

JAXA General Employers Action

1. Implementation period: From April 1, 2025 to March 31, 2028 (3 years)

2. Contents

(1) Objectives and measures for the Act on Advancement of Measures to Support Raising Next-generation Children

Objective 1:

50% or more for male employees taking more than two weeks of child-care or paternity leave during the entire plan period.

<Measures>

- From April 2025 Disseminate correct knowledge by providing information to promote understanding, such as income fluctuations when taking childcare leave, how to use various systems, and interviews with employees who have taken childcare leave.
- From April 2025 Conduct a survey of employees who have returned to work after childcare leave to assess the level of satisfaction with the support system for employees on childcare leave and the support they expect in the future, etc.
- During FY 2026 To create an environment that makes it easier for employees to take long-term childcare leave, build a system to cover the cost of hiring a replacement.
- During FY 2026 Expand annual paid leave that can be taken on an hourly basis to allow employees to attend their children's school events, pick up their children from daycare centers, etc. on a wide range of occasions.

(2) Objectives and measures for the Act on Advancement of Measures to Support Raising Next-generation Children and the Act on Promotion of Women's Participation and Advancement in the Workplace

Objective 2:

The average overtime hours for general employees (excluding managers) will be 20 hours or less per month during the entire plan period.

<Measures>

- From April 2025 Managers of those who work overtime in excess of 80 hours per month will develop improvement plans in consultation with the relevant director and share the situation at meetings attended by management.
- During FY 2025 Provide information on overtime hours by department/month for all employees.
- During FY 2025 Promote visualization of operational man-hours to create time for upskilling and demonstration activities.

(3) Objectives and measures for the Act on Promotion of Women's Participation and Advancement in the Workplace

Objective 3:

Increase the percentage of female managers to 13% or more by the end of the plan period.

<Measures>

- From April 2025 Implement annual trainings for employees to promote the change of mindset through raising awareness of unconscious bias that is caused by socially accepted gender roles and assumptions that is based on past experiences.
- During FY 2025 As an opportunity to provide information necessary for career advancement to higher positions, hold study sessions and implement a "mentor system" for those who wish to receive advice on various life stages other than career.
- During FY 2025 Restructure and program training by rank to include career training for employees who will become managers in the future.

(4) Objectives and measures for the Act on Promotion of Women's Participation and Advancement in the Workplace

Objective 4:

Conduct activities to increase the number of female students (junior high, high school, undergraduate, and graduate) in space-related fields and to encourage the expansion of women's advancement in the field.

<Measures>

- From April 2025 Proactively provide information on the public website by collecting and posting information on work-life balance for employees at each life stage, childcare support systems, and real voices of current employees.
- From April 2025 Provide career support by offering career counseling to female students and presenting role models of women's activities at various events, such as special openings at business locations or external lectures.