

Marubeni Seafoods Corporation Action Plan

The following action plan shall be established to create an employment environment in which employees (including non-regular workers) can exercise their abilities and work comfortably in harmony with their work and life.

1. Plan period: 10 years from April 1, 2015 (H27) to March 31, 2025 (H37)

2. Contents

Goal 1: By March 2025, the annual paid leave utilization rate will be at least 70% on average.

<Measures> To increase the utilization rate of paid leave, a circular will be issued to encourage employees to take paid leave during the summer year-end and New Year holidays.

Goal 2: By August 2016, expand the number of no-overtime days to about three per month in order to promote work-life balance.

<Measure> Using PCs, the system registers employees' schedules and notifies them of the no-overtime day by circulating the information within the company. At the same time, the system patrols workplaces after the end of the workday on the no-overtime day to encourage employees to go home.

Goal 3: To raise awareness by continuously holding briefings to inform employees of internal rules regarding personnel and labor affairs and benefits, including childcare and family care leave.

<Measure> Raise awareness of internal rules on childcare/nursing care leave, etc. during training for new employees, career-track employees, general employees, and mid-career hires.