

Initiatives to Promote Women's Participation and Advancement in the Workplace

**- Formulated an action plan to increase the number of women
in management positions
and create a comfortable working environment -**

Life Science Institute, Inc.

Life Science Institute, Inc. (LSII; Headquarters: Chiyoda-ku, Tokyo; President: Seiichi Kiso), is pleased to announce that we have formulated an action plan for promoting women's participation and advancement in the workplace effective for the period from October 1, 2021 to March 31, 2026.

We believe that the active roles of diverse human resources are the driving forces for business growth, and have been working to create more comfortable working environment. As part of our efforts, we have registered with "The Database on Promotion of Women's Participation and Advancement in the Workplace" and set the following specific goals in our action plan to encourage female employees to take on more active roles, and to facilitate reforms to create a workplace and work style that are rewarding and achieve results.

(1) Increase the number of women in management positions.

With the aim of increasing the number of women managers to more than double compared to the end of fiscal year 2020, we will promote human resources development through seminars on raising consciousness to make our employees more motivated for growth, development of systemic personal career plan for them, and appointment of leaders in the workplace.

(2) Increase the rate of taking annual paid leave to create a comfortable working environment.

We will achieve the goal of taking paid leave rate of 70% or higher for all employees resulting in increasing that rate for female employees and further facilitating our work style reforms. We will also set certain dates and periods for encouraging our employees to take paid leave, and will create better working environment where our employees can easily take and use various types of holidays such as childcare leave and caregiver leave.

We will continue to create the company and workplace where diverse and motivated human resources can work enthusiastically and energetically, and contribute to the health and medical care of people around the world by developing our healthcare business for the next generation, including Muse cell-based products, with the aim of realizing a society where everyone can live a healthy and peaceful life, KAITEKI.

The Database on Promotion of Women's Participation and Advancement in the Workplace

https://positive-ryouritsu.mhlw.go.jp/positivedb/en_index.html

This database was launched in February 2016 as a repository for companies to disclose their action plans and the status of their female employees' participation and advancement under the Act on Promotion of Women's Participation and Advancement in the Workplace (Women's Advancement Promotion Law), which came into full effect in April 2016. (With the partial revision of the Law in May 2019, the targeted employers will be expanded to those with 101 or more employees in April 2022.)

- LSII Registration Page

<https://positive-ryouritsu.mhlw.go.jp/positivedb/detail?id=26042>

- LSII Action Plan

https://positive-ryouritsu.mhlw.go.jp/positivedb/planfile/202108301717481007185_1.pdf