

# Action Plan based on the Women's Advancement Promotion Law

FUSO CHEMICAL CO., LTD.

- **Plan term**

April 1, 2016 to March 31, 2021  
(five-year term may be amended)

- **Numerical target**

During the plan term, achieve a five-year average rate of female hires of 20% or more, as a proportion of new college graduates hired for management-track positions.

- **Plan content**

- (1) Stable hiring of women for management-track positions (permanent employees)

To reach the numerical target, we will considering expanding the quota for female hires (new graduates), hosting orientation meetings for women, etc. At the same time, in worksites where nearly all employees are male, such as production departments, we will consider measures including enhancing welfare facilities, to make it easier for women to work in those departments.

- (2) Extension of average years of employment for female employees (permanent and contract employees)

To support work combined with child rearing, we will undertake to revise the company rules. Specifically, we will consider making the reduction in prescribed working hours in the rules pertaining to child rearing and nursing care more flexible, by implementing a system that enables employees to choose their time of starting or ending work, or their working hours.

- (3) Appointment of female employees to management positions (permanent employees)

We will clarify prerequisites for promotion to management positions in the rules of employment and other regulations, and endorse and support self-development efforts to achieve those prerequisites (for both male and female employees). At the same time, we will also consider such measures as including content relating to the mentoring of female employees in our training sessions for male managers, to enhance their awareness in this area.

- **Plan implementation**

From April 1, 2016

[omit]