



Well-Being Life
of employees and their families

2030 KGI

Realize the Well-Being of Employees and Their Families through New Work Styles for the Future in Which Diversity and Flexibility Will Be Realized

As new work styles in the new normal era, we will promote work styles with the keywords of diversity and flexibility, and maintain physical and mental health at the same time. It will realize the Well-Being Life of employees and their families and lead to increased productivity of the organization.

Background and our view

Work styles are diversifying due to the evolution of IT, an increase in the number of people that achieve a balance between work and childcare and family care, and the impact of COVID-19. We evolved one of our materiality issues into the “realization of work-life integration” so that employees will strive to improve both work and life, which will lead to increased productivity of the company.



2030
KPIs

- Turnover rate due to childcare and family care: 0%
- Childcare leave usage rate: 100%
- Increase productivity by the organization that allows employees to work anytime, anywhere
- Employee satisfaction: 80%

Measures to achieve KPIs by 2030

- Develop and flexibly operate childcare and family care systems
- Increase the number of companies that introduce a short-term childcare leave system (paid)
- Build a system to promote the use of childcare leave by men
- Reduce overtime, promote the use of paid leave
- Expand a telework system
- Design and conduct an employee satisfaction survey

Realization of Work-Life Integration