

## Action Plan 『Women's Activity Promotion Law』

【Plan period】 April 1, 2025 - March 31, 2027

	Goals	Issue	Details of Initiatives
1	<ul style="list-style-type: none"><li>• Aim for 20% female workers as a percentage of the workforce hired.</li></ul> 【Provide opportunities related to professional life for women workers】	<ul style="list-style-type: none"><li>• There are not enough female applicants.</li><li>• It is not well known that women can play an active role in the telecommunications construction industry.</li></ul> (Maternity leave and childcare-related systems are actually being utilized, etc.)	<ul style="list-style-type: none"><li>• Explain to employment agencies that women are also active in the company and that the company has a track record of maternity and childcare leave, and share this information with job hunters.</li><li>• Provide opportunities to talk with female employees who are actually active in the company during company presentations.</li></ul>