

Action plan for promoting the empowerment of women

January 1, 2021

Suntory Holdings Limited

Suntory Beverage & Food Limited

1. Plan duration January 1, 2021 – December 31, 2030
2. Numerical target Increase the proportion of women in managerial positions to 30 percent by 2030

3. Initiatives

① Pipeline building

➤ Tailored personal development

Aiming to build an organization where diverse human resources can play an active role and demonstrate their full potential, Gemba and HR will jointly hold HR development meetings, create HR development plans that meet the needs of each employee and assign human resources in consideration of their mid- to long-term career goals.

➤ Forming motivation

- Organize a "Female Leaders Forum" consisting of volunteer female managers, and build a network
- Provide an opportunity for women to envision their future career, by giving them a greater chance to meet with a role model.
- Hold seminars aimed at addressing young women's anxiety about their future career and barriers to their career advancement, expanding career options, and opening up an opportunity for young women to think about their medium- to long-term careers.
- Send selected female employees to participate in a cross-industry seminar held outside the company to improve their mindset and skills.

② Fostering culture and reforming awareness

- Provide inclusive mindset training for employees in managerial positions to develop their knowhow on how to utilize diverse members' expertise.
- Raise awareness of employees in managerial positions by providing them with information.

(This includes the provision of information to managers returning to work after childcare leave.)

③ Environment creation

- Foster awareness, such as by holding pre-maternity leave, pre-returning to work and post-childcare leave seminars and sending e-mail newsletters during childcare leave
(Pre-maternity leave guidance is available to all interested employees, both men and women, and their partners)
- Offer safety net programs such as a babysitting system to facilitate early return to work and emergency childcare for parents in emergency situations such as sickness
- Implement flexible workplace options, such as the introduction of flextime, the improvement of telework capabilities and the establishment of satellite offices