



(The following is an unofficial translation based on the original.)

June 23, 2026

NS United Kaiun Kaisha, Ltd.

NS United Kaiun Kaisha, Ltd. hereby announces that we have formulated an Action Plan Based on 'Act on Advancement of Measures to Support Raising Next-Generation Children as follows.

Action Plan Based on 'Act on Advancement of Measures
to Support Raising Next-Generation Children

In order to create an employment environment in which our employees can cultivate their abilities and work comfortably in harmony with their work and private lives, NS United Kaiun Kaisha, Ltd. has established the following action plan.

1. Action period April 1, 2026 ~ March 31, 2028 (two years)

2. Details

Target1 : Provide career development support to employees who have taken childcare leave or leave of absence.

<Measures>

● From FY2026 onward

• Provide employees (office workers) who take childcare leave or leave of absence with learning opportunities through an online learning platform, and encourage its use during pre-leave interviews.

• Continue arranging interviews with employees who have taken childcare leave or leave of absence and provide information for the development and improvement of their professional skills.

Target2 : Achieve a childcare leave usage rate of at least 75% among male employees during the plan period.

<Measures>

- From FY2026 onward
 - Prepare a guidebook summarizing internal systems related to childcare and ensure that it is communicated to eligible employees.

Target3 : Maintain the average monthly non-statutory overtime working hours for all employees at 20 hours or less throughout the year.

<Measures>

- From FY2026 onward
 - Monitor monthly overtime working hours.
 - Continue conducting interviews with managers of employees who work long overtime hours, focusing particularly on employees eligible for special provisions.

Target4 : Ensure that all employees (office workers) take at least 8 days per year of combined leave, including annual paid leave and company- specific non-statutory leave.

<Measures>

- From FY2026 onward
 - Set annual targets for leave utilization and communicate them to employees to promote usage.
 - Establish recommended days for taking paid leave, encourage employees company-wide to take leave.
 - Monitor leave utilization during the fiscal year and encourage employees with low usage to take leave.

For inquiries, please contact:

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