

Bee Project Co., Ltd. Action Plan

In order to enable employees to balance work and childcare and allow all employees to fully demonstrate their abilities, the following action plan has been formulated:

1. Plan Duration: 5 years from April 1, 2025 to March 31, 2030

2. Details

Goal 1: Promote awareness of various systems such as childcare leave and overtime restrictions under the Child Care and Family Care Leave Act, childcare leave benefits under the Employment Insurance Act, and maternity leave before and after childbirth under the Labor Standards Act.

<Measures>

- From April 2025: Reconfirm various systems based on the law.
- From May 2025: Inform employees about these systems.

Goal 2: Create an environment where all employees can easily take paid leave and special leave.

<Measures>

- From April 2025: Assess the current status of usage and consider initiatives to encourage utilization.
- From June 2025: Promote usage according to the status of use.
- From June 2025: Share tasks to eliminate uneven workloads.