

LUMINE Co., Ltd.

Action Plan for General Employers Based on the Act on the Promotion of Women's Active Engagement in Professional Life

In order to create a work environment in which both male and female employees can play an active role, the following action plan shall be established.

1. Plan Period: April 1, 2024 - March 31, 2026

2. Goals, Initiatives, and Implementation Period

Goal 1 (Goals related to the provision of opportunities in the workplace)

Increase the percentage of women in managerial positions to at least 38% by March 31, 2026. Of these, women shall make up at least 55% of entry-level management positions (managers) by March 31, 2026.

<Implementation Period & Initiative Details>

- As of April 2024
- Create awareness of career development support in manager training
 - Implement initiatives to heighten understanding of DEIB (Diversity, Equity, Inclusion & Belonging)
 - Create a climate of mutual recognition using Lumipos
 - Create a work-life balance support guide
- 2025 onward
- Encourage autonomous career development (including reskilling)
 - Consider further support systems to enhance employees' work-life balance (support for childcare, etc.)

Goal 2 (Goals related to work-life balance)

Increase the rate of childcare leave usage by male employees to 100%.
Increase the average length of childcare leave throughout the Plan Period to at least 20 days. (Not including employees on temporary assignment)

<Implementation Period & Initiative Details>

- As of April 2024
- Establish and empower a community for those on maternity leave, working shorter hours, and considering childbirth in the future
- 2025 onward
- Consider allowances and incentives for departments that support male employees taking long-term childcare leave

Promote reduction of overtime working hours. (Aim for an average of less than 15 hours per month.)

<Implementation Period & Initiative Details>

- As of April 2024
- Compile the status of overtime working hours and annual paid leave usage on a quarterly basis and report on them at management meetings, etc.
 - Improve operational efficiency and performance by utilizing DX and external resources
 - Promote the standardization and implementation of hybrid work
- 2025 onward
- Diversify work options and examine systems