Nitta Corporation General Employers Action Plan

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

Nitta has formulated an action plan to build a workplace environment in which employees can balance their jobs with raising children and women can actively participate in the workplace, thus allowing all employees to use their capabilities to the fullest.

1. Duration of Plan

   5 years (April 1, 2020 to March 31, 2025)

2. Content of Plan

   > **Target 1: Of the women who currently account for 80% of non-career-track employees, select at least seven to be managerial (management or planning positions) candidates. (Advancement of women*1)**

   Measures

   From April 2020: Study systems for education and job promotion.
   From April 2021: Create stipulations.
   From April 2022: Start job promotions, conduct education.

   > **Target 2: Combined with Nitta initiatives on health management and work-style reform, aim to have employees take at least 75% (on average) of annual paid leave. (Next-generation*2, Advancement of women*1)**

   Measures

   From April 2020: Have each workplace urge employees to take annual leave, disclose paid leave rate for each division.
   From April 2022: Study new measures based on success of current measures.
   From April 2023: Implement new measures.

   > **Target 3: Aim to have 50% of eligible male employees take their childcare leave. (Next-generation*2)**

   Measures

   From April 2020: Extensively publicize childcare leave systems (both legal and Nitta systems) in-house.
   From April 2021: Make it easy for employees to take leave (for example, encourage managers to also take leave).
   From April 2022: Individually inform male employees whose wives have had children.

   *1 Initiatives based on Act on Promotion of Women's Participation and Advancement in the Workplace

   *2 Initiatives based on Act on Advancement of Measures to Support Raising Next-Generation Children