	Fiscal 2022	Fiscal 2023	Fiscal 2024	Thereafter
Development of framework in Japan	Extending program to business partners in Japan under responsibility of each business units			
Development of overseas framework	Developing questionnaire administration framework	Trial program for overseas business p	partners	Continuous implementa-
Questionnaire frequency		Verifying questionnaire results and determining questionnaire frequency		tion
Global framework			Establishing a global program implementation framework	