

Brother Industries, Ltd.'s General Employers Action Plan Based on the Act on Promotion of Women's Participation and Advancement in the Workplace

Brother Industries, Ltd. regards the further participation of women as an important goal in promoting diversity management, and will continue to work on improving the work environment so that all employees can develop careers according to their stances and life events.

1. Plan Period

Five years from April 1, 2021, to March 31, 2026

2. Goals and Details

Goal 1 Women in managerial positions

1. Increase the number of women in managerial positions (positions equivalent to managers as well as specialists with equal compensation) to at least 60 by the end of FY2025.
2. Increase the number of female candidates for managerial positions in the five years after FY2026 to over 100 by the end of FY2025.

<Details>

Continue and improve the offering of systems, opportunities, trainings, and interviews etc. for career development, and consider new efforts

Continue and improve systems, trainings, round-table talks, etc. that support a balance between work and childcare/nursing care, and consider new efforts

Goals 2 Men taking childcare leave

1. Increase the percentage of male employees taking two or more weeks of childcare leave to at least 60% by FY2025.
2. Increase the percentage of male employees taking a total of four or more weeks of childcare leave to at least 30% by FY2025.

<Details>

Operate and improve systems to enable diverse work styles and establish new systems.
Conduct activities to correct unconscious biases regarding careers and work-life balance

3. Current Progress

Goal 1 Women in managerial positions

Goal in the action plan by the end of FY2020: Achieved the goal of 44 or more women in managerial positions with 45 women in total

Goal 2 Childcare leave for men

Percentage of men taking childcare leave in FY2019: approximately 33%, approximately 19% for two or more weeks, and approximately 12% for four or more weeks

(Definition: The number of male employees taking childcare leave for two weeks/four weeks or more ÷ number of male employees whose spouses have given birth)