

JSR's Next Generation Development Action Plan (Ninth Phase)

JSR Corporation has formulated the following action plan in order to build a comfortable workplace environment that enables employees to balance work and childcare and to foster a culture where all JSR employees can fully demonstrate their skills.

1. Ninth phase period

April 1, 2023 to March 31, 2026

2. Targets and initiatives

Target 1: Achieve a percentage of male employees taking childcare leave of 80% and ensure that they take an average of 20 or more days during the ninth phase period

Details of initiatives

- i. Raise awareness of childcare leave among male employees:
Conduct training, etc. to understand and disseminate the significance of men's involvement in childcare and to dispel awareness of gender roles.
- ii. Increase the average number of days taken in the manufacturing sector:
Consider and implement measures to increase the number of days taken in the manufacturing sector, which has a relatively small average number of days taken.
- iii. Enhance content related to childcare leave:
Re-inform employees about work-life balance support systems and services on the in-house DE&I portal site, and enhance content related to childcare leave, such as increasing the number of examples of employees (especially men) who have taken childcare leave.

Target 2: Maintain the acquisition rate of annual paid leave of employees at 80% or higher during the ninth phase period

Details of initiatives

- i. Re-inform employees of leave systems:
Re-inform employees of details pertaining to leave systems, such as the ability to take annual paid leave in hourly increments, and encourage the use of leave along with monthly reports on the status of use in order to increase the degree of

penetration of the systems throughout the company.

ii. Foster a culture where it is easy to take paid leave:

Continue to consider and implement diverse and flexible work styles that are suitable for each workplace through work style innovation initiatives in order to foster a corporate culture in which it is easy to take annual paid leave and other forms of leave, as necessary.