

Major Achievements in 2024	
Correcting Gender Gaps	Held a roundtable discussion between female Outside Directors and female employees
	Developed seven new mentors through the mentoring program, which was utilized by 25 employees
	Held the Kobe Joint Corporate Networking Event for Women in Technical Roles, with 160 participants in the fourth event (including 90 online)
Building an Organization Where Diverse Talent Can Thrive	Received Gold in the PRIDE Index 2024 for the third consecutive year
	Received Best Workplace recognition in the D&I AWARD for the second consecutive year
Manufacturing Sites	Established the “Future Factory Project for Better Workplaces” under the Sustainability Promotion Committee
Major Achievements in 2025	
Correcting Gender Gaps	The Company’s first internally promoted female executive officer was appointed in March 2025
Promotion Structure	Established the DE&I Subcommittee under the Sustainability Promotion Committee and strengthened the company-wide cross-functional promotion structure
Governance and Commitment	Issued DE&I Top Commitments by all Directors
Advancing Women’s Participation and Advancement	Continued to promote the use of external programs and the development and promotion of female leaders
Building an Organization Where Diverse Talent Can Thrive	Received Gold in the PRIDE Index 2025 for the fourth consecutive year
	Received Best Workplace recognition in the D&I AWARD for the third consecutive year
Manufacturing Sites	The “Future Factory Project for Better Workplaces” under the Sustainability Promotion Committee