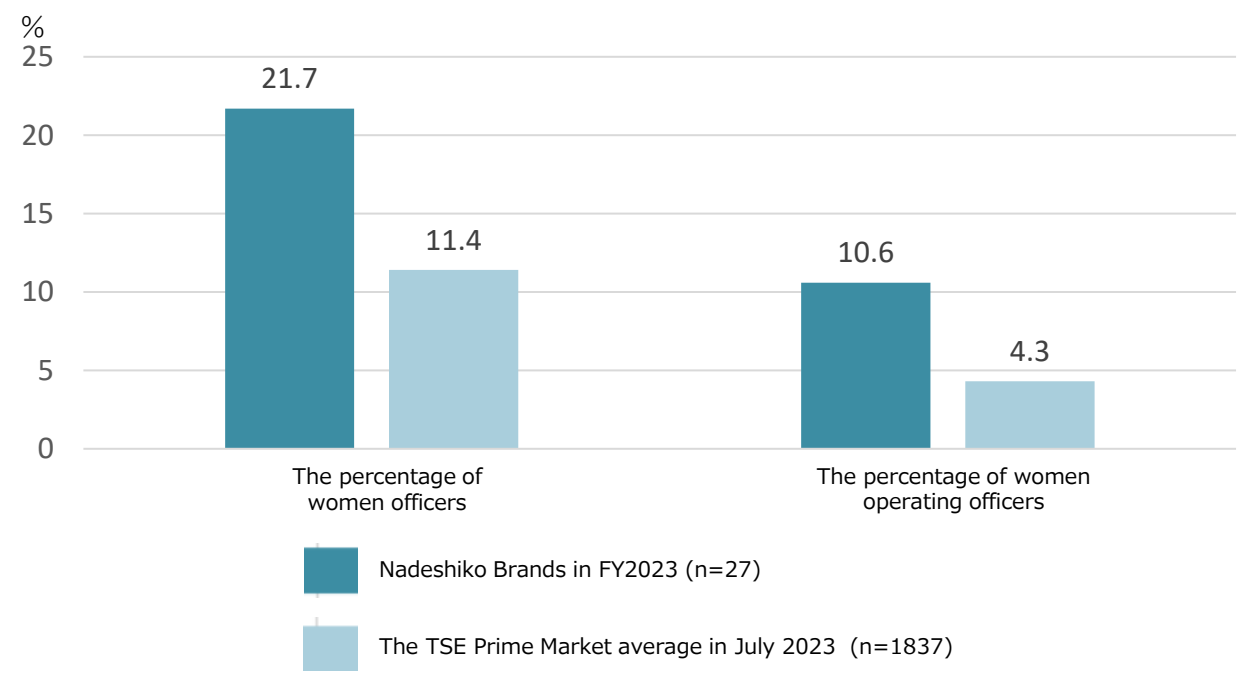


*The average for Nadeshiko Brands was compiled using full-year data for the fiscal year 2022 (from April 2022 to March 2023) extracted from the economic information platform "SPEEDA" for the relevant indicators. The corresponding data for the Prime Market was calculated using the "Consolidated Financial Statements for the Fiscal Year 2022 (April 2022 to March 2023) - Prime" and the average of the "simple average yield" for the fiscal year 2022 published by the Tokyo Stock Exchange.

8. Data of Nadeshiko Brands in FY 2023(compared with the TSE Prime Market)

- The average values of survey items were compared between Nadeshiko Brands and companies in the TSE Prime Market.
 - The averages of Nadeshiko Brands show higher values for women ratios of officers*1 and operating officers*2 compared to those for companies in the Prime Market, as disclosed by the Cabinet Office Gender Equality Bureau in May 2023. This suggests that Nadeshiko Brands are actively promoting the appointment of women to decision-making positions.

Comparison of the proportion of women in decision-making positions between Nadeshiko Brands and Prime Market companies surveyed by the Cabinet Office

