

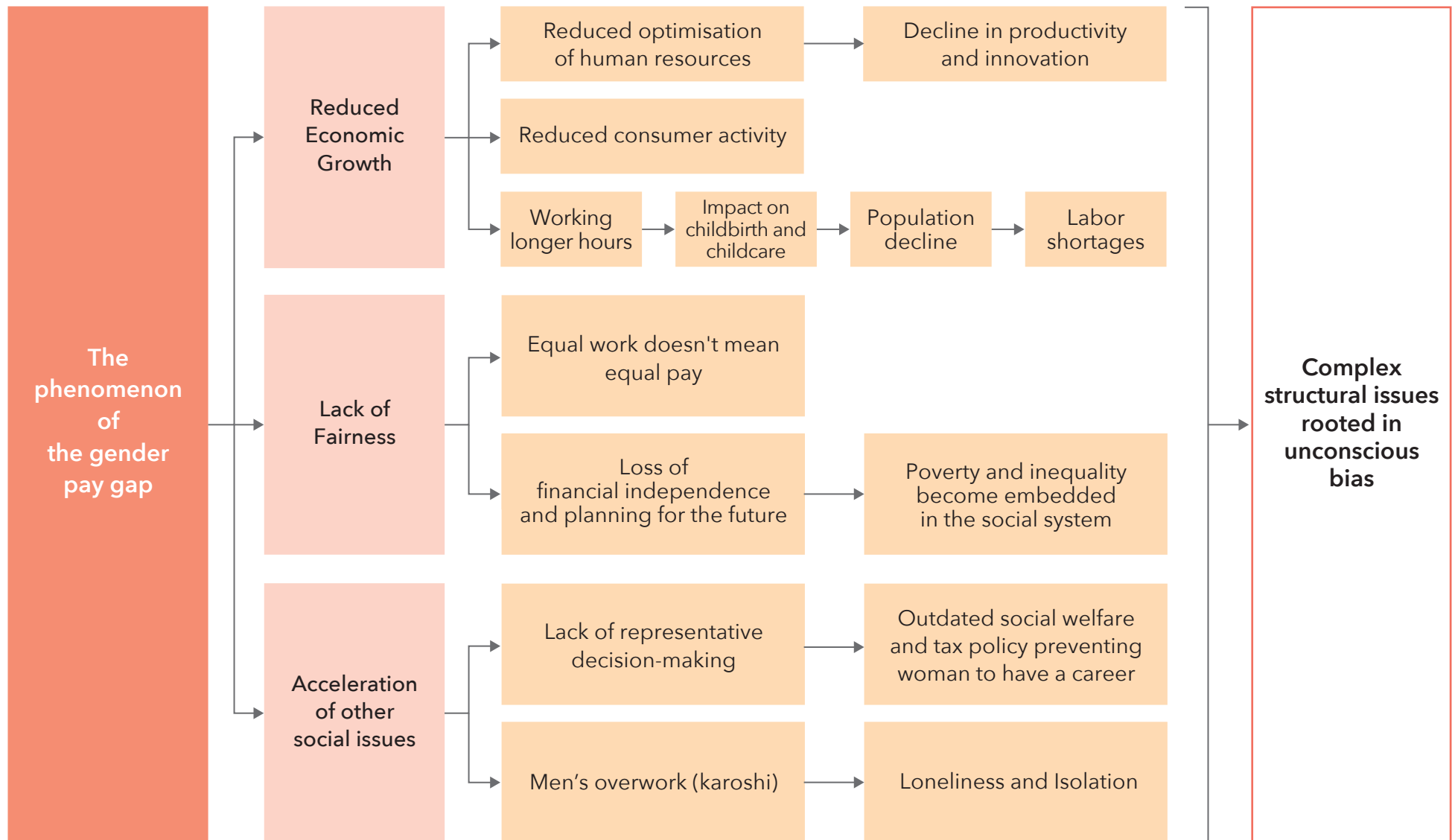


The Vision SIIF Aims to Achieve in the Field of Gender Pay Gap

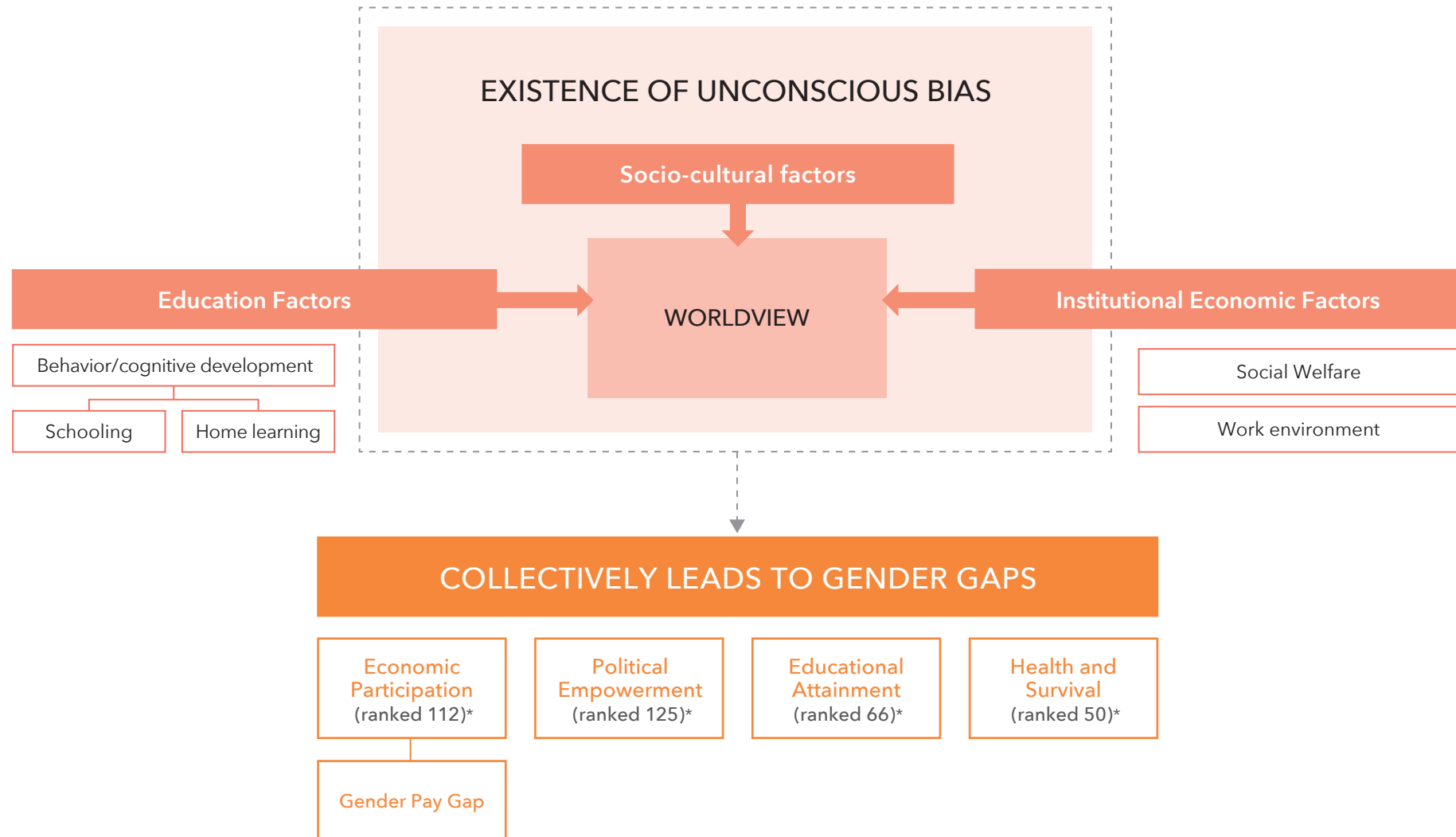
2030 GOAL

**Realize a society where everyone can have
control over their own career**

Why Is the Gender Pay Gap a Problem?

