

## Report on Childcare Leave Utilization Status

[To be filled in by company]

1. Company name:	HOKUTO Corporation
<p>2. Current initiatives:</p> <p>(1) Motivation and background for promoting childcare leave for male employees Growing demand for childcare leave among male employees triggered the initiative, which was also motivated by revisions to the Childcare Leave Act.</p> <p>(2) Initiative promoting childcare leave for male employees We established a consultation desk and designated staff to handle inquiries. By meeting directly with employees, including for even minor concerns, we worked to alleviate concerns and resolve doubts.</p> <p>(3) Challenges in promoting childcare leave and solutions/innovations implemented Since employees' understanding of the childcare leave program was insufficient, we created explanatory materials and explained the program directly to eligible employees.</p> <p>(4) Efforts made to ensure the continuation of work in workplaces with childcare leave-takers We encouraged other employees to cooperate and promoted company-wide support to ensure work continuity.</p> <p>(5) Additional ongoing initiatives to ensure childcare leave programs take root We continue to provide follow-up support through consultation desk staff, making it easier for employees to take leave with peace of mind while promoting understanding on the part of colleagues.</p>	

[To be filled in by an employee who took leave]

1. Childcare leave period	Total of 51 days
<p>2. About childcare leave program utilization</p> <p>(1) Motivation for taking childcare leave I decided to take leave because it was our first child, and my spouse expressed a strong desire for me to do so.</p> <p>(2) Benefits of taking childcare leave I was able to closely observe my child's daily growth, which was an incredibly positive experience. Additionally, understanding the process of providing support to my spouse during my leave has proven useful since I returned to work.</p> <p>(3) Efforts to ensure smooth handover of work during childcare leave To facilitate a smooth handover, I prepared and shared a handover document.</p> <p>(4) How the experience of taking childcare leave has been applied to work During childcare leave, managing household tasks taught me to think in detail about upcoming tasks. This skill has carried over to my work, such that I now carefully consider what needs to be done next.</p> <p>(5) Advice for those considering taking childcare leave Establishing a handover period of sufficient duration that includes discussions with people taking over your responsibilities and supervisors can help ensure a smooth workflow after you return to work.</p>	

(Note)

In accordance with Article 3 Paragraph 1 Item 12 of the Grant Guidelines, the contents of this report will be published on the prefecture's website. Content will be reviewed prior to publication.