

# FALTEC General Employer Action Plan

We will publish the "General Employer Action Plan" based on the law named "Next Generation Development Support Measures Promotion Act" and the "Women's Participation Promotion Act."

We have formulated the following action plan in order to create a comfortable employment environment where employees can demonstrate their abilities and achieve a balance between work and life.

## 1. Planning Period

1st April 2024 to 31 March 2030

## 2. Detail

### Next Generation Development

**Target 1 : We will promote understanding of childcare leave, create a system that allows employees to actively participate in child-care, and improve the rate of childcare leave taken by male employees.**

Measures	<ul style="list-style-type: none"><li>• We have set up an in-house consultation desk for this matter and have made the information known on the in-house bulletin board to create an environment where it is easy to obtain information.</li><li>• We provide childcare support through a short-time work system for childcare (employees can choose to work until they start junior high school).</li></ul>
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**Target 2 : We encourage employees to take annual paid leave**

Measures	<ul style="list-style-type: none"><li>• We will conduct in-house training for managers to raise their awareness of taking annual paid leave.</li><li>• We will create an annual paid leave acquisition plan for each department and provide guidance to managers to encourage them to take their annual paid leave in a timely manner.</li><li>• Set the days to encourage employee to take annual leave.</li></ul>
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### Women's Participation Promotion Act

**Target 1 : By March 31, 2030, we aim to achieve a ratio of female managers of 7% or more.**

Measure	<ul style="list-style-type: none"><li>• We will create work environment conducive for women to continue working by utilizing shortened working hours for childcare, flextime, telecommuting, etc.</li></ul>
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**Target 2 : By March 31, 2030, we aim to reduce the difference in average years of service between men and women to within 3 years.**

Measure	<ul style="list-style-type: none"><li>• We will actively promote the fact that our workplace is one where women can continue to work and be active for a long period of time.</li></ul>
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**Target 3 : We will actively convert non-regular employees to regular employees and aim to promote seven or more employees to regular employees every year.**

Measure	<ul style="list-style-type: none"><li>• We will increase the ratio of full-time employees in the plant division by enhancing welfare benefits that make full-time employees feel more attractive.</li></ul>
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