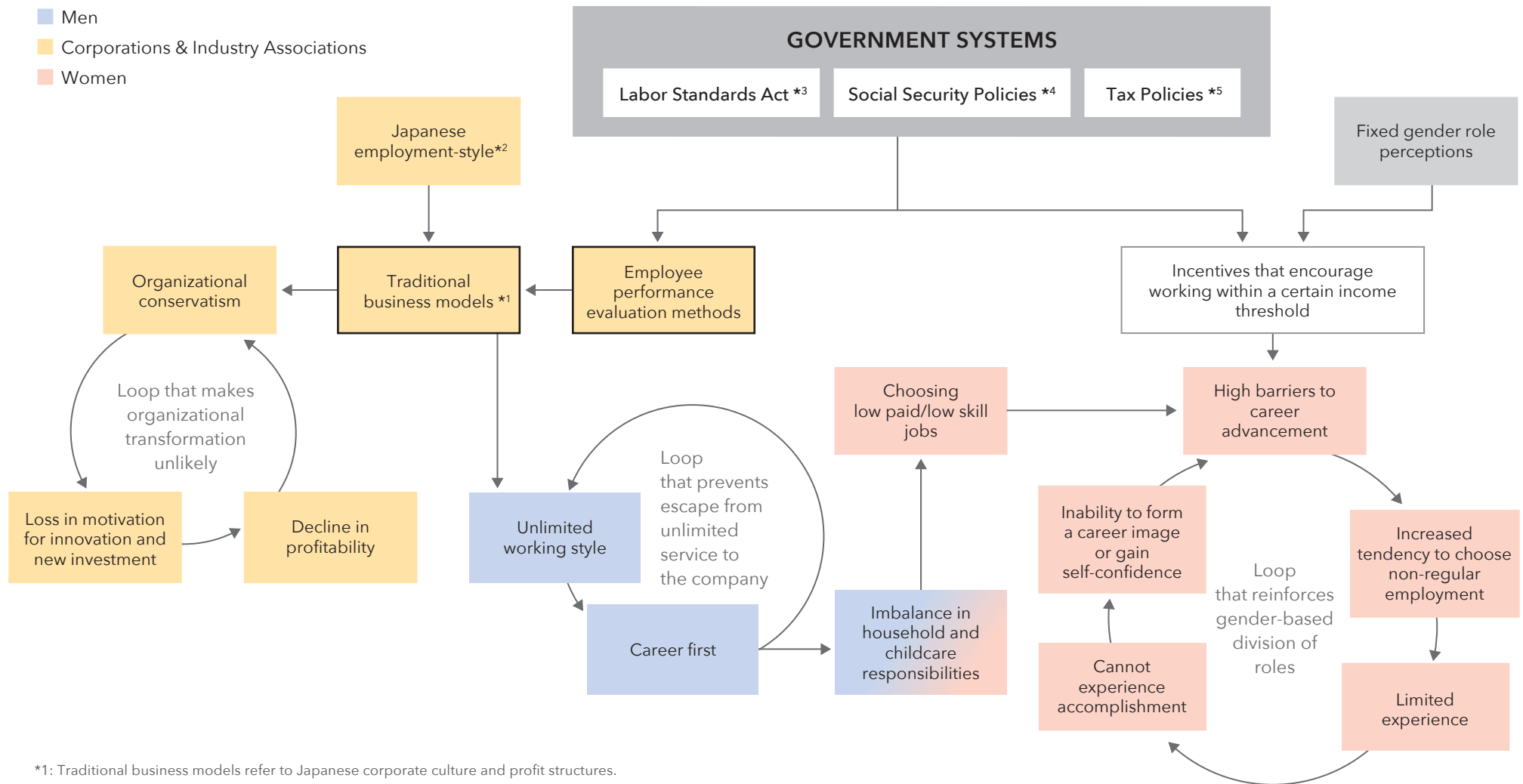


Structure of the Gender Pay Gap in Japan



*The World Economic Forum, Gender Gap Index 2025

Correlation Diagram of the Gender Pay Gap in Japan



*1: Traditional business models refer to Japanese corporate culture and profit structures.

*2: Japanese employment style = lifetime employment, seniority-based pay, and membership-based employment.

*3: Issues with the Labor Standards Act include inadequate enforcement of Article 36 agreements.

*4: Issues with the social security system include full-time assumptions, the spousal third-category insured system, and dependent coverage in health insurance.

*5: Issues with the tax system include spousal deductions and dependent exemptions. (Bold-framed items: considered more prominent in rural areas.)

THEORY OF CHANGE

