

Action Plan

In order to further promote the active participation of women, FCL COMPONENTS LIMITED formulates an action plan as follows.

1. Plan period: From July 1, 2023 to March 31, 2028
2. Issues: (1) Female employees and female managers are not enough.
(2) Low percentage of women in recruitment
3. Goals and measurements

Building a career development support system for female employees and increasing the number of female hires

Goal 1: More than double the ratio of female managers in managerial positions compare to FY2022

Measures

From 2023: Conduct career path surveys for female employees and raise awareness for promotion to management positions.

Goal 2: Raise the ratio of women among new graduates and mid-career hires to 20% or more

Measures

From 2023: Actively promote the company as a place where female can play an active role through company briefings for new graduates attended by female employees, interviews with students and mid-career applicants, and posting information on recruitment websites.