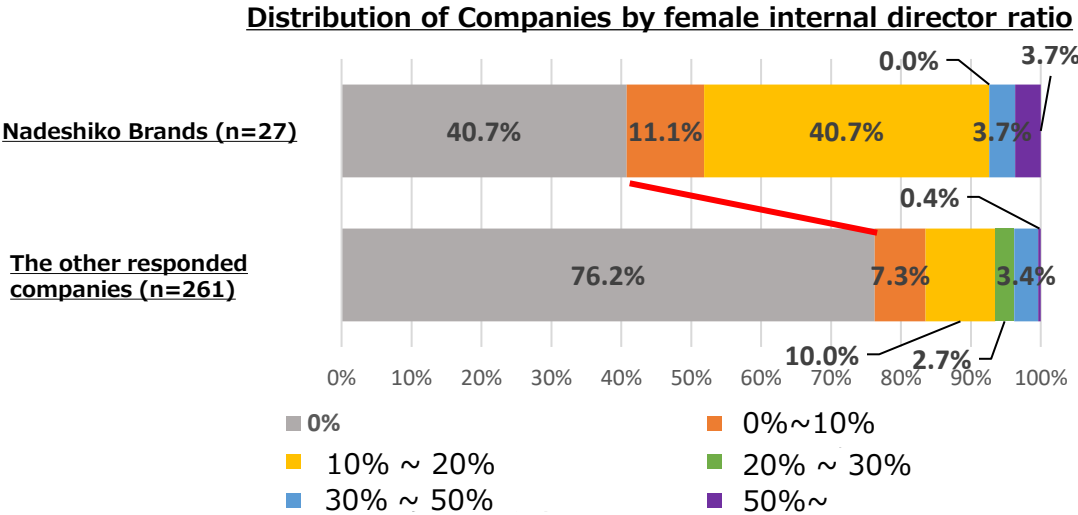
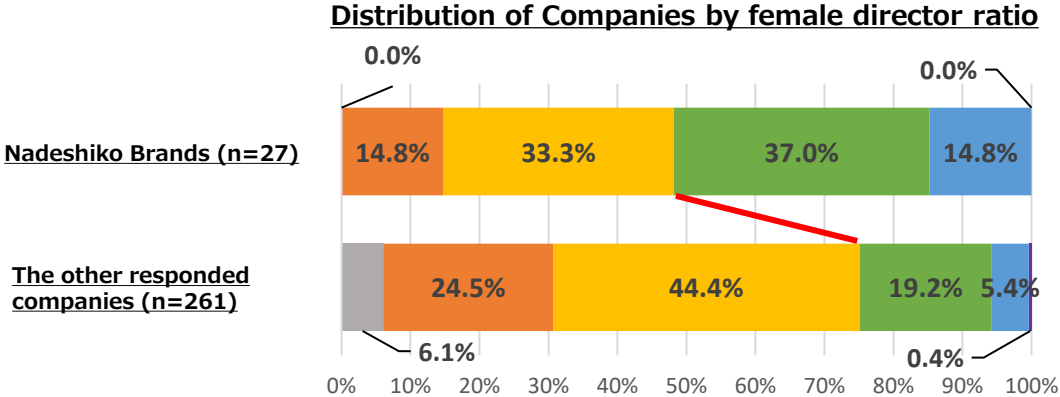


*1 Total number of directors, company auditors and executive officers.
*2 A position in charge of the execution of a company's business.

