

7th BellSystem24, Inc. and BellSystem24 Holdings, Inc. General Employer Action Plan

Period of the Action Plan

3 years from April 1, 2023 to March 31, 2026

- (1) Aim for a percentage of female employees in managerial positions of 20% or more and a percentage of female employees in officer positions of 10% or more
 - (2) Maintain a childcare leave take-up rate by full-time female employees of 100% (however, this excludes those who wish to return to work early at their own request) and a childcare leave take-up rate by full-time male employees of 50% or more (including use of the leave system for the purpose of childcare)
 - (3) Continue to run the D&I Project to foster a workplace culture and change the mindset for women's empowerment in the workplace among those in managerial positions and employees
- Aim to improve the performance of women and organizations by increasing the ratio of women among managerial and officer positions
 - Enhance the skill development and organization management capabilities of diverse employees through activities for women's empowerment in the workplace among those in managerial positions
 - Achieve diversity of human resources and workstyles, one of the material issues we share with society, by developing an environment where employees who want to take childcare leave can do so regardless of their gender

Initiative 1: Work to quickly achieve a percentage of female employees in managerial positions of 20%

- ↳From April 2023: Continue taking measures to enhance the pipeline from clerical workers to managers to develop female employees in managerial positions
- ↳From June 2023: Further expand and hold training for selected female employees
- ↳From August 2023: Increase opportunities for women and management to be able to directly exchange opinions and strengthen the environment for women to broaden their horizons and perspectives to be able to convey their thoughts such as through roundtable discussions

Initiative 2: Take measures to create networking opportunities for balancing childcare with work regardless of gender

- ↳From April 2024: Expand the mutual support network by providing opportunities for employees to be able to talk while maintaining their psychological safety toward balancing childcare with work and career development

Initiative 3: Continue to launch communities relating to women's empowerment in the workplace

↳From April 2024: Conduct activities for women's empowerment in the workplace with the managerial position network team

↳From June 2023: Conduct activities for women's empowerment in the workplace in communities with the participation of volunteer employees