

Women's Advancement Initiatives To-Date

■ Women's Advancement Related Initiatives To-Date (Main Initiatives)

Action (Intent)	Initiative for Female Employees' Activities	Timing/ Duration
Message from Executives (Creating a More Conducive Workplace for Women)	<ul style="list-style-type: none"> • Communication from the CEO, "On Furthering the Activity of Female Employees" 	07/2010
	<ul style="list-style-type: none"> • Cascaded messages from Division Heads 	2011-2012
	<ul style="list-style-type: none"> • Group Discussions with Local Department Heads 	FY2013
Systems/ Practices (Consistent Support)	<ul style="list-style-type: none"> • System to support all forms of childcare (a flexible system that goes beyond government requirements) 	
	<ul style="list-style-type: none"> • Part-time Sales Representative system (a system that limits the working territory size/hours) 	10/2009 onwards
	<ul style="list-style-type: none"> • Re-Member System (a system to re-employ former employees that left due to a Life Event) 	10/2009 onwards
	<ul style="list-style-type: none"> • On-Site Daycare Centers – "DS Kids' Garden" (in 4 locations) 	2011 onwards
	<ul style="list-style-type: none"> • Babysitter Assistance (depending on the contract with the company, entrance/annual fees are at no cost) 	2011 onwards
	<ul style="list-style-type: none"> • "Seminar on Mindsets for Employees Returning from Leave" (enhancing the awareness of female employees returning from leave) 	2012 onwards
Training/Events, etc. (Increasing Career Motivation)	<ul style="list-style-type: none"> • "Career Encouragement Training" (developing women's awareness of their careers) 	2010-2013
	<ul style="list-style-type: none"> • "Changing Behavior Workshop" (developing women's desire to make contributions in the workplace) 	2012-2013
	<ul style="list-style-type: none"> • "WiL Program" (training for prospective women leaders) 	2010-2014
	<ul style="list-style-type: none"> • "Career Group Discussion" (a forum to speak with senior, role-model women) 	FY2013
	<ul style="list-style-type: none"> • "Three Stars Forum" (an event gathering together the company's female Sales Representatives) 	2007-2013
	<ul style="list-style-type: none"> • "Stars Meeting" (activities by the company's female Sales Representatives from different branch offices) 	2011 onwards
	<ul style="list-style-type: none"> • "R&D Women's Forum" (group network activities for R&D) 	2012 onwards
	<ul style="list-style-type: none"> • "Career Assist Training" (training geared towards managers with female employees reporting to them) 	2010-2013