

Action Plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace

Formulation of an Action plan for Promoting Women's Professional Development

The Act on Promotion of Women's Participation and Advancement in the Workplace went into effect on April 1, 2016.

The JFE Group has designated the promotion of workforce diversity as a key management strategy for maximizing the potential of every employee and has been actively hiring and supporting the advancement of female employees.

We have recently formulated an action plan in accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace to establish a work environment that encourages female employees to advance in their careers as managers and for male employees to participate proactively in childcare.

Action Plan Period

Period of five years starting on April 1, 2016 and ending on March 31, 2021

Target of the Action Plan

The JFE Group's common goal regarding women's advancement is to triple the number of female officers and managers in 2020 from 2014.

Please review the following documents for further details, including the specific targets and initiatives of each operation company.

Action Plan for Each Operation Company

- ▶ [JFE Steel \(Japanese only\)](https://www.jfe-holdings.co.jp/csr/pdf/female_plan_st.pdf) (https://www.jfe-holdings.co.jp/csr/pdf/female_plan_st.pdf)
- ▶ [JFE Engineering \(Japanese only\)](https://www.jfe-holdings.co.jp/csr/pdf/female_plan_eng.pdf) (https://www.jfe-holdings.co.jp/csr/pdf/female_plan_eng.pdf)
- ▶ [JFE Shoji Corporation \(Japanese only\)](https://www.jfe-holdings.co.jp/csr/pdf/female_plan_shoji.pdf) (https://www.jfe-holdings.co.jp/csr/pdf/female_plan_shoji.pdf)