

**The Notice of Action Plan for “Raising Next-Generation Children”
and “Promoting Women’s Participation and Advancement in the Workplace”**

C. Uyemura Co., Ltd. hereby announces that we have recently developed an Action Plan based on the “Act on Advancement of Measures to Support Raising Next-Generation Children” and “Act on Promotion of Women’s Participation and Advancement in the Workplace” as below.

**The 5th Action Plan for “Raising Next-Generation Children”
and “Promoting Women’s Participation and Advancement in the Workplace”**

1. Planning Period

April 1, 2025 to March 31, 2030

2. Our Challenges

- (1) The proportion of students majoring in science has been high among our new graduate prospective employees. Since the number of female science students has been small among our applicants, the percentage of our new graduate prospective female employees are much lower than male employees.
- (2) Although the rate of male employees taking childcare leave is on the rise, it is necessary to continue to raise the rate of employees taking childcare leave to maintain and improve employee motivation and retention.
- (3) The average number of overtime hours worked per month (company-wide) is less than 20 hours, but there are cases of long working hours. It is necessary to continue to accurately monitor overtime work and provide guidance as necessary.

3. Target and Activities, Implementation schedule

Target 1: Average percentage of women among our new graduate prospective employees to keep more than 30% in five years from FY2025. (Act on Promotion of Women’s Participation and Advancement in the Workplace)

Activities:

From May 2025

To increase female applicants majoring in science, we will consider making more introduction articles of our female employees with science background and expanding the other contents in the job search site or our company website.

From FY2026

We will review the contents of our company website and brochures based on the application state of the previous fiscal year.

Target 2: The rate of taking childcare leave: Women: 100%, Men: At least 40%

(Act on Promotion of Women’s Participation and Advancement in the Workplace and Act on Advancement of Measures to Support Raising Next-Generation Children)

Activities:

From April 2025

Disclose the percentage of male employees taking childcare leave on the company intranet to share information on the status of childcare leave taken.

Thoroughly implement the “Childcare Leave System Awareness and Intention Confirmation” based on the Act on Childcare Leave.

Target 3: Reduce overtime hours by 5% per month. (Act on Advancement of Measures to Support Raising Next-Generation Children)

Activities:

From April 2025

Continuing and thoroughly implement attendance management through the attendance management system (including systems of “clocking in and out” and “computer logs”)

Continuing and thoroughgoing patrols around the company on no-overtime days (Wednesdays and Fridays)