

Next-generation Development Support Policies:
4th Action Plan Progress Report

Plan Duration: 3 years	2022-04-01 to 2025-03-31
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Reporting Period : 2022-04-01 to 2024-03-31 (2-year period)

NO.	Targets	Specific Initiative Details	Progress Report
Target 1	○Preparation of an internal company environment which helps child-raising employees juggle work and household duties	<ul style="list-style-type: none"> ①Paternity leave take-up rates of over 30% ②Paternity leave and related leave take-up rates of over 50% ③Providing tailored support, including individual consultations, for employees expecting a baby, covering topics such as pregnancy, childbirth, balancing work with childcare, and returning to work ④Setting up training for the managers of employees expecting a baby, covering work considerations and basic knowledge of the issues to be faced ⑤Continually holding meetings of an employee-management committee to discuss implementation of new measures and examine the contents of plans 	<ul style="list-style-type: none"> ① Paternity leave take-up rates over the past two years have reached 44.5% (rounded down to two decimal points) ② Paternity leave and related leave take-up rates over the past 2 years have reached 73.9% *Calculated as the percentage of male employees taking actual childcare leave and leave with a view to childaring ③ Individual consultations with employees expecting a baby have been set up ④ We have utilized the general video website on Tokyo Metropolitan Government's Promotion of Policies for Next-Generation Development Support to equip all managers on all business sites with basic knowledge of the scheme and related matters. We have also provided follow-up training where necessary. ⑤ We have continuously held employee-management committee meetings to advance necessary discussions between the two groups
Target 2	○Preparation of a support system for employees during pregnancy and post-childbirth	<ul style="list-style-type: none"> ①Setting up a consultation service ②Creating a specialist page on the Human Resources Webpage to provide information on pre-and post-childbirth matters ③Establishing education and training programs on childcare issues for managers and supervisors ④Examining a possible new awards system for model workplaces ⑤Sharing employees' maternity leave, paternity leave and childcare leave experiences via internal company bulletins 	<ul style="list-style-type: none"> ① We have set up a consultation service at every business site and are responding to matters raised ② October 2022 saw us add a section dedicated to Childcare Leave to the Human Resources Homepage, and compile a Childcare Leave and Application Process Manual to strengthen our ability to present necessary information ③ We have set-up training sessions based on the above-mentioned Tokyo Metropolitan Government Webpage ④ The process of examining the details of awards and evaluation standards is currently ongoing ⑤ Our October 2022 Bulletin shared paternity leave experiences, while our April 2023 Bulletin explained the leave system. Our February 2024 Bulletin, meanwhile, carried a special feature on encouraging the smooth take-up of childcare leave

<p>Target 3</p>	<p>○Creating a work-friendly environment through reassessment of working practices, facilitating diverse working conditions which contribute to work-life balance</p>	<p>①Working towards a reduction in overtime hours ②Introduction of “No Overtime Days” ③Fixing of Paid Leave Encouragement Days ④Promoting “Anniversary Leave” as part of our general efforts to encourage increased paid leave take-up</p>	<p>①Having set up our Employee-Management Specialist Committee on Working Hours, we are now able to conduct onsite surveys at every business site and periodically check the progress of policies and initiatives. We are also holding seminars open to all company members on Article 36 and working hours management issues ②We have introduced “No Overtime Days” at every business site</p> <p>[Overtime Policy Results]</p> <table border="1" data-bbox="868 465 1460 896"> <thead> <tr> <th></th> <th>FY 2020</th> <th>FY 2021</th> <th>FY 2022</th> <th>FY 2023</th> </tr> </thead> <tbody> <tr> <td>Average monthly overtime hours per employee</td> <td>1 1 . 3</td> <td>1 2 . 7</td> <td>1 1 . 9</td> <td>1 1 . 2</td> </tr> <tr> <td>Employees averaging 45 or more overtime hours per month</td> <td>5</td> <td>1 4</td> <td>1</td> <td>2 2</td> </tr> <tr> <td>Employees averaging 60 or more overtime hours per month</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>③We have marked out Paid Leave Encouragement Days on the business calendar, and urged employees to use them ④Take-up of Anniversary Leave is promoted on notice boards across the company each year</p>		FY 2020	FY 2021	FY 2022	FY 2023	Average monthly overtime hours per employee	1 1 . 3	1 2 . 7	1 1 . 9	1 1 . 2	Employees averaging 45 or more overtime hours per month	5	1 4	1	2 2	Employees averaging 60 or more overtime hours per month	0	0	0	0
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<p>Target 4</p>	<p>○Local community initiatives related to next-generation development support</p>	<p>①Welcoming field trip parties of local children to business sites etc. ②Establishing young person’s internships ③Looking into the possibility of company open days for children</p>	<p>①Each year sees us invite local citizens to interactive events at certain business sites ②We have also set up, at certain business sites, internship programs aimed at junior high school students ③Certain business sites have already set up such open days</p>																				