

Work-Life Integration Trend in Japan

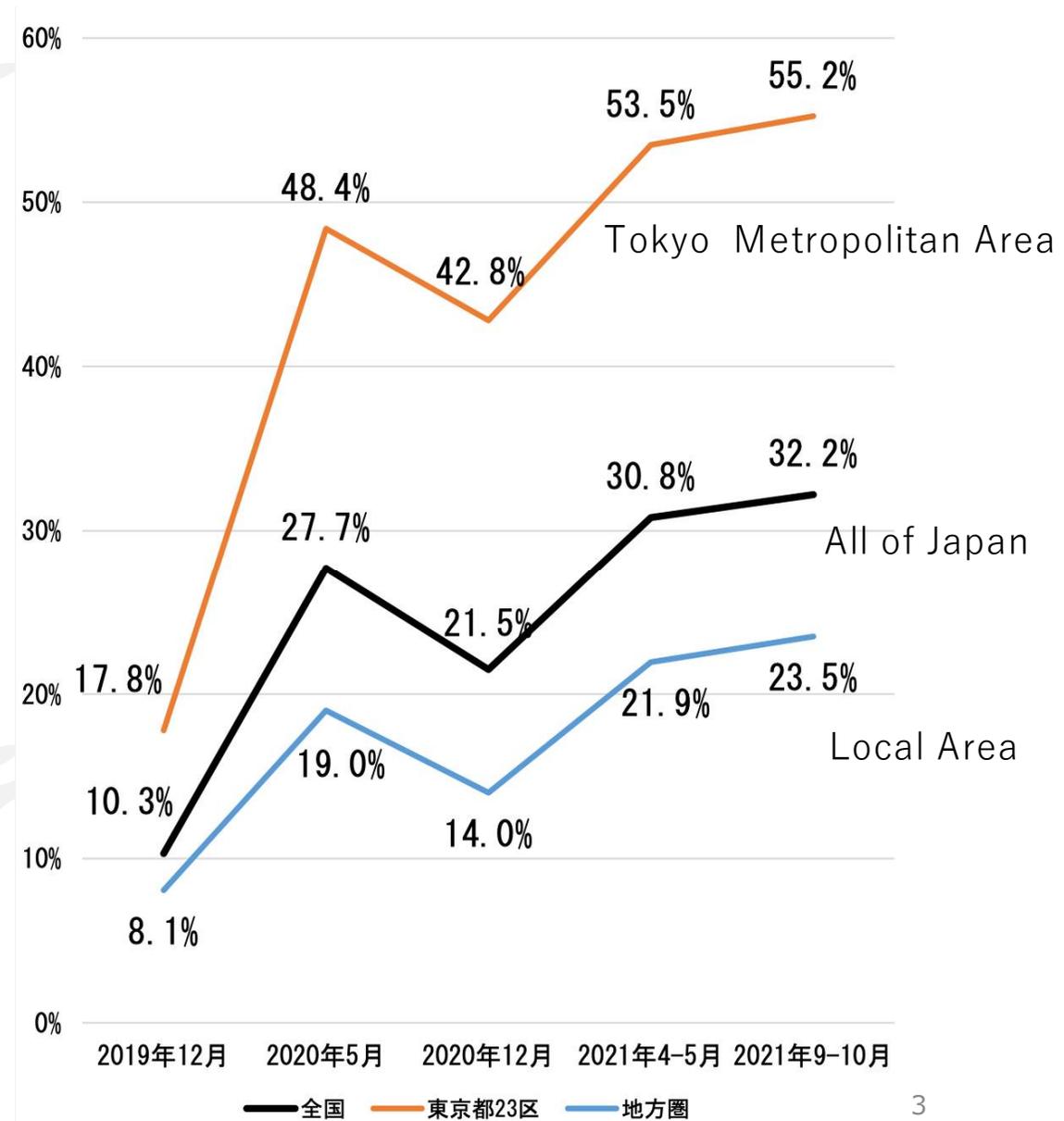
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Overview