9. Percentage of women directors and internal directors at Nadeshiko Brands

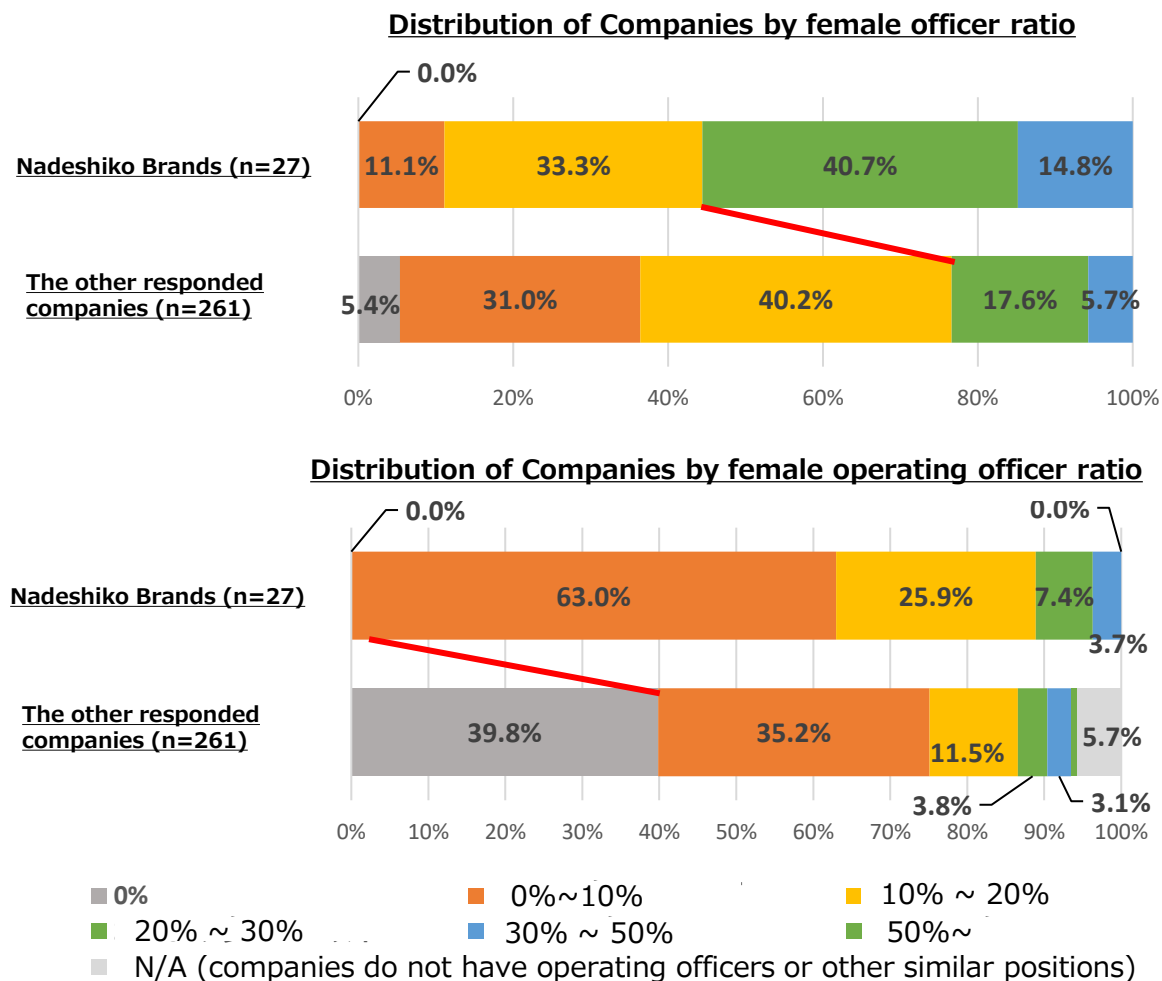
Companies selected as Nadeshiko Brands are characterized by a generally higher ratio of women in decision-making positions compared to other responded companies.

- Female Director Ratio: For companies selected as Nadeshiko Brands, over 50% reported having more than 20% female directors, whereas this figure stands at approximately 25% for other responded companies.
- Female Internal Director Ratio: Companies with 0% female internal directors have relatively low presence(40.7%) in companies selected as Nadeshiko Brands than in other responded companies (76.2%).



10. Percentage of women officers and operating officers at Nadeshiko Brands

- Female Officer*1 Ratio: Companies with more than 20% female officers constitute over half of the companies selected as Nadeshiko Brands, compared to approximately 23% among other responded companies.
- Female Operating Officer*2 Ratio: There are no companies with 0% female operating officers among the companies selected as Nadeshiko Brands, whereas this figure is 39.8% among other responded companies. However, within the Nadeshiko Brands, a majority (63%) have a ratio of more than 0% but up to 10%, indicating a need for further efforts to increase the ratio of women in decision-making positions.

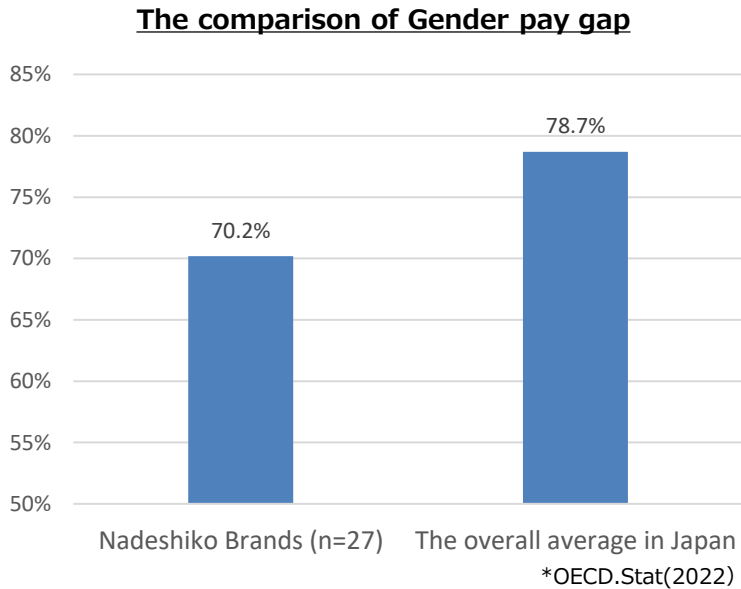
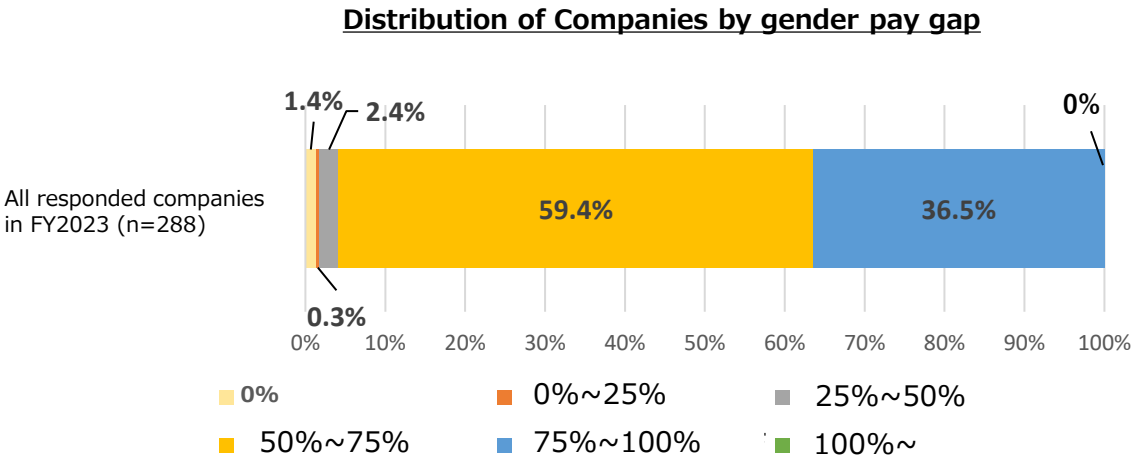


