

Interim Report on 5th Next-generation Support Action Plan Initiatives

1. Action Plan Period: April 1st 2025 to March 31st 2027

2. Interim Report Period: Apr 1st 2025 to Mar 31st 2026

3. Initiative Breakdown

Target 1: Raising male worker take-up rates of childcare-related leave to at least 70%

Measures

- From April 2025: Utilizing companywide notice boards such as our intranet to inform about and promote childcare leave by male employees
- From April 2025: Utilizing companywide noticeboards such as our intranet to provide guidance on taking up childcare leave
- From April 2025: Providing instruction on work considerations and basic situational knowledge to supervisors of employees expecting a child

Status of initiatives conducted between April 1st 2025 and March 31st 2026

- June 2025: Companywide notice boards such as our intranet utilized to inform about and promote childcare leave by male employees
- May 2025: Companywide notice boards such as our intranet utilized to provide guidance on taking up childcare leave
- September 2025: Instruction provided to supervisors of employees expecting a child on work considerations and basic situational knowledge

Target 2: Reducing the monthly average of full-time worker overtime outside of legal working hours and on statutory holidays to 30 hours or less

Measures

- From April 2025: Utilizing companywide notice boards such as our intranet to widen awareness of designated No Overtime Days
- From April 2025: Exploring working hours management through our Working Hours Advisory Committee

Status of initiatives conducted between April 1st 2025 and March 31st 2026

- From April 2025, companywide notice boards such as our intranet periodically utilized to conduct No Overtime Day awareness campaigns at each business site
- From April 2025, working hours management initiatives explored through twice-yearly meetings of the Working Hours Advisory Committee