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