

## Action Plan Based on the Act on Measures to Support Raising Next-Generation Children

In order to ensure that all employees can keep working while raising children and achieve their full potential, we have formulated an action plan as outlined below.

1. Plan period: 2 years from April 1, 2025 to March 31, 2027

2. Contents

Target 1: Increase the acquisition rate of childcare leave among male employees to 50% or more

<Activities> To be carried out starting in April 2025

- Raising awareness on a company-wide basis to encourage male employees to take childcare leave
- Disseminating examples of male employees taking childcare leave within the company to make it easier for members of the workforce to imagine men taking leave for childcare
- Ensuring that each employee eligible for childcare leave understands the system to help them keep working while raising children, childcare leave benefits, exemption of social security premiums during leave, etc.
- Considering and implementing measures to extend the childcare leave period

Target 2: Reduce the average overtime working hours of full-time employees to less than 25 hours per month

<Activities> To be carried out starting in April 2025

- Promoting efforts to increase work efficiency on a company-wide basis by appropriate means such as honoring employees who propose excellent improvement measures
- Making a continuous effort to ensure that all employees know about the day when leaving work on time is recommended

- Informing managers about the actual overtime working hours on a regular basis and ensuring that they implement thorough working hour management in their departments

End