

SUBARU CORPORATION: Second Action Plan Based on the Act on the Promotion of Women's Active Engagement in Professional Life

To continue offering customers unique value that brings them joy, SUBARU employees need to be able to exert their unique talents informed by their own personal values and characteristics. This is why SUBARU values the differences in gender, nationality, culture, and lifestyle among its employees, striving to create workplace environments where everyone can make a meaningful contribution.

To accelerate these efforts, we established the Diversity Promotion Office in January 2015, which leads activities to empower women under the two pillars of supporting the balance between work and childcare and supporting career development.

The following five-year action plan has been established to define our ongoing efforts in this area.

1. Plan Period April 1, 2021–March 31, 2026
2. SUBARU's Challenges
 - Low proportion of female managers
 - Few female employees
 - Poor utilization of our recently introduced work-from-home system
3. Goals, Actions, and Implementation Period

Goal 1 (Related to providing opportunities for female workers in their professional lives)

Increase the number of female managers to at least two times 2021 levels by 2025
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Actions and Implementation Period

- Holding information sessions exclusively for female science students and conducting follow-ups by female recruiters (from 2020)
- Conducting activities to increase the share of female new graduate hires to 10% in engineering fields (from 2015)
- Planning and operating individual training and rotation plans (from 2017)
- Conducting career training for young female employees (from 2020)
- Conducting awareness activities for managers (from 2015)

Goal 2 (Related to the development of an employment environment conducive to balancing professional and family life)

Increase users of work-from-home systems available to them for any reason to at least 50% of all employees (excluding those in manufacturing departments) by 2025

Actions and Implementation Period

- Promoting environmental improvement and awareness activities to effectively utilize the hybrid work environment (from 2021)