

## ■ Initiatives to promote the use of paid leave

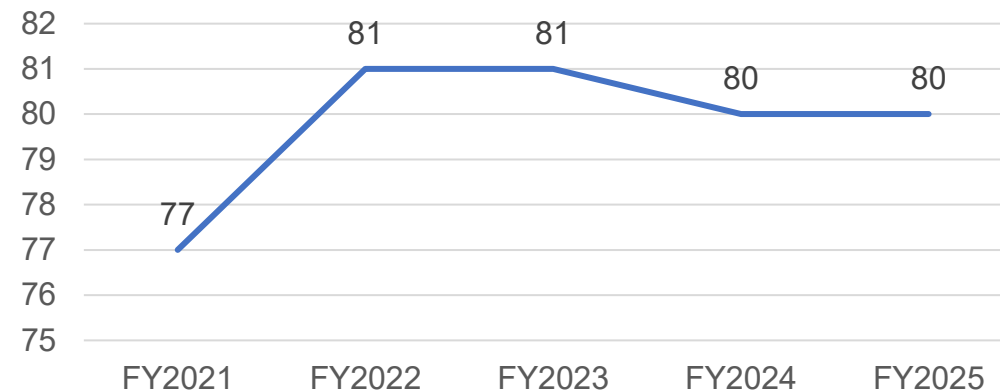
Labor and management cooperate in promoting the use of paid leave, and the rate of use has remained high. We have established a “Special Paid Leave System for Medical Treatment” that allows employees to accumulate unused paid leave days every year and use them for personal injury or illness, infertility treatment, or family care.

## ■ Support for balancing work and family life

We have a “Shorter Working Hour System for Childcare and Nursing Care” to support employees who are raising children or caring for family members. Childcare workers can use the system for as many years as they wish, provided that they meet the conditions when providing medical care for a child up to the beginning of the 4th grade of elementary school. We have established a “full-flex work system” and a “job return system” for those engaged in childcare and nursing care, and are promoting further support for balancing work and family life. Our efforts have been recognized, and since the fiscal year 2022, we have been certified as a “Toyohashi City Childcare Support Company.”



## Paid Leave Utilization Rate (Standalone)



## Parental Leave Utilization Rate by Gender (Standalone)

