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■ Action Plan based on the Law for Measures to Promote the Development of the Next Generation

1. Plan period: From April 1, 2019 to March 31, 2024

2. Targets

Goal 1.

Provide support to employees from pregnancy through postpartum and return to work after childcare leave by informing them of various systems such as childcare leave, etc. based on the Child Care and Family Care Leave Law, childcare leave benefits based on the Employment Insurance Law, and maternity leave based on the Labor Standards Law, and work to alleviate concerns.

(Initiatives)

(1) Provide information to employees by systematically summarizing our company's various systems from pregnancy to return to work at different times.

- Flow of employees from pregnancy to prenatal care, childbirth, postpartum, and childcare leave

- Flow during childcare leave

- Flow of returning to work after childbirth and childcare leave

(2) Conduct interviews before the start of maternity, postnatal, childcare leave, etc., and before returning to work, and within 6 months after returning to work.

Goal 2.

Consider and implement assistance for employees raising children to pay for childcare services.

(Initiatives)

(1) Partial subsidies for the use of services for childcare for employees who wish to return to work at an early date.

(2) Continuously monitor the status of operation to ensure usefulness in light of usage and administrative support.

Goal 3.

Provide opportunities to promote understanding of employment for young people.

(Initiatives)

- (1) Internships and other work experience opportunities
  - Providing opportunities to learn about the industry
  - Curriculum is designed to help students visualize working at the company.
  - Provide information on employment, such as internships, company visits, etc.
- (2) Acceptance of company visits
- (3) Providing information on employment
- (4) Strengthening cooperation with related organizations

■ Action plan based on the Law for the Promotion of Women's Activities

1. Plan period: From April 1, 2019 to March 31, 2024

2. Targets

<Goal 1> Efforts to address (1) through (4) below will begin on April 1, 2019. Establish a system for the assignment, training, and education of female employees, and foster an environment in which female employees can actively play an active role in the workplace.

<Initiatives>

- (1) Conduct hearings and establish a feasible mechanism to realize positive and fair training and evaluation.
- (2) Establish opportunities for employees to interact with each other through training by job category every year to share information and build a network.
- (3) Establish an education/training system, present a training curriculum based on the system, and create a state in which employees can easily visualize their career development.
- (4) Promote awareness and use of learning tools provided by the Company in order to establish a desire for independent learning.

<Goal 2> Efforts to address (1) through (3) below will begin on April 1, 2019.

Proactively implemented a system to convert temporary employees to fixed-term contract employees and fixed-term contract employees to regular employees (3 persons) or more)

<initiatives>

- (1) Understand the relationship between the Labor Contract Act, the Worker Dispatching Act, and our systems
- (2) Conduct periodic interviews to promote dialogue and conduct appropriate evaluations.
- (3) Achieve early conversion as a measure to secure human resources