

KAJIMA CORPORATION Second Plan of Action for General Employers Based on the Female Participation and Career Advancement Promotion Act

Kajima has formulated the following action plan to develop its business through the promotion of active roles for women so that the diverse human resources working for Kajima and Kajima construction sites can fully exercise their individuality and abilities.

◇ Period for the action plan

Three years from April 1, 2020 to March 31, 2023

◇ Issues

1. There are few female employees in managerial track positions.
2. Few male employees take extended parenting leave.

◇ Goals, measures, and timeframes

Kajima aims to double the number of both female engineers and female employees in managerial positions within five years from 2014 and triple them within 10 years. To achieve this, we have set and will work on the following goals in the second action plan.

Goal 1: Increase the percentage of female recruits in managerial track to at least 20% and retain them.

<Measures>

- April 2020 onward
- Launch a publicly open website and hold events for students, such as the "Kensetsu Komachi Forum," to send out the message that women can take on active roles in the construction industry, by showing them female employees working for Kajima.
 - Continue recruitment with an emphasis on abilities and personalities regardless of gender or nationality.
 - Provide female employees with career training as well as training on how to balance parenting and work, in order to retain them as employees.
 - Hold training for each category of female employee and help employees build vertical connections.
 - Consider more ways to utilize the nursery school inside the office to help employees return from extended parenting leave early.
 - Help supervisors manage and train subordinates returning from extended parenting leave using training and guidebooks.
 - Actively carry out the "Kajima Dandelion Activity" with women working at construction sites to help create a more secure and comfortable workplace environment.

Goal 2: Increase the number of male employees that take extended parenting leave to 15 or more during the period for the plan.

<Measures>

- April 2020 onward
- In management training for employees in managerial positions, deliver lectures to educate and raise awareness about encouraging employees to use extended parenting leave.
 - Regarding training for women in managerial track positions after having children, encourage the spouses and supervisors of participants to attend this training, and raise awareness about taking extended parenting leave.
 - Describe our extended parenting leave program on the internal website (Work-Life Balance Support Guide), to serve as reference for male employees to take extended parenting leave, as well as "Feedback from Male Employees that Took Extended Parenting Leave."