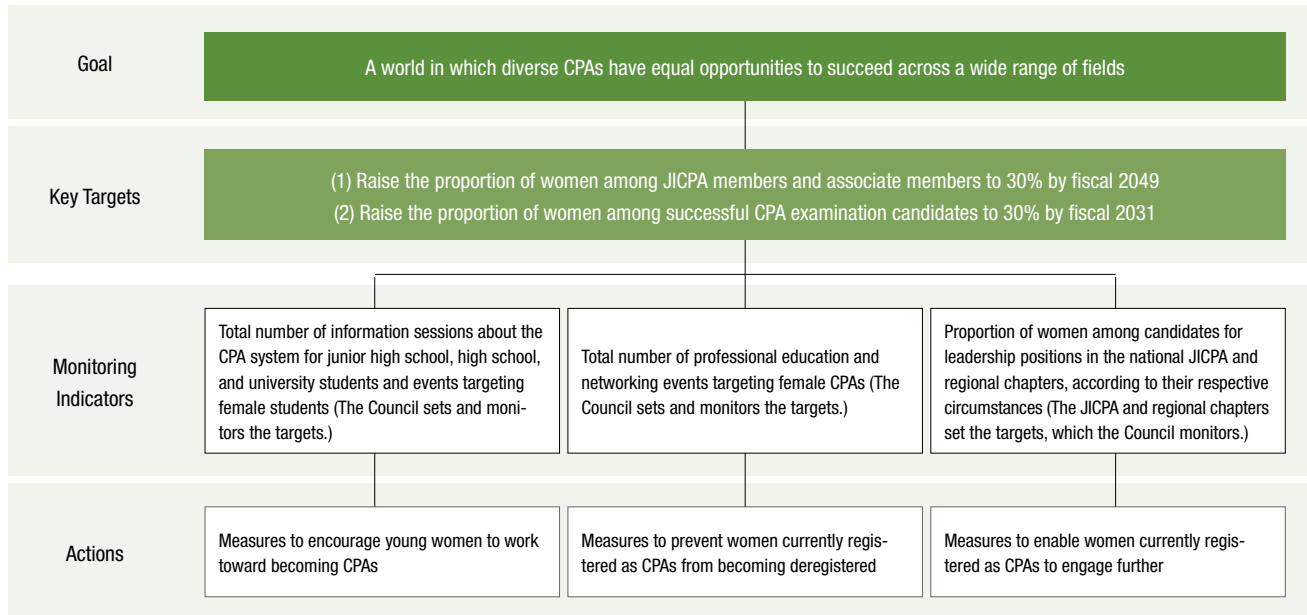


3

Increase the appeal of the CPA profession by supporting the professional success of female CPAs

We believe that the CPA industry should seek to build a society that embraces diversity. Accordingly, the JICPA aims to create a world in which diverse CPAs have equal opportunities to succeed across a wide range of fields. To this end, the JICPA has established key targets regarding the proportion of women among its members and associate members and among successful CPA examination candidates to better promote the professional engagement of women in accounting, and is examining and implementing measures to achieve these targets.



Proportion of Women among JICPA Members and Associate Members

	Percentage of women
December 2018	14.9%
December 2019	15.1%
December 2020	15.5%

Proportion of Women among Successful CPA Examination Candidates

	Percentage of women
2018	20.4%
2019	23.6%
2020	24.6%

We are holding events for female students to increase the appeal of the CPA profession.

Event

Event for female college students: Women Seeking More—The Right Choice Day

- Date: Saturday, March 6, 2021
- Format: Online event
- Program: This event provided an opportunity for women working as professionals in various fields to respond to the worries and anxieties of students about their present and future in light of the COVID-19 pandemic.

The event featured JICPA council member Noriko Umeki as facilitator and moderator and Kanae Takeuchi as emcee, with guests working as professionals in a variety of fields: entertainer and model Maomi Yuki, stylist Satomi Iwasaki, Sonoka Shimoo of the Horipro Publicity Department, and willsi Co., Ltd. director Atsuko Yoseda. The participating students submitted their worries and concerns ahead of time, and the speakers addressed them from a variety of angles. The guests also spoke about their careers, providing an opportunity for the students to think about their own careers and the future. Although the event was held online, the participants engaged in lively, interactive discussion, with the speakers responding to comments in the meeting chat.

