

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

We will formulate an action plan to create a work environment in which employees can fully utilize their abilities and create a comfortable and healthy work-life balance.

1. Plan Period: April 1, 2024 - March 31, 2026

2. Goals, Initiatives, and Implementation Period

Goal 1

Create a work environment in which all employees can play an active role.
(Implement initiatives to promote understanding of DEIB [Diversity, Equity, Inclusion & Belonging].)
(Implement initiatives to support the career development of female employees.)
(Foster a culture that allows for the use of systems and measures to enable flexible work styles.)

<Implementation Period & Initiative Details>

- As of April 2024
- Create awareness of career development support in manager training
 - Implement initiatives to heighten understanding of DEIB (Diversity, Equity, Inclusion & Belonging)
 - Create a climate of mutual recognition using Lumipos
 - Create a work-life balance support guide
- 2025 onward
- Encourage autonomous career development (including reskilling)
 - Consider further support systems to enhance employees' work-life balance (support for childcare, etc.)

Goal 2

Increase the rate of childcare leave usage by male employees to 100%.
Increase the average length of childcare leave throughout the Plan Period to at least 20 days. (Not including employees on temporary assignment)

<Implementation Period & Initiative Details>

- As of April 2024
- Establish and empower a community for those on maternity leave, working shorter hours, and considering childbirth in the future
- 2025 onward
- Consider allowances and incentives for departments that support male employees taking long-term childcare leave

Goal 3

(1) Promote reduction of overtime working hours. (Aim for an average of less than 15 hours per month.)
(2) Promote usage of annual paid leave. (Aim for an average of at least 14 days per year per employee.)

<Implementation Period & Initiative Details>

- As of April 2024
- Compile the status of overtime working hours and annual paid leave usage on a quarterly basis and report on them at management meetings, etc.
 - Improve operational efficiency and performance by utilizing DX and external resources
 - Promote the standardization and implementation of hybrid work
- 2025 onward
- Diversify work options and examine systems