

## Action Plan

Our goal is to support our employees in achieving work-life balance and to provide a workplace environment that fosters growth for both our employees and our company. This is our action plan to realize this goal.

1 . Plan period: Five years from August 1, 2020 to July 31, 2025

2 . Contents

Goal 1: Support male employees' participation in childcare

<Measures>

From August 2020, aim to have male employees take childcare leave during the plan period  
From August 2020, promote the use of the "Maternity and Childcare Support Leave" system

Goal 2: Efforts to reduce overtime work hours and encourage annual paid leave

<Measures>

From August 2020, properly grasp the actual working hours of all employees, and use internal training and other means to promote a change in employees' awareness

Goal 3: Support career development during maternity and childcare periods

<Measures>

From August 2020, raise awareness of various systems and consider measures to encourage their use

This action plan shows our commitment to support our employees and company growth. We appreciate your cooperation and dedication. We will provide guidance and resources as needed. Please share your questions or comments. Thank you for your attention.

\*Note: This action plan applies only to FCL COMPONENTS Headquarters (Japan).