

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

We have developed the following action plan so that our employees can demonstrate their abilities and aptitudes, achieve a work-life balance, and develop a comfortable working environment.

1. Period of the Action Plan

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

2. Content of the Action Plan

Target 1: Promote the take-up of paid leave within the company to aim for an annual average take-up rate of 65% or more for annual paid leave and monthly paid leave (one day a month) within the period of the action plan (three years)

We will implement the following efforts within the period of the action plan:

- Develop numerical targets including for our unique leave system of monthly paid leave (one day a month with 12 days granted a year). Periodically inform those within the company of the state of progress on those numerical targets with the aim of promoting use of the system.
- Disseminate articles of cases studies involving organizations and employees who have achieved a work-life balance on the Intranet site within the company.

Target 2: Promote an information campaign for those in managerial positions and male employees to maintain 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) within the period of the action plan

We will implement the following efforts within the period of the action plan:

- Visualize the childcare leave take-up situation with the aim of promoting it to subordinates and fostering the awareness of those concerned. Periodically inform those within the company of the progress on those numerical targets with the aim of promoting use of the system.
- Launch a company-wide project to promote to maintain and improve the childcare leave take-up rate. Disseminate information such as the articles of the experiences of those who have taken childcare leave and create communication opportunities for employees raising children to be able to exchange information among themselves as activities to promote the take-up of childcare leave.

Target 3: Promote diversity of workstyles so that organizations and individuals can select the workstyles which maximize their productivity and performance

We will implement the following efforts within the period:

- Expand workstyle options to suit the situation of the organization or individual and further conduct activities to promote workstyles not bound by location.

Target 4: Allow children of our employees to visit their workplaces to experience and understand the work of their parents

We will implement the following efforts within the period:

- Hold the Bell Kids Camp parent-child event by inviting employees raising children and their families and children to the office. Allow the children to see first-hand what working is like and provide awareness so that they can understand the work of our company.
- Allow our employees to come directly into contact with children with the aim of promoting the communication necessary to support their subsequent work-life balance.