

About the decision of the employee representative

As a result of the open recruitment on May 10, 2022 and the confidence vote from May 26, 2022, the employee representatives are as follows.

We have decided, so we will contact you.

1. About employee representatives

Employees elected as employee representatives "Hironori Kato"

2. Term of office as an employee representative

July 1, 2022–June 30, 2024

3. Duties as an employee representative

Please follow the labor-management agreement procedures below.

- (1) Revision of the labor-management agreement regarding wages of dispatched workers (Article 30-4, Paragraph 1 of the Worker Dispatching Act)
- (2) Conclusion of an agreement on overtime work and holiday work (Article 36 of the Labor Standards Act)
- (3) Conclusion of a one-year variable time labor system agreement (Article 32-4 of the Labor Standards Act)
- (4) Collecting opinions when creating or changing work rules, attaching a written opinion (Article 90 of the Labor Standards Act)
- (5) Other duties as a "representative of the majority of workers" based on the Labor Standards Act and other laws and regulations.

4. Results of confidence voting

157 out of 167 voters, 10 unvoted, turnout **94.0%**

Of the 157 voters, 156 supporters, 1 abstainer, approval rating **99.4%**

Confidence in the majority of 167 total voting rights holders.

5. Contact email address

"Info@active60.co.jp"