



## Joining the 30% Club Japan with the Aim of Being a Company That Grows Sustainably:

# Seven & i Holdings Sets a Target for a Female Executive Officer Ratio of 30%

Seven & i Holdings Co., Ltd. (Head Office: Chiyoda-ku, Tokyo / President and Representative Director: Ryuichi Isaka) hereby announces that we have set a new target of increasing the ratio of women among the executive officers in six major group companies\* to 30% by the end of the fiscal year ending February 28, 2026 to further accelerate the pace of diversity & inclusion in the future. At the same time, we can announce that we have joined the **30% Club Japan** with the aim of ensuring even more women participate in decision-making in various settings.

\*Seven & i Holdings, Seven-Eleven Japan, Ito-Yokado, Sogo & Seibu, York-Benimaru and York

### ■ Reference: Overview of the **30% Club Japan**

This is the parent organization for activities in Japan of a global campaign looking to increase the proportion of women in key decision-making bodies and executive positions with the aim of the sustainable growth and value enhancement of companies. The organization started its activities in 2019.

URL of the website for the **30% Club Japan**: <https://30percentclub.org/about/chapters/japan>

### Message from the President

The environment surrounding our group is changing rapidly and our customers are also diversifying. Against this background, I believe it is extremely important to make management decisions with diverse values. We have now set a new target for a female executive officer ratio of 30% and joined the **30% Club Japan**. This will strengthen the Seven & i Group's diversity & inclusion activities – especially efforts relating to the advancement of women in the workplace. We will now aim to be a group that is indispensable in the lives of our customers more than ever before. Under this aim, we will foster a corporate culture in which it is possible for each and every employee in our whole group to be able to play an active role while feeling a sense of worth in their work.

Ryuichi Isaka, President and Representative Director of Seven & i Holdings Co., Ltd.

## New Initiative by the Seven & i Group for Diversity & Inclusion

### Female Encouragement Seminars

We have been holding the Female Encouragement Seminars since April this year. The purpose of this seminar is to train female employees who will be candidates for managerial positions. We will support the future autonomous learning of participants and the challenges they undertake through talks from the president and other members of the executive management and through group discussions. We believe that providing this seminar across our group will bring together participants with diverse careers and jobs to allow synergies to be utilized. We will hold this seminar over half a year in an online format that enables participation from all over Japan.

#### Seminar Overview

- Timing: April to September, 2021 (Once a month)
- Participants: Approx. 60 female employees who are candidates for managerial positions in 19 group companies
- Contents: Group management policy, group philosophy and history, contribution to SDGs, product strategies, and digital transformation strategies

#### Content of the First Seminar

Ryuichi Isaka, President, gave a talk in the first seminar held on April 22 (Thu). He recalled stories relating to challenges he undertook when he was a departmental manager and gave a message of support to female employees. The participants lively exchanged opinions beyond the boundaries of group companies in response to that talk.

Please see here for the efforts the Seven & i Group has so far made toward diversity & inclusion.

- Seven & i Management Report (February 3, 2021 Version)  
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