1. Effect of Covid-19 Disaster
2. Promotion of male employees taking childcare leave

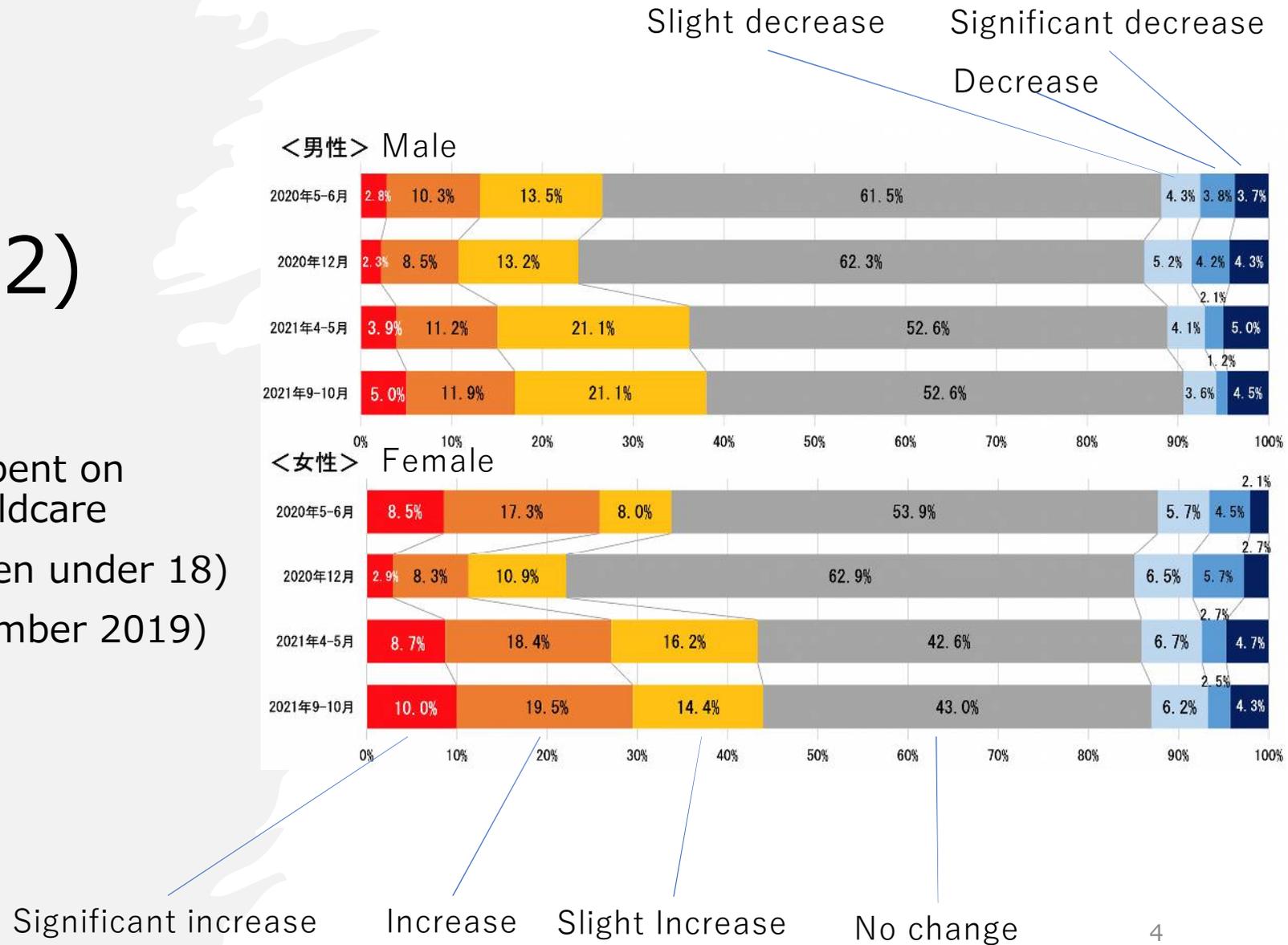
Effect of Covid-19 Disaster (1)

- Telework implementation rate by region



Effect of Covid-19 Disaster (2)

- Changes in Time Spent on Housework and Childcare (Parents with children under 18) (Change from December 2019)



Effect of Covid-19 Disaster (3)

- Working hours for women with children increased

- Working mothers who use telework averaged 32.9 hours per week in May 2022, the most recent data available, an increase of **8.8 hours** from March 2020, or 4 hours more than those who do not use telework

