

## **Brother Industries, Ltd.'s Action Plan Based on the Act on Advancement of Measures to Support Raising Next- Generation Children**

Brother Industries, Ltd. has established the following action plan to ensure that employees can demonstrate their abilities, achieve a good work-life balance, and create a comfortable work environment.

### **1. Plan Period**

**From December 1, 2022, to March 31, 2026**

### **2. Goals and Details**

#### **Goal 1**

Support men to participate in childcare by carrying out activities to further encourage male employees to take childcare leave.

Measures: The following measures will be implemented to promote male employees taking childcare leave for a set number of days and further foster a corporate culture that improves the work environment.

- February 2023: Shared information on the company intranet
- From March 2023: Periodically analyzed and reported progress
- From October 2023: Held seminars to promote the understanding of systems for managers
- From March 2024: Identified issues in collaboration with the labor union

#### **Goal 2**

Support different work styles by expanding work style options and promoting more diverse and autonomous ways of working.

Measures: Implement the following measures, promote autonomous work styles, and develop workplaces where employees with diverse attributes can play an active role.

- December 2022: Identified issues in collaboration with the labor union
- April 2023: Expanded measures to support diverse and autonomous work styles (remote work, etc.) and consider and introduce new systems
- From March 2024: Provided opportunities to learn and think about diverse work styles through e-learning, round-table talks among employees, and trainings
- May 2024: Considered and introduce various measures for long-term career continuation of employees