

Action plan of Daikoku Electric Wire Co., Ltd.

(Act on Advancement of Measures to Support Raising Next-Generation Children)

We decided following action plan for our employs that they can balance work and childcare and can fully realize their capability.

1. Term of the action plan

From April 1st, 2025 to March 31th, 2030

2. Contents

2-1. Percentage of taking Childcare leave

Target; Female staff 100%, Male staff: 50%

Countermeasures; We inform our employs of childcare leave system and related information.

2-2. Reduction of actual working hours

Target: $\text{Actual working hours} / \text{Regular working hours} = 98\%$

Countermeasures; We strongly recommend our staff to take paid leave for their work and life balance.