

Action Plan of Mitsubishi Gas Chemical Trading, Inc.

Promotion of measures to support raising next-generation children

The following action plan has been established to establish a employment environment that allows employees to demonstrate their abilities and facilitates their achievement of work-life balance

1. Plan duration: April 1, 2021, to March 31, 2025
2. Targets and contents:

Target 1: Disseminate information about the system for ensuring the health of female employees during pregnancy and after giving birth.

<Timing of implementation and details of the initiative>

- April 1, 2021, to March 31, 2022
- Establish standards and disseminate information on the intranet

Target 2: Establish an environment that facilitates taking childcare leave and returning to work afterwards.

<Timing of implementation and details of the initiative>

- April 1, 2021, to March 31, 2023: Establishment of the system
 - Reassess the operational system by ensuring the availability of substitute employees during childcare leave and preparing a manual for the operational details.
 - Disseminate information about remuneration and other benefits during childcare leave, and working conditions after return from leave.

Target 3: Enable female employees who are looking after children to continue in employment and be fully active.

<Timing of implementation and details of the initiative>

- April 1, 2021, to March 31, 2025: Establishment of the system
 - Provide training to female employees at sub-managerial levels to encourage a desire for promotion and to provide management skills, etc.

Promotion of measures to support female empowerment

The following action plan has been established to create a working environment in which women can be active in managerial positions, and men and women can work together on a long-term basis.

1. Plan duration: April 1, 2021, to March 31, 2025
2. Targets and contents:

Target 1: Keep the average overtime no more than 10 hours per month per employee (for all employees).

<Timing of implementation and details of the initiative>

- Plan duration: April 1, 2023, to March 31, 2025: Establishment of the system
 - Determine the total overtime worked per month, analyze the data, and present them to the Health and Safety Committee for discussion.
 - In each department/section, in the case of employees who do excessive overtime, give consideration to their tasks, give advice, and at 6-month intervals ask them about measures taken in response.
 - Reassess the operation of the flextime system.