*1 Total number of directors, company auditors and executive officers.
*2 A position in charge of the execution of a company's business.

11. Gender pay gap at responded companies for the Nadeshiko Brand

This year, we introduced the "Gender pay gap in regular Employment," which calculates the percentage of women's pays compared to men's pays, with men's pays set as 100%. If pays for men and women are the same, it is calculated as 100%. If women's pays are higher than men's, the figure exceeds 100%. The distribution among all responded companies is as follows:

- Regarding the "Gender pay gap in regular Employment," 59.4% of the responded companies fall into the category of "more than 50% but less than or equal to 75%", making it the most common range. This is followed by companies in the range of "more than 75% but less than or equal to 100%", which account for 36.5%. On the other hand, there are no companies where the pays for women in regular employment are higher than those for men.
- The average gender pay gap of 70.2% in Nadeshiko Brands is lower than the overall gender pay gap in Japan of 78.7% according to data published by the OECD*. To address this issue, efforts such as increasing the percentage of women in decision-making positions as mentioned earlier, are being pursued to form a pipeline within each company.



12. Data of the Responded Companies (1/3)

- Data on “Supporting consistent career development from recruitment to promotion”
 - This data is the average of all responded companies (n=288) categorized in industries.

Yellow shading : Maximum value, Gray shading : Minimum value

			Industries																	
			ENERGY RESOURCES	SERVICES & OTHERS	PHARMACEUTICAL	TRANSPORTATION & LOGISTICS	MACHINERY	FINANCIALS (EX BANKS)	BANKS	CONSTRUCTION & MATERIALS	AUTOMOBILES & TRANSPORTATION EQUIPMENT	COMMERCIAL & WHOLESALE TRADE	RETAIL TRADE	IT	FOODS	RAW MATERIALS & CHEMICALS	STEEL & NONFERROUS METALS	ELECTRIC APPLIANCES & PRECISION INSTRUMENTS	ELECTRIC POWER & GAS	REAL ESTATE
Scoring Items		Unit	6	25	9	12	9	20	17	23	10	15	18	36	17	26	11	22	3	9
4. Percentage of Women in officers, etc.	(1) Officers*1	%	14.5	17.4	18.8	15.0	12.6	11.9	10.3	15.1	15.1	17.9	20.9	16.3	16.0	16.9	11.4	16.1	14.0	14.9
	(2) Directors	%	14.7	17.8	16.5	16.5	12.5	14.1	12.8	16.6	14.2	18.6	21.4	16.6	14.1	16.6	12.0	17.2	14.1	13.7
	(3) Internal directors	%	0.9	12.8	11.9	8.3	3.5	2.8	4.8	1.6	0.0	0.5	9.7	6.7	3.2	5.8	0.0	2.1	0.0	3.6
	(4) Operating Officers*2	%	5.3	10.3	9.4	14.7	5.8	7.3	6.4	2.4	0.5	3.0	10.5	8.0	8.0	7.2	2.3	9.7	5.1	10.1
5. Percentage of women in the workplace	(1) Managers	%	5.1	28.8	13.2	13.4	5.3	20.8	17.7	4.5	2.6	7.1	15.8	11.0	9.7	12.7	2.7	7.5	5.6	12.9
	(2) Section Leaders	%	11.6	41.7	24.2	25.3	8.3	46.9	48.5	15.6	7.5	23.6	32.2	22.8	19.1	21.3	6.9	13.6	15.8	22.3
	(3) Annual regular employees hired*3	%	22.4	52.5	38.9	30.0	21.3	43.2	48.5	22.1	19.0	37.1	49.7	33.3	34.9	33.9	18.3	26.5	26.3	36.5
	(4) regular employees*3	%	15.1	46.4	29.5	29.7	15.8	44.5	45.8	17.0	12.1	27.0	38.2	26.9	25.8	28.8	11.3	22.3	16.2	27.5
	(5 – 3) Gender gap in promotion from section leader to section chief *4	%	94.3	87.5	124.1	96.1	69.0	62.2	52.0	118.2	85.7	32.5	106.8	98.7	73.2	102.3	91.6	115.4	114.0	43.0
	(5 – 6) Gender gap in promotion from manager to operating officer *4	%	41.5	47.0	110.0	27.8	0.0	40.6	95.5	92.8	0.0	159.5	167.5	169.3	40.8	153.0	0.0	71.2	236.6	92.5
	5.8.1 Gender pay gap (regular employees)	%	71.9	76.3	75.0	68.6	74.0	64.8	59.5	65.7	75.9	62.1	74.8	72.0	71.8	71.6	70.5	70.5	75.4	58.1

