

Action Plan for the Next-Generation Act and the Female Participation and Advancement Act

Based on the provisions of Article 12, Paragraph 1 and 4 of the Act on Advancement of Measures to Support Raising Next-Generation Children and Article 8, Paragraph 1 and 7 of the Act on the Promotion of Female Participation and Career Advancement in the Workplace, JPX has formulated an Action Plan as follows for the sustainable growth of the entire JPX Group as an organization, with the aim of establishing a work environment where diverse human resources can be fully utilized, and their capabilities maximized. JPX will continue to create an environment in which the advancement of careers is possible regardless of gender or the presence or absence of life events.

1. Period of Plan

The period of the Plan is from April 1, 2022, to March 31, 2026.

2. Issue to be Addressed

The proportion of female employees in managerial or higher positions is low.

3. Targets and Initiatives

Target 1: Increase the number of female employees in managerial or higher positions to 50 or more (about 1.5 times the current number) by 2025 and 70 (about twice the current number) or more by 2030

Details of initiatives:

(To be implemented during the Plan)

- As part of support for the career development of female employees, carry out training on how to nurture and manage a diverse workforce as part of management training
- Set up pre-return meetings between employees returning to work after childcare leave and their supervisors so that employees can steadily advance their careers through work experience and continue to demonstrate their abilities even during periods when it is particularly difficult to strike a balance between childcare and work

Target 2: Set the target level for company-wide average annual working hours at 1,815 hours and continue to promote initiatives such as on workstyle reforms in each department and office

Details of initiatives:

(To be implemented during the Plan)

- Implement various measures aimed at enabling a good balance of life and work to create a work environment where both men and women can continue to contribute
- Implement follow-up checks by the HR Department of the entire organization and each department (checks of total working hours and status of leave taken)
- Implement further appropriate utilization of the telework system, etc., and the flextime system
- Carry out regular communication with employees to encourage them to take leave