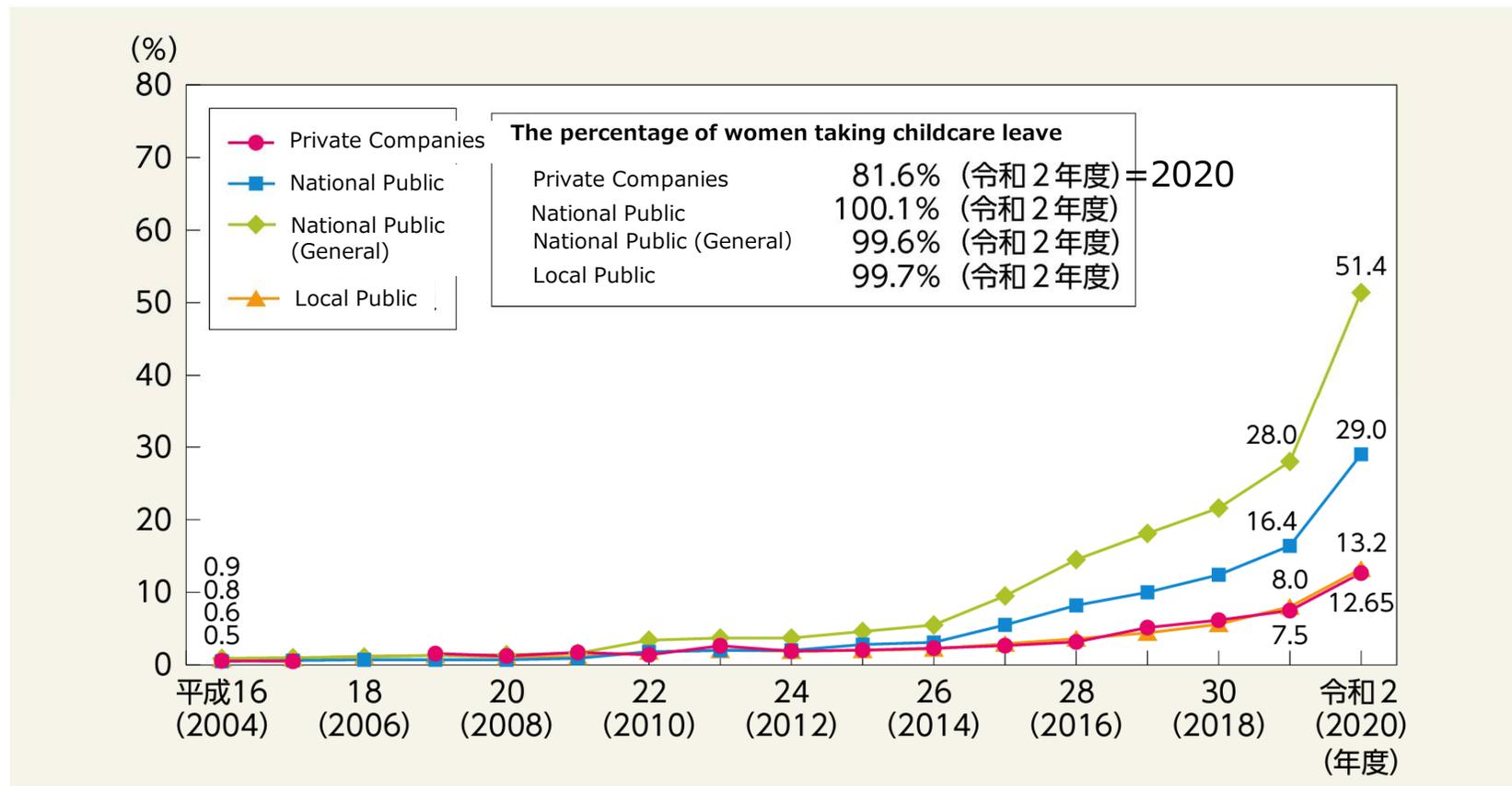
- Many of them use the time lost **from commuting to work at home**

Promotion of male employees taking childcare leave (1)

- Revision of the Child Care Leave and Family Care Leave Law
 - April 1, 2022
 - Obligation for companies to improve the employment environment and to take individual measures to inform and confirm the intentions of employees
 - October 1, 2022
 - Establishment of postnatal father childcare leave (childcare leave at birth)
 - Split childcare leave
 - April 1, 2023
 - Obligation for companies to publicize the status of childcare leave taken
- Aiming to eliminate the bias of the free labor burden toward women

Promotion of male employees taking childcare leave (2)

