

List of Support Measures in Consideration of Work-Life Balance (Mitsui Chemicals, Inc.)

Holidays and Leave

	Permanent Employees	Contract Employees		
		Re-employment	Indefinite-term contract and part-time	Fixed-term contract and part-time
Five-day workweek (Saturday and Sunday are holidays)	○	○	○	○
Public holidays and New Years Holidays (company holidays)	○	○	○	○
Annual paid leave (20 days/year, start from the second year of employment*)	○	○	○	○
Leave for employees who visit home from an unaccompanied posting*	○		○	○
Marriage leave (eight consecutive days)*	○		○	○
Refreshment leave (two consecutive days off/year)*	○		○	○
Family medical leave (paid leave*, hourly paid leave available)	○	○	○	○
Family care leave (paid leave*, hourly paid leave available)	○	○	○	○
Childcare leave (the first five days are treated as paid leave*, eligibility lasts until the end of the fiscal year when the child reaches the age of three*)	○	○	○	○
Family care leave (eligibility also extended to employees caring for family members considered as being in need of support*, eligibility lasts up to one year*)	○	○	○	○
Special leave (paid leave, leave for illness or injury, family care leave, childcare leave, community service leave)*	○		○	○
Leave of absence to accompany spouse's overseas assignment*	○		○	
Community service leave (paid leave)*	○		○	○

Work Patterns

	Permanent Employees	Contract Employees		
		Re-employment	Indefinite-term contract and part-time	Fixed-term contract and part-time
Part-time working option (childcare/family care leave)*	○	○	○	○
Part-time working option (medical treatment leave)*	○		○	
Restrictions on overtime (childcare/family care leave)	○	○	○	○

Restrictions on late night work (childcare/family care leave)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Company childcare center*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flextime system (without core time)*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teleworking*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Income

	Permanent Employees	Contract Employees		
		Re- employment	Indefinite-term contract and part-time	Fixed-term contract and part-time
Maternity benefits*	<input type="radio"/>		<input type="radio"/>	
Childbirth benefits*	<input type="radio"/>		<input type="radio"/>	
Childcare leave benefits*	<input type="radio"/>		<input type="radio"/>	
Family care leave benefits*	<input type="radio"/>		<input type="radio"/>	
Subsidies for home-care services*	<input type="radio"/>		<input type="radio"/>	
Subsidies for babysitting services*	<input type="radio"/>		<input type="radio"/>	
Retirement allowance*	<input type="radio"/>		Dealing with each case individually	Dealing with each case individually
Employee stock ownership*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Measures marked with an asterisk (*) exceed statutory requirements