Due to the automatic calculation of the quantitative survey form, error numbers are excluded from statistical consideration.

*1 Total number of directors, company auditors and executive officers.

*2 A position in charge of the execution of a company's business.

*3 Employees who are employed directly and working full-time on a permanent basis. This does not include individuals who are on contract, on retainer, part-time, or have transitioned from fixed-term to permanent employment contracts without being regarded as regular employees.

*4 Figures for women when men are taken as 100%

12. Data of the Responded Companies (2/3)

- Data on “Supporting dual-career and co-parenting”
 - This data is the average of all responded companies (n=288) categorized in industries.

Yellow shading : Maximum value, Gray shading : Minimum value
Note: In this context, only 7.1 is shaded in opposite

			Industries																	
			ENERGY RESOURCES	SERVICES & OTHERS	PHARMACEUTICAL	TRANSPORTATION & LOGISTICS	MACHINERY	FINANCIALS (EX BANKS)	BANKS	CONSTRUCTION & MATERIALS	AUTOMOBILES & TRANSPORTATION EQUIPMENT	COMMERCIAL & WHOLESALE TRADE	RETAIL TRADE	IT	FOODS	RAW MATERIALS & CHEMICALS	STEEL & NONFERROUS METALS	ELECTRIC APPLIANCES & PRECISION INSTRUMENTS	ELECTRIC POWER & GAS	REAL ESTATE
Scoring Items		Unit	6	25	9	12	9	20	17	23	10	15	18	36	17	26	11	22	3	9
7. Promotion status of dual-career and co-parenting	7.1 Average statutory overtime hours per month for regular employees*5	Hours	16.9	15.9	10.4	17.0	21.3	14.2	12.6	18.3	16.0	14.2	13.8	17.6	11.5	11.8	14.9	13.3	6.3	12.5
	7.4 Annual paid leave uptake rate for regular employees	%	73.1	71.3	70.8	76.2	86.5	72.9	73.9	64.2	85.7	68.1	59.3	73.3	68.9	77.1	78.5	73.1	88.9	66.6
	7.5 Percentage of female regular employees returning to work from maternity leave	%	99.8	93.8	98.9	88.6	99.1	88.1	96.6	97.2	99.6	96.8	97.2	97.1	98.0	99.0	89.0	93.2	100.0	96.1
	7.6 Paternity leave uptake rate for male regular employees	%	78.8	54.3	79.1	66.0	68.0	80.0	104.4	75.4	61.0	61.6	49.8	71.6	60.2	74.3	78.4	53.2	89.1	68.6
	7.7 Average days of paternity leave taken by male regular employees	days	43.3	43.3	21.0	42.1	26.7	14.7	11.7	21.5	40.0	26.2	49.5	69.4	28.9	24.4	27.9	37.0	24.6	30.6
	(1) Gender gap in average years of regular employees*4	%	86.4	81.4	83.8	75.5	82.5	92.1	79.5	80.3	84.5	79.3	67.2	81.6	76.4	83.8	80.3	85.0	94.6	74.5

Due to the automatic calculation of the quantitative survey form, error numbers are excluded from statistical consideration.

