

TAIYO YUDEN CO., LTD. Action Plan for Women's Empowerment

TAIYO YUDEN has established an action plan to create an employment environment conducive to the motivated pursuit of careers by female workers, as shown below.

1. Plan period: 5 years from April 1, 2021 to March 31, 2026

2. Key issue:

To increase the percentage of women among the total number of new recruits and employees overall, as well as in the number of executives in managerial and supervisory positions.

3. Targets, actions, implementation schedule

Target 1: Increase the percentage of female new graduate hires to at least 30%

Action:

Create recruiting advertising plans with an emphasis on women's career-building opportunities, looking to attract a larger number of female applicants and increase female recruits. (Starting April 1, 2021)

Target 2: Reduce gender difference in average length of service down to 2 years or less

Action:

Looking to create a workplace environment where both male and female employees are able and willing to pursue their career goals at TAIYO YUDEN over the long term, hold discussions and workshops attended by employee representatives selected through labor-management consultation in order to raise awareness of women's career development. (Starting April 1, 2021)