

# NICT DE&I Roadmap

## Existing DE&I Systems

## 2023-2025

Launch of the Diversity Promotion Office

## 2026-2031

The Next Medium-to-Long-Term

### Fostering DE&I Awareness and Corporate Culture

- DE&I training organized by HR Continuation
- Participation in Nikkei Woman Empowerment Project
- Initiating collaboration with external organizations Continuation
- Internal awareness surveys Continuation
- Holding internal diversity awareness events Continuation
- Creation of a DE&I logo
- Development of training programs Continuation

- Executive and manager training Plan Continuation
- Conversion of diversity training to e-learning Plan Continuation
- Initiatives to visualize DE&I supporter certification Plan Continuation
- A long-term plan for fostering greater DE&I awareness and corporate culture Plan Continuation

### Diverse Talent Thriving (Gathering a lot of diverse talent)

- Appointing women executives
- Hiring people with disabilities
- Gradual increase of the mandatory retirement age
- STEM talent development Continuation
- Enhancing support for employees of foreign nationality Continuation
- Enhancing support for the inclusion of people with disabilities Continuation
- Acquiring Eruboshi Certification (two stars)
- Implementing inclusive restroom signage at HQ

- Acquiring various DE&I-related certifications Plan Continuation
- Strategic plan for acquiring and maintaining Eruboshi (three stars) and Kurumin Certifications Plan
- Improving inclusive restroom signage in other locations Plan Continuation
- Surveying and installing ostomate and meditation rooms in other locations Plan Continuation
- Establishment and self-running of communities for staff of foreign nationality Plan Continuation
- Collecting and sharing restaurant information to meet diverse dietary and cultural needs Plan Continuation

### Offering Flexible Work Style Options for Current Employees

- Introduction of menstrual leave
- Introduction of infertility treatment leave
- Introduction of flexible hours
- Introduction of remote work
- Treating partners in de facto marital relationships as spouses under internal regulations, regardless of legal registration
- Allowing the use of former surnames
- Childcare support system
- Allowing the use of aliases
- Renaming menstrual leave to F-Leave
- Improving F-Room Infrastructure
- Conducting multiple DE&I surveys
- Introduction of an optional four-day workweek system
- Establishment of parenting and caregiving employee communities Continuation

- Expanding the number of employees taking childcare leave
- Self-running parenting and caregiving communities

## KPI Targets for 2031

- Achieving 100% training participation (Mandatory HR training and e-learning)
- Achieving 100% diversity respect rating in internal awareness surveys

- 100% completion of English translation for NICT Portal website
- Maintaining Eruboshi certification and acquiring Kurumin certification
- Implementing inclusive restrooms across all NICT-owned locations

- Achieving 100% Workplace satisfaction rating in internal awareness surveys

NICT strives to create an exciting future where diverse individuals can find satisfaction in their work