*4 Figures for women when men are taken as 100%
*5 The smaller the average value, the higher the scoring and evaluation.

12. Data of the Responded Companies (3/3)

- Data on Actions for “Supporting dual-career and co-parenting” linked to the business strategy.
- This data is the average of all responded companies (n=288) categorized in industries.
 - The average is calculated based on the total number of applicable responses across multiple questions.

Yellow shading : Maximum value, Gray shading : Minimum value

			Industries																	
			ENERGY RESOURCES	SERVICES & OTHERS	PHARMACEUTICAL	TRANSPORTATION & LOGISTICS	MACHINERY	FINANCIALS (EX BANKS)	BANKS	CONSTRUCTION & MATERIALS	AUTOMOBILES & TRANSPORTATION EQUIPMENT	COMMERCIAL & WHOLESALE TRADE	RETAIL TRADE	IT	FOODS	RAW MATERIALS & CHEMICALS	STEEL & NONFERROUS METALS	ELECTRIC APPLIANCES & PRECISION INSTRUMENTS	ELECTRIC POWER & GAS	REAL ESTATE
Scoring Items		Unit	6	25	9	12	9	20	17	23	10	15	18	36	17	26	11	22	3	9
8.Work environment improvement for all employees	Implementation of a system allowing choice of working hours (Regardless of the reason, other than childcare or caregiving)	Out of 8	5.0	4.2	5.0	4.5	4.0	4.6	4.9	4.1	4.9	3.4	3.6	4.7	4.2	4.0	3.8	5.0	6.0	4.6
	Implementation of a system allowing choice (Regardless of the reason, other than childcare or caregiving) of working location	Out of 5	2.7	2.8	3.4	3.3	2.7	3.4	3.4	3.4	3.1	3.2	2.3	3.3	3.7	3.0	2.5	3.3	3.7	3.6
	Implementation of systems/initiatives to reduce working hours	Out of 9	4.0	3.7	5.0	4.2	5.0	4.9	5.1	5.6	5.4	3.9	3.8	4.3	4.5	4.7	4.1	5.4	5.3	4.7
8.2 Support for autonomous career development for all employees		Out of 9	7.2	5.9	6.7	6.6	5.9	6.6	7.2	5.7	6.7	5.5	6.0	5.4	6.7	6.4	5.4	6.5	7.3	5.8
8.3 Support for achieving dual-career and co-parenting		Out of 8	5.7	4.8	5.1	5.3	5.1	5.1	5.7	4.8	5.8	5.1	4.3	4.5	5.8	5.4	5.1	5.6	7.0	4.7
8.4 Consciousness reform and culture development		Out of 5	3.3	2.7	3.4	2.8	2.7	3.1	3.4	3.6	3.5	3.0	2.6	2.8	3.5	3.2	3.0	3.4	4.3	3.0
9.1 Initiatives to promote engagement improvement for all employees		Out of 5	4.3	3.2	3.6	3.8	3.0	3.5	3.5	3.1	3.7	3.2	3.3	3.4	4.0	3.8	3.5	4.0	4.7	3.7
9.2 Initiatives to promote workplace comfort for all employees to enable choice of dual-career and co-parenting		Out of 6	3.8	3.7	3.6	3.5	3.9	3.7	4.1	4.1	4.4	3.5	3.8	3.8	4.5	4.0	3.4	4.0	4.3	3.9
9.3 Initiatives to promote autonomous career development for all employees to enable choice of dual-career and co-parenting		Out of 6	4.7	2.8	3.1	2.7	3.4	3.0	4.3	3.4	3.1	3.0	3.1	2.6	4.1	3.5	2.8	4.0	3.3	3.2

13. Survey items (1/7)

- The survey form is designed as an indicator to assess the level of women's empowerment, setting items that reflect the needs of the capital and labor markets. It consists of the following question.

(※) Ratio is automatically calculated in the survey. It would be different from data published by each company.
Definition of the calculation is on the survey. (<https://www.meti.go.jp/policy/economy/jinzai/diversity/nadeshiko.html>)

Required Response Items (1 / 2)				
Items		Screening	Scoring	Publish information
Application category	Application for the Nadeshiko Brand	—	—	★
	Application for Next Nadeshiko: Companies Supporting dual-career and Co-parenting	—	—	★
Basic Information	Company name	—	—	★
	Industry	—	—	★
	Security code	—	—	★
	Disclosure medium for promoting women’s participation and other information (URL)	—	—	★
	Fiscal year-end date of the most recent fiscal year	—	—	★
	Organizational form	—	—	—
	Responding companies covered by the survey	—	—	★
	Consent to publication of responded content	●	—	—

