

## Action Plan

Together with continuing to support our employees in balancing work and childcare by actively working on work style reforms, we have formulated the following action plan so that all employees will be able to work with vigor, while being in good physical and mental health.

### 1. Duration of plan

Three years, from April 1, 2021, to March 31, 2024

### 2. Content

Objective 1 To promote the development of an organizational culture which accommodates diverse life plans

#### <Measures>

From May 2021            Setting up spaces for the promotion of understanding of maternity leave, childcare leave, and leaves of absence from people around the employee

From October 2021      Promotion of taking paternity leave and leaves of absence

Objective 2 To further promote and establish systems relating to support for balancing both work and childcare

#### <Measures>

January 2022            Setting up management-targeted learning spaces for female empowerment

April 2022              Consideration of the flexible use of systems relating to support for balancing both work and childcare

Objective 3 To maintain a monthly overtime average of 40 hours or less

#### <Measures>

From April 2021           Promotion and establishment of efficient and flexible work styles that are unrestricted by location or time

From April 2021           Promotion of the visualization of employee working hours