

April 25, 2022

Active Six O Co., Ltd.

To all employees and dispatched laborers

Active Six O Co., Ltd.

Election of employee representatives to conclude various labor-management agreements

Based on the Labor Standards Law and other laws and regulations of Active Six O Co., Ltd. Currently playing that role in selecting "representatives" (hereinafter referred to as "employee representatives")

Mr. Hironori Kato's term of office is until June 30, 2022, and he will select the next employee representative.

Therefore, we are looking for people who wish to run for "employee representative" during the following period.

Application period: May 10, 2022 (Tuesday) –May 20, 2022 (Friday)

The roles, terms, and selection methods of "employee representatives" are as follows.

[Role of employee representative]

- ① Conclusion of agreement on overtime work and holiday work (Article 36 of the Labor Standards Act)
- ② Conclusion of a one-year variable time labor system agreement (Article 32-4 of the Labor Standards Act)
- ④ Conclusion of wage deduction agreement (Provision of Article 24 of the Labor Standards Act)
- ⑤ Conclusion of an agreement on the planned grant of annual paid leave (Article 39 of the Labor Standards Act)
- ⑥ Conclusion of an agreement on the implementation of annual paid leave on a half-day basis (Article 39 of the Labor Standards Act)
- ⑦ Conclusion of an agreement on childcare and nursing care leave (Article 6 of the Childcare and Nursing Care Leave Law)
- ⑧ Other duties as a "representative of the majority of workers" based on the Labor Standards Act and other laws and regulations.

* Conclusion of labor-management agreements based on the provisions of Article 30-4, Paragraph 1 of the Worker Dispatching Act, etc.

* Due to the nature of the labor-management agreement, the above activities are "unpaid" from the viewpoint of restrictions on conflicts of interest.

[Term of office of employee representative]

Two years from July 1, 2022 to June 30, 2024

* If the employee representative retires during the term of office, a new employee representative will be elected, but the term of office

Will be up to the term of the predecessor employee representative.

* If the employment contract with our company is terminated, the employee representative will also be dismissed on the termination date.

[How to select employee representatives]

* We plan to hold a vote of confidence and distrust of candidates for all registered employees.

* We will show you how to implement it after the candidates are decided.

If you are elected as an employee representative, we will inform all employees of your name.

If you are running for an employee representative, please refer to "Candidate for an employee representative" on page 3.

Please fill in the form, seal it, and send it to the following address by e-mail, mail, or fax.

E-mail

: info@active60.co.jp Please write the title as **[Candidate for Employee Committee Representative]**.

Mail

: 21-1, Oike-cho, Yokkaichi-shi, Mie 510-0886

To Active Six O Co., Ltd. Management Department

FAX

: 059-348-3593

[Deadline for candidacy]

Must arrive by Friday, May 20, 2022

[Notes on candidacy]

Employee representatives can adjust the time, such as having meetings and contacting both inside and outside business hours, depending on the content of their responsibilities.

Those who can do it flexibly, those who can strictly adhere to confidentiality, and those who understand our business are desirable.

It seems.

In addition, when selecting a representative, you will be the one who agrees to disclose your name, employment type and work history.

If you have any questions, please contact each sales representative.

2022/ /

Active Six O Co., Ltd.

Candidate for employee representative

We will run for the election of your company's employee representatives.

We have confirmed [Role of employee representative] and [Notes on candidacy].

family name _____ (mark)

address _____

Currently working dispatch destination _____

Fax number: 059-348-3593

E-mail

: info@active60.co.jp (Please write the title as [Employee Representative Candidate])