

1 January 2026

**Action Plan under the Act on Advancement of Measures to
Support Raising Next-Generation Children**

JAC Recruitment Co., Ltd.
Compensation & Benefits (C&B) Division

In order to create a workplace where employees can successfully balance work and childcare, and where all employees can work in an environment that enables them to fully demonstrate their abilities, JAC Recruitment Co., Ltd. hereby establishes the following action plan in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children.

1. Plan Period Two years, from 1 January 2026 to 31 December 2027

2. Details

<Goal 1>

To create a workplace in which men are able to actively participate in childcare, and to achieve a male childcare leave take-up rate of at least 60% during the plan period.

<Measures>

- Communicate support for male childcare leave through training programmes for newly appointed managers (from January 2026)
- Revise the process so that, following a discussion between the employee and their line manager, the manager submits the application for the employee's childcare leave period, making it easier for male employees to take leave (from March 2026)
- Report male childcare leave take-up rates by division to Directors and Division Heads (from March 2026)
- Organise events related to male childcare leave (from May 2026)



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<Goal 2>

To reduce the average monthly hours of overtime and holiday work for all employees to less than 30 hours.

<Measures>

- Automatically issue alerts via the new attendance management system to employees who are likely to exceed the monthly working hours guideline (from January 2026)
- Human Resources to send individual alerts to employees who are likely to exceed the upper limits set under the Labour–Management Agreement (Article 36 Agreement) (from January 2026)
- For employees working long hours, line managers will be asked about planned corrective measures; these will be reported to and discussed by members of the monthly Health and Safety Committee (from January 2026)
- Report the half-yearly working hours status and future measures to the Board of Directors twice a year (from January 2026)