

March 13, 2020

RORZE CORPORATION Work-Life Balance Support Action Plan

In order for our employees to be able to balance their work and life and to create an environment where all employees can work comfortably, the below action plan will be formulated so that they can fully demonstrate their abilities.

1. Planning period: 5 years from April 1, 2020 to March 31, 2025

(Goal 1)

Increase the use frequency of company regulations and social insurance systems to support both child-raising and work.

[Countermeasures] From September 2020

Introduce the parental regulations, benefit system, and social insurance exemption on the in-house bulletin board etc.

(Goal 2)

Review our work-styles to reduce overtime work hours.

[Countermeasures] From March 2021

Consider and introduce a new attempt for reducing overtime work hours.

(Goal 3)

Encourage our employees to use unused paid annual leave.

[Countermeasures] From April 2020

In order to make the acquisition rate of paid annual leave higher, we will put forward the system such as recommended days for paid annual leave and hourly acquisition of the leave that help our employees take the paid leave without hesitation for employees with a low acquisition rate.

(Goal 4)

Implement a new measure for employees raising a child/children.

[Countermeasures] From April 2020

Consider and put a structure in place to a system to allow employees raising a child/children to start or finish work earlier or later than the time regulated by our internal rule.