

March 31st 2025
Nippon Kayaku Co., Ltd.

The 5th Next-generation Development Support Action Plan

With the twin aims of realizing a sustainable environment and society, and improving corporate value, our company will formulate the following Next-generation Development Support Action Plan to ensure diversity free from bias towards age, gender, educational background, nationality, or disability, and foster a workplace climate that is both comfortable and rewarding.

1. Action Plan Period: April 1st 2025 to March 31st 2027

2. Contents

Target 1: Raising male worker take-up rates of childcare-related leave to at least 70%
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Measures

- From April 2025 Utilizing companywide notice boards such as our intranet to inform about and promote childcare leave by male employees
- From April 2025 Utilizing companywide notice boards such as our intranet to provide guidance on taking up childcare leave
- From April 2025 Providing instruction on work considerations and basic situational knowledge to supervisors of employees expecting a child

Target 2: Reducing the monthly average of full-time worker overtime outside of legal working hours and on statutory holidays to 30 hours or less
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Measures

- From April 2025 Utilizing companywide notice boards such as our intranet to widen awareness of designated No Overtime Days
- From April 2025 Exploring working hours management initiatives through our Working Hours Advisory Committee