【Legend】

Screening item : ●

Scoring item : ○

Publish information : ★

13. Survey items (2/7)

【Legend】
Screening item : ●
Scoring item : ○
Publish information : ★

Required Response Items (2/2)					
Item		Screening	Scoring	Publish information	
Disclosure on women's participation	Action plan accordance with “The Act on Promotion of Women’s Participation and Advancement in the Workplace”	●	—	—	
	Disclosure of the percentage of woman managers on “The database on Promotion of Women’s Participation and Advancement in the Workplace”	●	—	—	
The number of women in director	Directors (the number of women)	●	—	—	
① “Supporting consistent career development from recruitment to promotion ” (1 / 3)					
Women empowerment in the officers, etc.	Type of Companies Covered in the Response (Company with a Board of Auditors or Company with Committees)		—	—	—
	Actual Number (Total and by gender)	Directors	—	—	—
		Internal Directors	—	—	—
		Company Auditors	—	—	—
		Executive Officers	—	—	—
		Operating Officers	—	—	—
	Ratio ※ 1	Percentage of Women Officers ※ 2	—	○	★
		Percentage of Women Directors	—	○	★
		Percentage of Women Internal Directors	—	○	★
Percentage of Women Operating Officers		—	○	★	

(※ 1) Ratio is automatically calculated in the survey. It would be different from data published by each company.
(※ 2) “Percentage of Women Officers” is automatically calculated based on the sum of Women directors, Women company auditors and Women executive officers (“Executive officers” are only applicable in a Company with a Nominating Committee, etc.).

18

13. Survey items (3/7)

【Legend】

Screening item : ●

Scoring item : ○

Publish information : ★

①“Supporting consistent career development from recruitment to promotion ” (2 / 3)				
Item		Screening	Scoring	Publish information
Women empowerment in the workplace (none executive roles)	Actual Number (Total and by gender)	Managers	—	—
		Section Chiefs	—	—
		Section Leaders	—	—
		Annual regular employees hired	—	—
		regular employees	—	—
		Promoted employees to Operating officer	—	—
		Promoted employees to Section Chief	—	—
	Ratio※	Percentage of Women Managers	—	○
		Percentage of Women Section Leaders	—	○
		Percentage of women of annual regular employees hired	—	○
		Percentage of Women regular employees	—	○
		Gender gap of the promotion ratio from section leader to section chief	—	○
		Gender gap of the promotion ratio from manager to operating officer	—	○
		Gender gap of the managers	—	—
		Gender pay gap (regular employees)	—	○
		Gender pay gap (non-regular employees)	—	—
	—	Explanation of the situation regarding the gender pay gap	—	—

13. Survey items (4/7)

【Legend】
Screening item : ●
Scoring item : ○
Publish information : ★

①“Supporting consistent career development from recruitment to promotion ” （3 / 3）				
Item		Screening	Scoring	Publish information
Trend observation in women management(reference)	Percentage of Women managers※	—	—	—
	Percentage of Women managers in five fiscal years before	—	—	—
	Percentage of Women managers in ten fiscal years before	—	—	—
	The rate of change in the percentage of Women managers over five fiscal years	—	—	★
	The rate of change in the percentage of Women managers over ten fiscal years	—	—	★
	Explanation regarding the trend	—	—	★

(※) Ratio is automatically calculated in the survey. It would be different from data published by each company.

13. Survey items (5/7)

【Legend】

Screening item : ●

Scoring item : ○

Publish information : ★

②“Supporting dual-career and co-parenting”				
Item		Screening	Scoring	Publish information
Flexible work environment for all employees	Average statutory overtime hours per month for regular employees	—	○	★
	Gender gap on the average statutory overtime hours per month for regular employees	—	—	★
	Percentage of regular employees working more 45 hours than statutory overtime hours (by gender)	—	—	★
	Annual paid leave uptake rate for regular employees	—	○	★
Supporting dual-career and co-parenting	Percentage of female regular employees returning to work from maternity leave	—	○	★
	Paternity leave uptake rate for male regular employees	—	○	★
	Average number of days of paternity leave taken by male regular employees	—	○	★
	Average years of regular employment (by gender)	—	—	—
	Gender gap in average years of regular employees	—	○	★

(※) Ratio is automatically calculated in the survey. It would be different from data published by each company.

