

## LUMINE Co., Ltd. Action Plan

We will formulate an action plan to create a work environment in which employees can fully utilize their abilities and create a comfortable and healthy work-life balance.

### 1. Plan Period

April 1, 2022 - March 31, 2024 (2 years)

### 2. Plan Content

#### <Goals>

(1) Encourage male employees to take childcare leave.

(Aim for a 67% rate of childcare leave taken by male employees throughout the plan period.  
(Not including employees on temporary assignment))

(2) Promote the reduction of overtime working hours.

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

(3) Encourage employees to take annual paid leave.

(Aim for an average of at least 14 days per person per year.)

(4) Promote the use of telework systems.

(Establish telework systems and environments that enable employees to effectively utilize hybrid work on a daily or hourly basis regardless of reasons such as childcare or nursing care.)

(5) Create a work environment in which all employees can play an active role.

(Implement initiatives to support the career development of female employees.)

(Establish a work environment that facilitates both infertility treatment and work.)

#### <Measures to be Taken>

(1) Introduce a new system and use internal PR magazines to educate male employees about taking childcare leave.

(2) Compile the status of overtime working hours, annual paid leave, and telework implementation rate on a quarterly basis and report on them at management meetings, etc.

(3) Develop the IT infrastructure to improve operational efficiency.

(4) Develop the diversity of working conditions.

(5) Implement initiatives to promote understanding of diversity and sustainability.