

Bee Project Co., Ltd. Action plan

We are revising the working styles of our employees, and in order to maintain their continuous employment, the following action plan will be formulated to provide work-family balance support including support for pregnancy, childbirth, childcare, and back-to-work, as well as preparation for situations such as COVID-19.

1. Period of the plan: Three years, lasting from September 1, 2021 to August 31, 2024

2. Description

Goal 1: Disseminate systems including maternity leave and childcare leave benefits, and exemption from social insurance premiums during childcare leave, and create an environment where employees are less likely to feel concerned about childbirth and childcare.

<Measures>

- From September 2021: Investigate various systems based on the law and consider solutions to various problems
- From October 2021: Disseminate information about the systems to employees

Goal 2: Create a work environment that makes it easy to return to work after childcare leave

<Measures>

- From September 2021: Consider and develop a job support system for returning to work after maternity leave
- From October 2021: Create a support plan for returning to work after childcare leave and disseminate it to employees

Goal 3: Create an internal environment and system that promotes sick/injured childcare leave and daycare services, etc. after returning to work

<Measures>

- From October 2021: Gather information on needs related to childcare and nursing after returning to work following childcare leave
- From November 2021: Disseminate information on the expansion of nursing and daycare systems after returning to work

Goal 4: Establish a system for taking care of children during temporary school closures due to the spread of COVID-19

- From November 2021: Gather information on the status of COVID-19, and prepare various measures for temporary school closures in advance.
- From December 2021: Establish a system to support work-family balance such as through telework and shorter working hours when schools close due to the spread of COVID-19, and disseminate it to employees.