

SUBARU CORPORATION

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

To enable employees to balance work and child rearing and so that all employees can fully demonstrate their abilities, the following action plan has been established.

1. Plan Period April 1, 2023–March 31, 2026
2. Description

Goal 1

To achieve an average rate of male employees taking childcare leave and short-term leave for childcare purposes in the final year of the plan of 90% or more

Action to Achieve the Goal

- By December 2025, create easy-to-understand materials on taking childcare leave and disseminate them internally via the intranet and other means

Goal 2

To keep the average monthly hours of statutory overtime and work on statutory holidays below 25 hours for full-time employees during the plan period

Action to Achieve the Goal

- By the end of FYE March 2026, improve operational efficiency by promoting DX internally