

## JSR Corporation Programs for Different Life Stages

	Programs	Details
During pregnancy	Reduced working hours	Pregnant employees may reduce their work hours by up to two hours per day. Employees undergoing fertility treatment may reduce their work hours up to 4 hours per day and 44 hours per month.
	Telecommuting	If there is strong potential for improved productivity, employees may, with the approval of their department head, work from home according to a set schedule and period.
Childbirth	Maternity leave	Employees can take maternity leave starting six weeks leave before childbirth and ending eight weeks after childbirth.
	Childcare leave around the time of birth	Employees can take a four-week leave of absence may be taken within eight weeks of the child's birth.
	Special paid leave for a spouse's childbirth	When an employee's spouse gives birth, the employee may take special paid leave for four days during the period from one week before the expected delivery date to two weeks after the birth.
	Childcare leave	An employee may take up to three leaves of absence until their child turns 18 months old.
	Counseling for employees on childcare leave	Employees on childcare leave can request counseling sessions with their supervisor to talk through and resolve any concerns about returning to work.
Childcare	Reduced working hours	Employees whose spouses are not working may reduce their work hours until their children turn three years old, and employees with working spouses may reduce their work hours until their children complete the sixth grade.
	Telecommuting	If there is strong potential for improved

		productivity, employees may, with the approval of their department head, work from home according to a set schedule and period.
	Family care leave	Employees may take up to a total of 10 days of leave per year in half-day increments to accompany a family member living with them for reasons such as family care, hospital visits, medical checkups, and vaccinations. Employees can also take family care leave on an hourly basis.
Nursing care	Reduced working hours	Employees providing nursing care for a family member may reduce their work hours by up to 4 hours per day and 44 hours per month.
	Telecommuting	If there is strong potential for improved productivity, employees may, with the approval of their department head, work from home according to a set schedule and period.
	Family care leave	Employees may take up to a total of 10 days of leave per year in half-day increments to accompany a family member living with them for reasons such as family care, hospital visits, medical checkups, and vaccinations. Employees can also take family care leave on an hourly basis.
	Nursing care leave	Employees providing care for a family member may take nursing care leave in half-day increments for a total of 20 days. Employees can also take this type of leave leave on an hourly basis.
	Extended nursing care leave	Employees providing care for a family member may take extended nursing care leave for up to a total of 24 months. Employees can break their extended nursing care period into up to three parts (over a total of two years).

Life stage	Benefit	Details
Childbirth	Lump-sum childbirth and childcare allowance (From the JSR Health Insurance Society)	Women enrolled in JSR's health insurance program receive 100,000 yen per child as a lump-sum childbirth and childcare allowance in addition to the government mandated childbirth allowance.
Childcare	Childcare leave benefits (From the JSR Mutual Aid Association)	For the first five days of extended childcare leave, employees receive a subsidy of their base salary with an additional 50% bonus.
	Post-childcare leave reinstatement support benefits (From the JSR Mutual Aid Association)	Employees who have returned to work after maternity leave or childcare leave of one month or more receive 200,000 yen per child, to be used for any purpose, upon completing six months of continuous work after their return. This benefit serves to recognize employees' efforts to balance work with childbirth and childcare and express the association's hope for their future success.
	Daycare benefits (From the JSR Mutual Aid Association)	In cases where both an employee and their spouse work, the employee receives a reimbursement for half of the fees for daycare services that they used on workdays (up to 400,000 yen per year).