

Diversity, Equity & Inclusion (DEI)

The Sanyo Chemical Group aims to be a corporate group where all employees can work comfortably while valuing their individuality. To realize a comfortable work environment where diverse values are respected and all employees feel accepted, we believe it is important to promote initiatives that address the diverse needs of employees from the perspective of equity rather than equality.

Targets and Results

Measure	Contents and items	Target value (deadline)	FY2024 results
Overall DEI promotion	Confirmation of various initiatives	D&I AWARD 2024 (highest rank certification)	Certified in FY2024
Empowerment of women	(1) Female manager ratio (2) Female director ratio (3) Ratio of male childcare leave takers	(1) 6% or more (FYE2025) (2) 30% or more (FYE2030) (3) 100% (FYE2025)	(1) 5.0% ^{*1} (2) 25.0% ^{*1} (3) 92.5% ^{*2}
LGBTQ	Raise awareness internally and externally	PRIDE Index 2024 (Gold certification)	Certified in FY2024 (6th consecutive year)
People with disabilities	Employment rate	2.7% (FY2026)	2.41% ^{*3}
Employees with foreign nationality	Number of employees with foreign nationality	Hire at least two people each year	3 people

*1 As of March 31, 2025

*2 Calculated based on the provisions of the Law for the Promotion of Women's Activities

*3 As of June 1, 2025

Promotion of women's empowerment

▶ Number of employees on childcare leave (as of March 31)

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Male (persons)	40	47	55	61	37
Female (persons)	17	11	17	10	17
Employee return rate from childcare leave (%)	100	100	100	98.8	100
Retention rate (%)	100	100	100	92.6	96.3

(Note) Including employees seconded to our Group companies
 Employee return rate from childcare leave = Number of employees returning to work / Number of employees planning to return to work x 100
 Retention rate = Number of employees who returned to work in the previous fiscal year and were still enrolled as of March 31 of the current fiscal year / Number of employees who returned to work in the previous fiscal year x 100

▶ Employees on short working hours for childcare (as of March 31)

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Male (persons)	0	0	0	0	1
Female (persons)	12	4	6	7	5

(Note) Including employees seconded to our Group companies

▶ Gender wage gap

unit: %

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
All workers ^{*1*2*3}	—	—	68.8	68.9	69.6
Of which, regular workers ^{*4}	—	—	73.8	72.9	72.9
Of which, part-timers and fixed-term workers ^{*5}	—	—	42.5	46.1	41.8

*1 Workers include those seconded from our company to affiliated companies.

*2 Calculated based on the provisions of the Act on Promotion of Women's Participation and Advancement in the Workplace (Act No. 64 of 2015)

*3 Under our personnel system, there is no wage gap between men and women for the same position or role.

*4 The factor behind the wage gap between men and women by job position is as follows.

*5 Including re-employed workers after retirement, part-timers, and workers on fixed-term contracts and excluding dispatched workers. The reason for the wage gap between men and women is that among re-employed workers after retirement, many of those who continue to work in managerial positions are men, and their wage levels are high.