

Action Plan for General Business Operator

We formulated the following action plan in light of the Act on Advancement of Measures to Support Raising Next-Generation Children, the Act on Promotion of Women's Participation and Advancement in the Workplace and with an eye to creating a comfortable work environment for all employees as we can fully develop our abilities by providing good Work-life balance systems.

1. Period: December 1, 2024 - November 30, 2026

2. Outline

Goal 1: Increase the percentage of future female candidates for managerial positions (MN,S1,ST1 grade) , with an eye to increasing the ratio of women in managerial positions. (to 9% from 5%)

< Act on Promotion of Women's Participation and Advancement in the Workplace >

Actions

1. In order to increase the number of people with the candidates for management positions (MN,S1,ST1 grade) , encourage female employees in positions that are equivalent of lower level positions (S1,ST1,S2,ST2 grade) to take the promotion examination. **【Implement on December 1, 2024】**
2. Provide career development training to encourage female non-career track employees to consider changing their job classification to career-track or region-specific career truck positions.
【Begin planning in December 1, 2024】

Goal 2: Continue to create a work environment that enables employees to more easily manage childcare, family care, and their own healthcare, so they don't feel the need to give up working for the company.

<Act on Advancement of Measures to Support Raising Next-Generation Children and on Promotion of Women's Participation and Advancement in the Workplace>

Actions

1. Extend the scope of eligible children for the child nursing leave from the current limit, which is until the child reaches the first grade of elementary school, to until the child completes the sixth grade of elementary school so that employees can more easily balance their work and family life. (To be implemented by April 1, 2025)

【Starting on December 1, 2024】

2. Continue to encourage male employees to take childcare leave, and consider expanding our company's unique system that allows employees to take three days of paid childcare leave.

【Starting on December 1, 2025】

1. Create an environment conducive to conversation about nursing care within the company by providing a place to exchange information for employees involved in nursing care.

【Starting on December 1, 2024】

Goal 3: Continue to encourage employees to take their paid annual leave

<Act on Advancement of Measures to Support Raising Next-Generation Children and on Promotion of Women's Participation and Advancement in the Workplace>

Actions

1. Set a target for the percentage of employees taking paid annual leave (70% on average over two years).

【Starting on December 1, 2024】