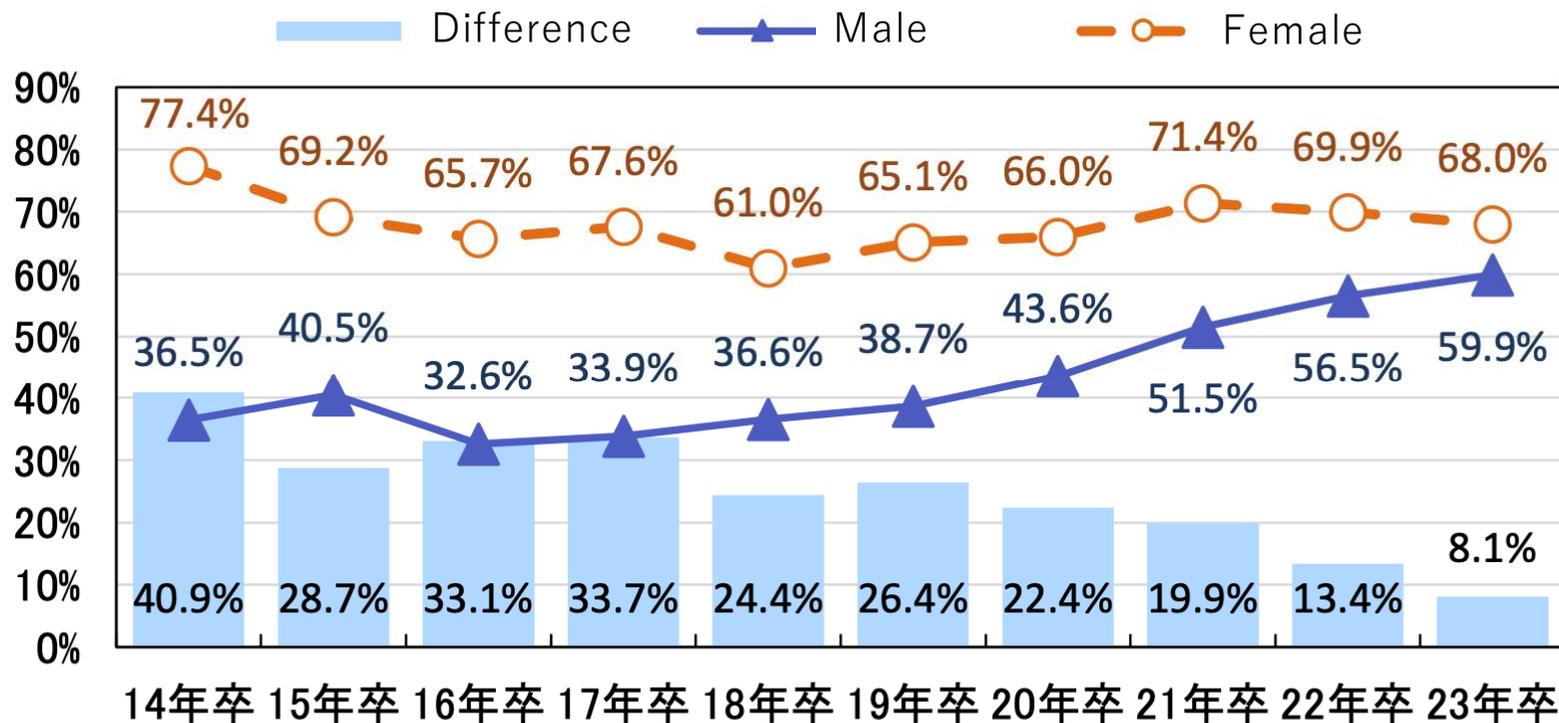
The percentage of men taking childcare leave



2022 White Paper on Gender Equality

Promotion of male employees taking childcare leave (3)

- Attitudes of Undergraduate and Graduate Students Graduating in 2023 toward taking childcare leave



Promotion of male employees taking childcare leave (4)

- Example of SEKISUI HOUSE

As a member of the Sekisui House Group, SHAM encourages eligible male employees to take at least one month of parental leave. Sekisui House announced “Parental leave of more than one month for all male employees” in September 2018 to become a “kids-first company” that leads society in support for child rearing, promoting diversity.

- All male employees entitled to take parental leave are encouraged to take the leave for more than one month with the first one month paid leave.
- Promoting full paternity leave acquisition through company-wide initiatives
- Developed internal support systems and provided training for supervisors and eligible employees, in order to ensure a smooth introduction

Summary

1. Covid-19 disaster increased the amount of time men spend on childcare and housework
2. Covid-19 disaster has increased women's work hours
3. Revised law aimed at eliminating the bias of the burden of unpaid work on women was enacted
4. Men are more willing than ever to take parental leave, and companies are encouraging them to do so