

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, 2021 - March 31, 2024

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 35% by March 31, 2024. Of these, women shall make up at least 60% of entry-level management positions (managers) by March 31, 2024.

<Implementation Period & Initiative Details>

- April 2021 onward
- Raising awareness of career advancement during manager training
 - Ongoing diversity management training for managers
 - Increasing the number of options for elective work (shorter working hours) and raising awareness about the flexible use of these options
 - Introduction and active promotion of a paid leave system during infertility treatment
- 2022 and beyond
- Career development awareness training for future management position candidates
 - Conducting diversity management training for future management position candidates
 - Consideration of further support systems for employees raising children

Goal 2 (Goals related to work-life balance)

Reach a 100% rate of childcare leave taken by both male and female employees by March 31, 2024. (Not including employees on temporary assignment)

<Implementation Period & Initiative Details>

- April 2021 onward
- Study and implementation of continuous digital transformation (DX) to improve operational efficiency (Systematization of routine operations, etc.)
 - Conducting awareness-raising training for male employees and holding social events for employees raising children

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.

<Implementation Period & Initiative Details>

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|-------------------|--|
| April 2021 onward | • Establishment of telework regulations |
| | • Establishment of telework environments |
| | • Outsourcing of office operations (establishing call centers, etc.) |
| 2022 onward | • Flexible telework operations |