

October 31, 2023

Acquired the highest level of 3 stars in the “Eruboshi Certification” based on Article 9 of the Act on the Promotion of Women’s Active Engagement in Professional Life

Toda Corporation (Head Office: Chuo-ku, Tokyo; President: Otani Seisuke) received certification (commonly known as “Eruboshi” certification) from the Minister of Health, Labor and Welfare on October 17, 2023, based on the Act on the Promotion of Women’s Active Engagement in Professional Life.

Under this system, among companies that have formulated and submitted action plans for initiatives to promote women’s activities, companies with excellent performance in initiatives are certified upon application. Accreditation is based on five evaluation items and is rated on a three-point scale according to the number of evaluation items that meet the criteria.

We have received a 3-star rating (3rd level), the highest rating possible for all items.

The evaluation items: (1) recruitment, (2) continued employment, (3) working hours and other working styles, (4) ratio of managers, and (5) various career paths, and we met all criteria.



“Eruboshi” certified mark
with three stars

○ Status of efforts to promote women’s activities

In 2014, we established the Diversity Promotion Division and have been actively engaged in utilizing female human resources and promoting their careers. After “the Act on the Promotion of Women’s Active Engagement in Professional Life” came into effect on April 1, 2016, we have been enhancing our efforts in “career development,” “working environment,” and “culture building” to create an environment that serves as a foundation for further advancement of women and makes it easier for all employees to work.

“Career Development.”

- Training for the development of managers and executives
- Dispatch to universities and external training programs
- Conduct career consultant interviews by age group

“Working Environment.”

With the aim of creating an environment in which employees who are raising children or caring for family members can balance work and family life with peace of mind, we are striving to expand and promote the use of systems that exceed the statutory requirements.

- Flextime System
- Telecommuting System
- Gradual Entry Childcare Leave System *1

*1 A system that allows use of accumulated expired paid vacation days for gradual entry stage of childcare.

“Climate Fostering”

Training on unconscious bias is provided to all employees including upper management to raise awareness of gender roles and to help achieving their full potential.

○ About the future

The personnel system has been revamped this fiscal year, and 1-on-1 meetings have been introduced to promote human resource development and revitalize organizational communication. We aim to create an environment where each and every employee can feel a sense of fulfillment in their work and where a diverse range of human resources can play an active role.

We will strive to optimize our business portfolio by promoting strategic investments in priority management businesses and intangible assets that will drive future growth, and to achieve our mid- to long-term goal of 8% ROE, as well as to further enhance corporate value. We aim to achieve our medium- to long-term target of 8% ROE by optimizing our portfolio and further increasing our corporate value. We will continue to strive for further improvement.