

January 1, 2020

LUMINE Co., Ltd. Action Plan

This Action Plan has been developed to establish a comfortable work environment that allows employees to demonstrate their abilities and maintain a good work-life balance.

1. Term of Plan

From January 1, 2020 to March 31, 2022 (two years and three months)

2. Description

Goals

- (1) Encourage male employees to take childcare leave. (striving to achieve an acquisition rate of 13% or higher)
- (2) Promote the reduction of overtime working hours that exceed statutory working hours.
- (3) Promote the acquisition of annual paid leave of 14 days or more on average per person.
- (4) Design a system and framework that allows for flexible work styles.

Countermeasures

- (1) Use internal public relations material to encourage male employees to take childcare leave.
- (2) Check the status of acquisition of annual paid leave and the number of overtime working hours that exceed statutory working hours on a quarterly basis, and report it at Management Meetings, etc. periodically.
- (3) Improve the IT infrastructure for further operational efficiency.
- (4) Provide diverse work conditions.
- (5) Introduce a new self-development program that helps employees to improve their professional skills in order for them to return to work smoothly.