13. Survey items (6/7)

【Legend】
Screening item : ●
Scoring item : ○
Publish information : ★

③Actions for “Supporting dual-career and co-parenting” linked to the business strategy
(qualitative/Multiple-choice response) →survey questions are [here](#) (only in Japanese)

Item			Screening	Scoring	Publish information
Action for “Supporting dual-career and co-parenting”	Work environment improvement for all employees	Implementation of a system allowing choice of working hours (Regardless of the reason, other than childcare or caregiving)	—	○	—
		Implementation of a system allowing choice of working location (Regardless of the reason, other than childcare or caregiving)	—	○	—
		Implementation of systems/initiatives to reduce working hours	—	○	—
	Support for autonomous career development for all employees		—	○	—
	Support for achieving dual-career and co-parenting		—	○	—
	Consciousness reform and culture development		—	○	—
Initiatives and/or promotion in “Supporting dual-career and co-parenting”	Initiatives to promote engagement improvement for all employees		—	○	—
	Initiatives to promote workplace comfort for all employees to enable choice of dual-career and co-parenting		—	○	—
	Initiatives to promote autonomous career development for all employees to enable choice of dual-career and co-parenting		—	○	—

13. Survey items (7/7)

【Legend】
Screening item : ●
Scoring item : ○
Publish information : ★

Others				
Item		Screening	Scoring	Publish information
Others	Status for “Eruboshi/Kurumin”※	—	—	★
	Legal compliance check	●	—	—
	Confirmation of no ties with antisocial forces	●	—	—
Contact	Contact information	—	—	—
Optional questions※※	Are you implementing initiatives such as utilizing Femtech to solve health issues specific to female employees and create an environment where women can thrive?	—	—	Optional
	What measures are being taken at your company to encourage male employees to take paternity leave?	—	—	Optional
Screened by surveyor	Average ROE (Return on Equity) over the last three years	●	—	—

※The act lead by the Ministry of Health promoting Women’s Participation and childcare. Please refer to this document for further information
<https://www.mhlw.go.jp/content/001065090.pdf>

※※ METI also publishes a case study collection based on the answers to these optional questions.
<https://www.meti.go.jp/policy/economy/jinzai/diversity/r5chumokukigyous.pdf> (only in Japanese)

14. Qualitative Review (1/2)

- In addition to a quantitative questionnaire regarding women's empowerment, companies that completed a qualitative questionnaire consisting of the following 4 questions under 4 pillars (I to IV) were assessed.

Questions	
-	Basic corporate information
1	Integration of women's success into corporate strategy
2	Approach to promote women's empowerment in the workplace
3	Contribution to the enhancement of corporate value
4	Information disclosure on progress regarding women's empowerment in the workplace

I . Strategy	
① High-level Corporate Leadership	<ul style="list-style-type: none"> The company clearly and logically explains its commitment to promoting the active participation of women in the workplace, intertwined with a strategy-driven narrative. CEO and the top-tier management team recognize the importance of women's participation and advancement in the workplace, and it is integrated into the corporate strategy. E.g.: KPIs and roadmaps are developed. The company commits to internally communicating the purpose and vision regarding women's empowerment throughout the organization.
② Women's empowerment linked to business strategy	<ul style="list-style-type: none"> The company has positioned its management strategy and human resource strategy (promoting women's empowerment) based on its goal of enhancing corporate value. The company quantitatively measures the gap between the current and preferred state regarding women's empowerment in the workplace and has developed an appropriate human resources strategy. The company holds discussions regularly at the director and management levels and has established a monitoring system.

14. Qualitative Review (2/2)

II. Effort/Action	
③ Set appropriate KPI based on the corporate strategy	<ul style="list-style-type: none"> The company clarifies the definition of the indicators and the rationale considering business conditions, management issues, the progress of promoting women's empowerment, etc. The company has set ambitious targets aimed at enhancing corporate value. The company has set its own unique indicators to address challenges, and has considered current issue analyses, future actions, and action plans in relation to its goals.
④ Implementation of initiatives in line with the needs of company	<ul style="list-style-type: none"> The company is aware of the status of progress and achievements. The company has developed upcoming initiatives and activities based on the current state analysis. The company has explained PDCA cycle in detail. Efforts targeting their employees are evaluated, but not the services provided. If promoting women's success through these services leads to internal advancement, those results may be recognized as achievements.
III. Outcome	
⑤ Contribution to the enhancement of corporate value	<ul style="list-style-type: none"> The company has elaborated the business results. The company has explicitly explained the long-term enhancement of corporate value through innovation.
IV. Disclosure	
⑥ Information disclosure	<ul style="list-style-type: none"> The company recognizes the importance of disclosing information and has a solid plan to do so. The company discloses information on promoting women's empowerment in the workplace through appropriate media and uses it to facilitate dialogue with stakeholders. If the information is provided in the securities report, please specify the main items disclosed.