

Formulated on: August 1, 2018  
INTELLIGENT WAVE INC.

## Action Plan to Support the Raising of Next-Generation Children

As per the Act on Advancement of Measures to Support the Raising of Next-Generation Children, our company will rethink the workstyles of our employees and enrich measures to help our employees maintain healthy work-life balances through a plan that calls for action to take from August 1, 2018 as follows:

### 1. Period

August 1, 2018 – July 31 2023 (for 5 years)

### 2. Details

Objective 1: Adopt measures to allow our employees to work at any places, for example, by telecommuting

<Steps>

- (1) August 2018: Discuss approval criteria, assessment indicators at the time of renewal, criteria for rescission of approval, etc.
- (2) September 2018: Introduce flexible workstyles exclusively for employees who are under special circumstances.  
Offer related information through notification and other methods so that all of our employees can learn thoroughly about the new workstyles, lay down rules, and create a supportive workplace environment.
- (3) From September 2018: Analyze issues to tackle and consider expanding the scope.
- (4) September 2019: Expand the scope of the approval criteria  
Offer related information through notification and other methods so that all of our employees can learn thoroughly about the new workstyles, lay down rules, and create a supportive workplace environment.

Objective 2: Increase the average annual paid leave utilization rate of employees to 70% or over\*

<Steps>

- (1) September 2018: Hold discussion about encouraging our employees to take annual paid leave as they have planned in advance
- (2) From October 2018: Actually allow our employees to go on annual paid leave as they have

planned in advance, manage employees' plans and leaves, and encourage employees to use their paid leaves

- (3) From April 2019: Implement a system that compels the employees who have more than 10 days of annual paid leave to take 5 days off during a certain time of year as specified by our company according to the employee's wishes.

Objective 3: Achieve average extra work hours of less than 30 hours

<Steps>

- (1) From August 2018: Consider fostering a supportive work environment with the aim of boosting productivity.
- (2) From August 2018: Consider measures to meet the objective of cutting extra work hours, and make tireless efforts to fulfill the objective.

Objective 4: Achieve a parental leave utilization rate of male employees of 20% or over\*

<Steps>

- (1) From August 2018: Grasp and consider the needs of our male employees
- (2) From January 2019: Offer information through leaflets, notification, and other methods on a regular basis in order to encourage our male employees to learn thoroughly about our parental leave program and encourage them to go on parental leave
- (3) July 2021: Provide education and training programs for the managers in order to raise their awareness

\*According to the Ministry of Health, Labour and Welfare, the parental leave utilization rate of male workers in the fiscal year of 2017 stood at 5.14% (the rate was 12.78% in the information and telecommunications industry). The Japanese government aims to raise the rate to 13% by 2020. In our company, the rate was 18% in 2017, which exceeded the target set by the government. Our company, however, sets a goal of at least 20% of parental leave utilization rate of male employees and gradual increase of the target parental leave utilization rate in order to create a comfortable and supportive workplace environment. Our company continues to encourage our male employees to go on parental leave in order to reach the target rate.