



## Valeo Japan Co., Ltd.

### Action Plan for Women Empower Act

- **Action Term:** April 1, 2016 ~ March 31, 2021
- **Our Challenge**
  - (1) Only few females apply R&D position and consequently have hired very few engineers both in new grads and experienced recruiting.
  - (2) For other positions of Sogo-shoku, less females have been hired as well.
  - (3) Female ratio of management position is low as 2.6%.
- **Target, Action, Term**
  - ◆ Target 1: At least one female engineer hired each fiscal year in new grad recruiting in the term  
<Action>
    - 2016 Mar. ~ Use contingent new grads search agent more actively targeting engineering major female new grad.
    - 2016 Mar. ~ Use web seminar to attract more female engineering majors.
    - 2016 Apr. ~ Invite our female engineer to Valeo job fair as an OG speaker to attract female candidate
    - 2016 Aug. ~ Hold R&D sight tour focusing female new grads
  - ◆ Target 2: Increase up the ratio of female Sogo-shoku hiring from 16% to 20% in final Japanese fiscal year (April 1, 2020 to March 31, 2021)  
<Action>
    - 2016 Mar. ~ Hold cross departmental events by site to expedite the interaction among female Sogo-shoku employees.
    - 2016 Apr. ~ Will conduct hearings form each hiring manager for potential women recruiting and placement as much as possible by asking their understanding and cooperation.
    - 2016 Apr. ~ Educate the importance of women empowering activity through people manager training programs and other opportunities.
  - ◆ Target 3: Increase up female ratio of management positions from 2.6% to 4% by the end of term  
<Action>
    - 2016 April ~ Educate the importance of women empowering activity through people manager training programs and other opportunities. Promote female employees positively to management positions.
- **Item of disclosure**

The ratio of female Sogo-shoku hiring (Term: April 1, 2014 to March 31, 2015)

