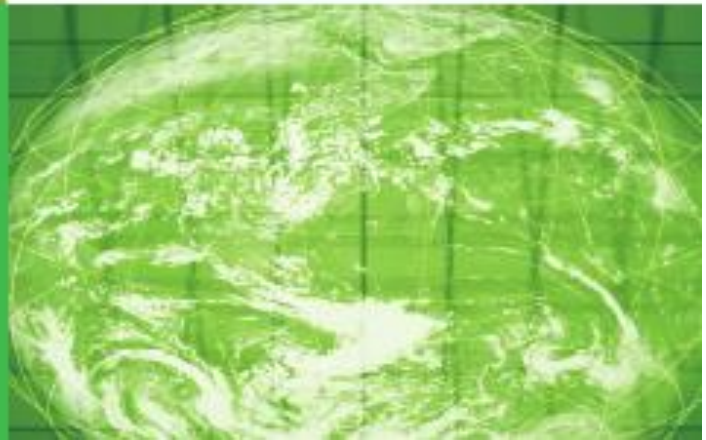


D&I inspires Innovation



**Working with Corporations
to Penetrate Diversity and Inclusion
while Establishing a Women Leaders' Network.**



Greetings from Board Chair



Yukako Uchinaga
Yukako Uchinaga
Board Chair, J-Win
Chairwoman of the Board, CEO and President,
Beritz International, Inc.

Diversity and Inclusion is the driving force of corporate innovation.

Thomas Freedman mentioned in his book, "The World is Flat" that the globe has become flat due to dramatic advances in IT and to be able to survive in this new reality it is essential for companies to be innovative. The fact that Lehman Shock which originated in USA sent such a large and rapid shockwave through the global economy proved globalization and the speed of change are ever increasing. It is impossible for companies to create new value and innovation to promptly react to these environmental changes, if they stick to their traditional mono culture. Diversity and Inclusion which helps by leading and leveraging various

people with new and different values to the same goal is the most critical skill in all companies today to inspire innovation, ensure survival and build growth

In Japan, gender diversity is a top priority.

Though women in Japan are highly educated, the opportunity for them to get an appropriate position in the workplace is limited. In addition to the systems to support the balance of work and household activities such as housekeeping and childcare, the flexibility of time/workplace and clear job description with transparent evaluation system should be established. This will surely bring corporate culture change with free and open

atmosphere which helps to create innovation. J-Win helps the member companies by providing the information and know-how for them to effectively proceed with Diversity and Inclusion initiatives.

J-Win aims for "Women to the Top"

Now more than 250 female members chosen by over 80 member companies learn from one another by sharing information and take part in J-Win programs, thus beyond the framework of their industry and profession. J-Win strives to foster female executives by providing leadership and career development programs for developing women leaders.

Activities

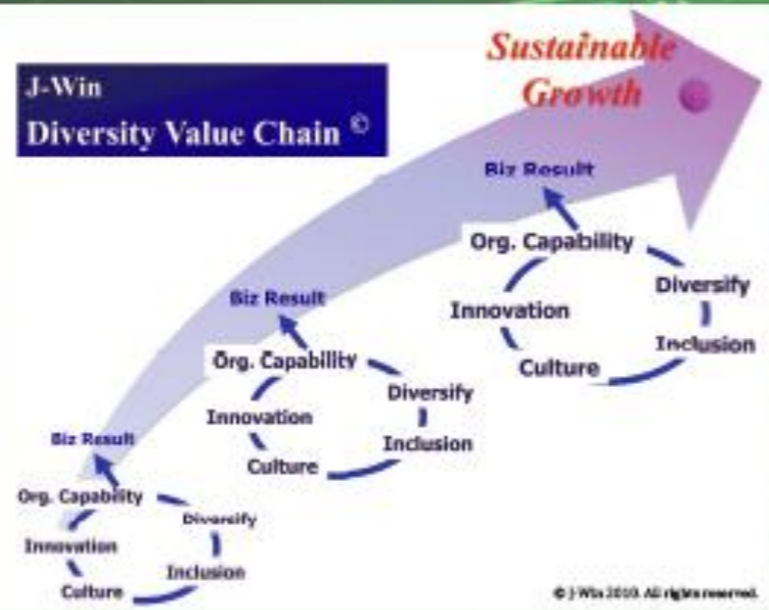
Organizational Change

To create more inclusive workplaces in which every people can fully perform their capabilities and contribute to the business without being constrained by gender, nationality, cultural norms, and mores, J-Win provides proved insights and know-how for a successful organizational change. J-Win proposes "J-Win Diversity Value Chain*", which inspires innovations and realizes sustainable growth for companies.

Leadership Development

More than 250 female members who are high-potential professionals from member companies are encouraged and trained in the development of leadership skills necessary to be effective leaders in global marketplaces through monthly meetings, off-site camp, overseas study tour, and more unique leadership and career development programs. Their vigorous network will be grown to a strong relationship for future women executives.

Hundreds of alumnae graduated from the J-Win female networking program by every two years, not only stimulate and motivate younger generations to follow them at workplaces, but bring *Change* for successful organizations by being represented at the decision-making tables of corporate boardrooms and contribute to realize a diversified society.



Award

J-Win Diversity Award annually honors innovative organizations, which prove measurable results and an exceptional leadership addressing the women's advancement in the workplace. J-Win provides models for promoting workplace diversity, including cultural change by recognizing and sharing successful practices with celebration.

Knowledge

By implementing a well-organized survey and in-depth interviews with women workforces of every level and management teams, J-Win proposes effective solutions for enhancing workplace diversity and inclusion. Working with the Japanese and global premier organizations, J-Win offers opportunities to learn from other and from each other, in which share the successful experiences and overcome challenges.

Seminars and Events

J-Win offers opportunities to learn the national and international advancing initiatives to enable the full potential of female workforces and to facilitate cultural change of diversity and inclusion in the workplaces. In the J-Win members annual conference, foresighted speakers deliver their unique perspectives on issues relating to advancing women and organizational challenge to Diversity and Inclusion.



Globally expanding its network

J-Win was founded in Japan but is now globally expanding its Diversity and Inclusion network and that for women. In addition to Catalyst^{††} and SWE^{†††} (The Society of Women Engineers), both of which are J-Win's sister organizations, J-Win has been and will be working closely with several global organizations such as

NHO (The Confederation of Norwegian Business and Industry) in Norway, Government of Queensland in Australia, APEC WLN (Women Leaders Network), Global Summit of Women to realize a sustainable global Diversity and Inclusion network with added value.

†† Catalyst

Founded in 1962, Catalyst is the leading nonprofit organization working globally with businesses and the professions to build inclusive workplaces and expand opportunities for women and business. With offices in the United States, Canada, and Europe, and the support more than 370 member organizations, Catalyst is the premier resource for research, information, and trusted advice about women at work.

††† SWE

The Society of Women Engineers (SWE), founded in 1950, is a not-for-profit educational and service organization. SWE is the driving force that establishes engineering as a highly desirable career aspiration for women. SWE empowers women to succeed and advance in those aspirations and be recognized for their life-changing contributions and achievements as engineers and leaders.

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Japan Women's Innovative Network

J-Win

Non Profit Organization

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