

KPIs at domestic and overseas group companies

※1

(As of December, 2022)

Item		number of setups ^{※2}
Promotion of women's activities	Number and Ratio of Employees	16
	Number and Ratio of Female Managers	22
	Implementation of all-employee participation events	10
Diversification of Attributes (nationality, race, disability, age, etc.)	Number and Ratio of Employees	17
	Other	5
Balancing Work and Life	Support for balancing work and childcare/nursing care	25
	Building employee awareness	3
	Numerical Targets for WLB	23
	business streamlining	3
	Flexible working hours	2
Nurture and Growth	Attend educational programs	11
	Institutional and Environmental Improvement	3
health	Participation in health promotion programs (medical examinations)	14
DE&I General	Attend educational programs	8
	Institutional and Environmental Improvement	8
Other	Other	3

1 43 domestic group companies, 53 overseas group companies

2 Multiple KPIs are set per company.