

April 1, 2021

Action Plan under Act on the Promotion of Female Participation and Career Advancement in the Workplace

Meitec Corporation

Meitec Corporation has developed the following action plan under the Act on the Promotion of Female Participation and Career Advancement in the Workplace.

I. Targets

- (i) Reducing the average female employee turnover ratio from April 1, 2021 to March 31, 2026 to 7% or less
- (ii) Raising the percentage of female managers to 10% or more by March 31, 2026

II. Action Plan

- (i) Period covered by the Action Plan
 - April 1, 2021 to March 31, 2026
- (ii) Actions and schedule
 - From April 2021
 - To achieve the targets, we listen to opinions about the goals below and determine the current situation and issues to address.
 - (i) Goal of reducing the female employee turnover ratio
 - Providing opportunities and placement for career enhancement by assigning female employees to jobs that are most likely to help them achieve personal development.
 - Increasing options of ways of working to provide opportunities and placement for continuing to work
 - Promoting support for life-work balance
 - (ii) Goal of raising the percentage of female managers
 - Actively appointing female employees as manager candidates
 - Actively appointing female employees as managers
 - Providing opportunities and placement to encourage growth through work
 - Improving education for employees
 - Reviewing the standards and methods for appointing managers
 - We discuss and develop measures to address the identified issues and implement them.
 - We measure the effects of the measures and monitor turnover and the appointment of managers.

- From April 2022
 - We will examine the improvement of measures based on the results of monitoring and implement improved measures one by one.
 - We will measure the effects of the improved measures (and measures that we will be continuing to implement) and monitor turnover and the appointment of managers.

- From April 2023
 - We will examine additional measures based on the results of monitoring and implement additional measures one by one.
 - We will measure the effects of the additional measures (and measures that we will be continuing to implement and the improved measures) and monitor turnover and the appointment of managers.
 - We will determine the situation and issues to address and continue to develop and implement measures.