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Yuji Akita  
Chief Executive Officer  
TESCO Corporation

### Notice of Acquisition of ‘Kurumin Certification’ as a Childcare Support Company

TESCO Corporation is pleased to announce that it has been certified as a “Kurumin” accredited company by the Minister of Health, Labor and Welfare.



Companies that formulate a general business owner action plan in accordance with Next Generation Child-Rearing Support Measures Promotion Law and achieve certain criteria set out in the law are qualified to receive ‘Kurumin Certification’ from the Minister of Health, Labor and Welfare’.

We have introduced several options for employees to balance family and work, and to work flexibly in accordance with life events and lifestyle changes.

[Main initiatives]

- ① Enhancement of systems that enable flexible working styles.
  - Staggered working hours: Employees can start and finish work up to four hours earlier or later each day.

- Homeworking: Employees can work from home up to twice a week.
  - Shorter working hours for childcare: Employees who have children of primary school age or younger can shorten working hours.
  - Paid leave for childcare and nursing care.
- ② Working environment under which employees can utilize supports for work-life balancing
- Notify all employees about work-life balancing supports including child-care leave
  - Regularly introduce examples of workplaces or employees who have taken child-care leave
- ③ Support for employees who have taken childcare leave to return to the workplace smoothly
- Publish “KIRARIS Newsletter”, an in-house newsletter for female employees who have taken child-care leave semi-annually
- ④ Support for female salespeople to continue working
- Establish a consultation service on women's specific concerns and working styles
  - Exercise “KIRARIS Meeting” where female salespeople share information and discuss solutions

We will continue to strive to create a workplace environment where all employees can work comfortably and play their roles actively