

LUMINE Co., Ltd.

Action Plan for General Employers Pursuant to the Act on the Promotion of Female Participation and Career Advancement in the Workplace

The Company has formulated the following action plan to create a work environment where all employees, both men and women, can play an active part.

1. Plan period: April 1, 2021 – March 31, 2024

2. Goals, details of measures, and implementation period

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

The Company will increase the proportion of women in managerial positions to at least 35% by March 31, 2024. The proportion of women in lower management positions (managers) will be raised to at least 60% by March 31, 2024.

Implementation period and details of measures

- From April 2021:
- Raise awareness of career advancement through training for managers
 - Continue to provide managers with diversity management training
 - Provide more options for alternative work arrangements (shorter working hours) and encourage the flexible use of these options
 - Introduce a paid leave system for infertility treatment and actively make the system known to employees
- From 2022 on:
- Provide candidates for management positions with awareness training about career development
 - Provide candidates for management positions with diversity management training
 - Consider developing systems to further support employees raising children

Goal 2 (Goal related to work–life balance)

The Company will increase the proportion of employees, both men and women, who take child-rearing leave to 100% by March 31, 2024. (excluding temporarily transferred employees)

Implementation period and details of measures

- From April 2021:
- Plan and improve work efficiency through continuous digital transformation (DX) (systematization of routine tasks, etc.)
 - Provide male employees with awareness-raising training and organize exchange meetings for employees raising children

In relation to the use of systems contributing to flexible work practices including working from home, the Company will increase the proportion of employees, both men and women, who work from home at least once a month to 100% by March 31, 2024. (including customer-service employees)

Implementation period and details of measures

- From April 2021:
- Prepare regulations on teleworking
 - Develop an environment for teleworking
 - Outsource office tasks (such as establishment of a call center)
- From 2022 on:
- Facilitate teleworking