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June 23, 2022

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## **Colorful@ABC Statement**

Asahi Broadcasting Group Holdings Corporation today announced its Colorful@ABC Statement, the details of which are provided on the attached pages.

At the Asahi Broadcasting Group, we have dubbed efforts to promote diversity, including promoting greater career opportunities for women, as “Making Our Company and Society More Colorful”.



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Asahi Broadcasting Group Holdings Corporation

## Colorful@ABC Statement

~More Colorful, More Inclusive Environments~

At the Asahi Broadcasting Group, we have dubbed efforts to promote diversity, including promoting greater career opportunities for women, as “Making Our Company and Society More Colorful”, and have continued to take the initiatives described below.

### Basic Policy for Making Our Company and Society More Colorful

The Asahi Broadcasting Group believes that fostering a corporate culture where everyone can reach their fullest potential will lead naturally to an environment where women can play an even more important role. With this in mind, in order to contribute to the enhancement of both local society and culture through the provision of various content and services, we are creating a working environment where each person is respected and acknowledged irrespective of sex, age, nationality, religious preference, life stage, disability or sexual orientation, striving for a company where the diverse capabilities of every member of the ABC family can shine through as a Japanese proverb “Junin Toiro”(So many men, so many minds) indicates.

Based on the policy above, we are pursuing group-wide responses to medium- and long-term sustainability. By encouraging work-style and employee diversity we create workplaces in which employees work together with consideration for one another. The **Colorful@ABC Statement** expresses our hope that each employee engages actively in their own way, making space for a variety of colors.

[Initiatives]

#### ○Creating comfortable work environments・・・Colorful Work-Styles

The COVID-19 pandemic has changed the way we work in significant ways. In the post-COVID-19 period, the ABC Group will strive to create comfortable work environments, including telework and shortened work-hour systems. We want every employee to achieve a positive work-life balance, including employees who wish to work while raising children or caring for family members.

We will also pursue initiatives to increase diversity in employee work styles, including the development of leave programs and other systems. We are committed to creating mechanisms that support employee success as individuals to encourage employee retention.



○Pursuing diversity・・・Colorful Employees

While the environment surrounding the group is changing drastically, a diverse workforce is essential for maximizing group strengths. To this end, the ABC Group pursues efforts in the further utilization of workforce diversity, including the promotion of women's empowerment. We develop systems that allow both men and women to take care of their children, striving to create workplace environments amenable to maternity leave.

The Colorful@ABC Statement was posted to the official website of the Asahi Broadcasting Group Holdings Corporation ( <https://corp.asahi.co.jp/en/> ) on Thursday, June 23, 2022.

