

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.

Subject: Male employees

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.

- Periodically analyze and report progress
- Identify issues in collaboration with the labor union
- Share information on the company intranet
- Hold seminars to promote the understanding of systems for managers, etc.

Goal 2

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

Subject: All employees

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

- Identify issues in collaboration with the labor union
- Expand measures to support diverse and autonomous work styles (remote work, etc.) and consider and introduce new systems
- Consider and introduce various measures for long-term career continuation of employees
- Provide opportunities to learn and think about diverse work styles through e-learning, round-table talks among employees, and trainings, etc.