

## Diversity & Inclusion



Positioning diversity and inclusion (D&I) as one of the most important human resources strategies, we are working to foster systems and awareness that allow diverse human resources to play an active role.

As part of our efforts to disseminate the idea of diversity within the company we hold various events related to diversity.

Last fiscal year, we held a lecture meeting for leaders from different industries, inviting experts from a wide range of fields, including a long-time engineer from an information and telecommunications company, a female leader from a company involved in the robotics business, and this year, an athlete-turned-manager.

In addition, in order to foster a corporate culture that embraces diverse values within the company, we actively hold exchange meetings with people from industries other than the automotive industry (electrical equipment, printing, office supplies, design, etc.).

### Promotion of women's active participation

We aim to create a work environment where motivated employees can play an active role regardless of differences in gender, generation, nationality, or whether they have a handicap. In particular, regarding the active participation of female employees, we have set a goal of more than doubling the number of female managers by 2026 (compared to 2020). Therefore, we are actively working to enhance the system, foster awareness, and foster the corporate culture.

As an opportunity for employees to think about their own careers, exchange meetings were held with people from different industries in categories such as female engineers and production site leaders. In addition, we held a luncheon among employees to discuss balancing work and home life, child rearing, and fathers' meetings.

We will continue to develop and support an environment in which female employees can work energetically and demonstrate their abilities to the fullest, while respecting their individual ways of thinking.

In September 2022, we received "Platinum Kurumin" (the highest rank) Certification from the Minister of Health, Labor and Welfare as a company that supports childcare.

Going forward, we will not only promote the active participation of female employees, but also develop initiatives to support the active participation of diverse human resources. By doing so, we will illuminate the abilities and individual characteristics of each employee and link the synergies generated by them to the sustainable growth of the company.



### Promotion of active participation of people with disabilities

In order to create an environment where employees with disabilities can work energetically, we are focusing on activities to deepen understanding of disability among workplace supervisors and co-workers.

For example, we visit a special needs school in the neighborhood and see with our own eyes the environment in which people with disabilities learn, and this helps us improve the environment in our own workplaces. We also hold lectures and study sessions by experts such as government officials and specialists, and create and distribute manuals to support people with disabilities to help them stay in the workplace.

Furthermore, we provide hardware support that can be used by people with disabilities, such as introducing an automatic transcription tool for hearing impaired.



Study session on disability characteristics

### Second career support

As support for senior employees, we hold roundtable discussions with employees who continue to work at our company after retirement and employees in their 40s and above, with a focus on "cultivating a culture of thinking about their own future." We also interviewed our former employees, who are now living out their retirement, about their current lives and their outlook on life. In this way, we continue to carry out activities that allow our current employees to imagine how they would live in an era where people live for 100 years.

In addition, while assuming that our employees will continue to work within our company after retirement, we also support employees who wish to transfer outside our company for various reasons. Specifically, we collaborate with public institutions, NPOs, and other private companies to carry out support activities related to their reemployment.



OB interview article