

## Action Plans for

### Act on Advancement of Measures to Support Raising Next-Generation Children & Act on Promotion of Women's Participation and Advancement in the Workplace

1. Plan Period: April 1st, 2025 ~ March 31st, 2028 (three years)

2. Contents

Goal1: We are going to promote the appointment of women to managerial positions, aiming to increase the percentage of women in managerial positions to 13% by the end of the period. (The definition of "those in managerial positions" is "Leader, Group" or higher).

< Measures >

We are going to verify and visualize data on female managers over time and analyze issues (from 2025FY).

We are going to take actions to support female employees to have a career image (from 2025FY).

Goal2: We are going to increase the percentage of women among newly hired researchers to 20% (period accumulation), aiming to ensure the number of excellent female researchers.

< Measures >

We are going to actively conduct the recruitment activities such as participation in academic conferences and employment-related events by recruiting group and recruiters (from 2025FY).

We are going to offer information on programs that contribute to the promotion of women's participation and advancement in AIST (from 2025FY).

Goal 3: We aim to increase the percentage of male employees taking childcare leave to 50% in the final year of the term.

< Measures >

We are going to hold information exchange meetings and roundtable meetings for those

who are pregnant or raising children (from 2025FY).

We are going to provide information through guidebooks and intranets, aiming to spread understanding for male employees who take childcare leave (from 2025FY).

Goal4: We are going to make the average monthly overtime hours (the total number of hours of overtime work and scheduled holiday work) for full-time employees be less than 20 hours in the final year of the period.

< Measures >

We are going to examine data on overtime work and analyze issues with time (from 2025FY).

We are going to take actions to reduce overtime work, such as no-overtime days and encouraging employees to take annual paid leave (from 2025FY).

February 19th, 2025