

*[Provisional Translation Only]*

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## **Ichigo First Recipient of SMBC “Leading Company Supporting Full Participation of Women in the Workplace” Loan**

Ichigo Group Holdings (“Ichigo”) has been selected as the first ever recipient of Sumitomo Mitsui Banking Corporation’s (“SMBC,” President: Takeshi Kunibe) “Leading Company Supporting Full Participation of Women in the Workplace” loan (“Nadeshiko Loan”). SMBC’s Nadeshiko Loan program assesses the borrower’s support for women’s full participation in the workplace in order to encourage companies’ on-going activities on behalf of women.

### Ichigo’s Initiatives to Support Women’s Full Participation in the Workplace

1. Ichigo has a corporate objective to “Make full use of women in the workforce and train women for management positions” and proactively appoints female officers and female board members.
2. Ichigo has launched a Career Design Program for women to support each individual in developing her career. The program promotes women’s work and career ambitions and active communication among women employees.
3. Ichigo offers all employees a shortened six hour work day option to provide flexibility to meet employees’ needs over their various life stages. Ichigo also gives employees an option of full maternity/paternity leave for two years, subsidies to cover childcare and nursing expenses, paid leave to nurse sick children, and hourly paid leave in order to quickly and flexibly respond to personal issues.

SMBC commended Ichigo’s top management for its commitment to an open and diverse workplace. Ichigo has declared that “The active role of women is a significant driving force that supports the sustainable growth of our company and its creative and diverse corporate culture. Ichigo will continue its efforts on behalf of full openness and diversity in order to enable all Ichigo employees, regardless of gender, to play an active role in the company.” SMBC also recognized these additional Ichigo initiatives to promote women’s full participation in the workplace:

- Seminars and training to train women for management positions and career development tailored to each individual’s aspirations and competence
- Measures to prevent long work hours and minimize overtime
- Measures to maintain work-life balance such that women can continue to work while raising children.

#### Career Design Program

Ichigo has a 100% return rate for employees who take maternity/paternity leave. To support women’s long-term success at the firm, Ichigo launched a training program last year to support women employees’ career development.



## Award Ceremony

On June 23, 2015, Ichigo was awarded a memorial plaque by Mr. Takehisa Ikeda, SMBC Managing Director, commemorating the execution of the SMBC Nadeshiko Loan.



## SMBC Nadeshiko Loan Award Certificate

