

Item		Legal content	Fujikura Programs
Childbirth/ Childcare	Childcare leave period	Until child is 1 years of age.	Until child is 3 years of age.
	Number of childcare leave taken	Can be obtained twice by dividing	←Same as left (same as legal)
	Salary during childcare leave	Can be unpaid	No salary
			Bonus will be paid after partial deduction
	Period for Short Working Hours System	Up to 3 years old	Until child finishes Grade 3 of elementary school
	Period for Short Working Hours / Change in Working Hours	No legal provisions	Change to short working hours / work start and end periods permitted twice annually in accordance to changes in family situation.
	Childcare Period	From birth to 1 year old, at least 30 minutes twice a day. Possible without salary	At least 30 minutes twice a day until child is 1 year of age, with paid salary.
	Overtime Work and Holiday Work Exemption	↑ Same as above	Until child finishes Grade 3 of elementary school
	Restrictions on Overtime Work	Until the beginning of elementary school	Until child finishes Grade 4 of elementary school
	Restrictions on Late Night Work	↑ Same as above, not applicable if there is someone over 16 years old living together	←Same as left
	Nursing Care Leave	Five days for each child until the beginning of elementary school enrollment;10 days if 2 children or more; can be set as non-paid.	←Same as left
	Promotion of Childcare Leave Use by Fathers	No legal provisions	Three days allowed within a week after childbirth.
	Expense Support	No legal provisions	The points are doubled for the Childcare Support Service's cafeteria plan.
	Expectant Mothers Support	Prenatal and postnatal leave	weeks before childbirth; 8 weeks after childbirth.
Other		Stipulated in the Equal Employment Opportunity Act for Men and Women ◆Maternal hospital visitation leave. 1. Once every four weeks until the 23rd week of pregnancy. 2. Once every two weeks from the 24th to 35th week of pregnancy.	←Same as left (paid salary)

		3. Once a week from the 36th week of pregnancy to childbirth.	
Encouraging men to take childcare leave	1. Implementation of training regarding childcare leave and postpartum paternity leave		1. Introduction of training services to promote childcare leave for men
	2. Establishment of a consultation system regarding childcare leave and postpartum paternity leave (establishment of consultation desk)		2. Establishment of childcare leave consultation desk
	3. Collection and provision of examples of employees taking childcare leave and paternity leave after childbirth		3. Case studies included in the childcare leave handbook for male employees
	4. Inform your company's workers of childcare leave, postpartum paternity leave system, and policies regarding promotion of taking childcare leave		4. Dissemination through internal blogs, internal newsletters, etc.
Support for Smooth Return to Work	No legal provisions		Intranet browsing available for employees taking childcare leave. In-house bulletin also delivered to the home of employees taking childcare leave. Providing a communication sheet that can be used during interviews with superiors before returning to work Conducting seminars to support those returning to work
Support for early return from childcare leave	No legal provisions		Childcare concierge (support for finding a nursery school through external partners)
Implementation of a Re-employment System	No legal provisions		Job return system
Item	Legal content	Fujikura Programs	
Family care leave period/number of times	Up to 93 days per person	Once for each eligible family member who reaches a state requiring care, for a total of one year. If continued nursing care is required, the leave can be divided into three periods for a total of up to one year.	
Work Hour Reduction	At least 2 times per eligible family member over a period of 3 or more consecutive years from the date of start of use	←Same as left	

Family Care	Exemptions on Overtime Work	Companies must exempt overtime work if employees apply.	←Same as left	
	Restrictions on Overtime Work	Depending on the application, exemptions from overtime for over 24 hours in one month or 150 hours in one year.	←Same as left	
	Restrictions on Late Night Work	Period greater than 1 month up to 6 months per request with no limit on number of requests. Not applicable if there is a cohabitant 16 years of age or older.	←Same as left	
	Caregiving Leave	Five days for each family member or 10 days for 2 or more family members requiring caregiving; can be set as non-paid.	←Same as left	
	Expense Support	No legal provisions	The nursing care support service of the cafeteria plan doubles the point unit price.	
	Use of saved leave for nursing care purposes	No legal provisions	Saved leave can be used for up to 50 days during the nursing care leave period.	
	Nursing care consultation and information provision by external partners	No legal provisions	Nursing care concierge desk (telephone consultation, email consultation, face-to-face consultation)	
			Nursing care information website	
Implementation of a Re-employment System	No legal provisions	Job return system		
<b>Item</b>			<b>Legal content</b>	<b>Fujikura Programs</b>
Review of	Promotion of Paid Vacation use	Guidelines for promoting acquisition	Two days annually as universal fixed days for paid vacation use.	
	Expansion of half-day paid leave	No legal provisions	Twenty days (40 half-days) permitted for half-day usage during the annual period for paid leave calculation.	
	Reduction of Total Actual Working Hours	Setting time limits, working hours management standards, etc.	We are implementing plans to reduce total hours worked through the establishment of the "Fujikura Group Work Hour Optimization Guidelines," and reevaluating the special clauses of 36 Agreements.	
	flexible working style	No legal provisions	Telework(work-from-home)	
Hourly regular leave				

Working Styles	Special Leave for Long Service (My Holiday System)	No legal provisions	Five consecutive days can be taken for five years of service (10 days for 30 years of continuous employment).
	Flextime Work	No legal provisions	Recognition of flexible working style fixed to core time (10 AM to 3 PM) and flexible time (7 AM to 10 AM, 3 PM to 7 PM).
	Refreshment Leave	No legal provisions	Three consecutive days of holiday allowed for purpose of refreshment, etc.
	Volunteer Leave	No legal provisions	Allow use of leave within retention leave (system allowing accumulation of effective paid vacation by up to 100 days) for volunteering and services to the community.
Item		Legal content	Fujikura Programs
Education and Awareness	Dissemination of working conditions during and after childcare leave	No legal provisions	Interviews conducted before commencement of childcare leave; explanation of related systems.
	Training and Awareness of Systems and Statutory	No legal provisions	Creation and publication of handbook for childbirth and caregiving.

\*Save vacation is a system that allows employees to save up to 100 days of regular vacation that occurred in the year before the previous vacation, carried over to the previous vacation year, and expired in the current fiscal year.

This can be done in cases stipulated by the regulations, such as when the person is receiving medical treatment for an illness, caring for a family member, or participating in volunteer activities.