

About Organizational Management

Promote Diversity

JFC is undertaking numerous initiatives to create workplaces where each employee is free to fulfill their potential.

- **Career development and proactive management appointment for women**

We set a target of women making up 7% or more of managerial staff by April 2023^(Note), and are promoting women to achieve that target.

Note: The plan of action pursuant to the “Act on Promotion of Women’s Participation and Advancement in the Workplace” (Act No. 64 of 2015).

- **Develop measure that support both work and life stages**

JFC provides organizational support for continuous employment, through measures such as special transfer system related to marriage, childbirth, childrearing, nursing care, and work relocation of a spouse. We are also developing measures to support work-life balance in accordance with the current life stage of employees, in order to realize flexible working styles.

- **Create a workplace where diverse human resources can fulfill their potential**

In light of the environmental changes that occurred during the COVID-19 pandemic, JFC encourages new working styles that take advantage of digital technologies, such as teleworking, and seeks to create workplaces where diverse human resources can demonstrate their full capabilities with reassurance.

Establishment and Strengthening of Risk Management System and Compliance System

- The risk management system and compliance system are being developed to define the fields that need to be addressed with the highest priority by internal management, and identifying them throughout the entire JFC management, or by the Corporate Governance Committee discussing matters that need to be addressed.
- The Corporate Governance Committee discusses and defines risk management programs and compliance programs every year, provides regular updates on the state of progress, and makes the required adjustments and enhancements related to risk management and compliance systems.



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