

## **ACOM was awarded as a “Welfare Promotion Corporation” in Hataraku Yell 2022**

ACOM was awarded as a “Welfare Promotion Corporation” under welfare award and certification system, “Hataraku Yell.” We will continue to improve the environment with the aim of becoming a company where each employee can be happier tomorrow than today.



As one of our corporate philosophies is "The Spirit of Human Dignity," we are making the following efforts to realize the life plans of each and every one of our employees.

### (1) Cafeteria Plan

In light of the diversification of how employees spend their private time, we have introduced a "Cafeteria Plan" that allows employees to choose any of benefit services within the range of points granted in advance.

### (2) Annual Paid Leaves by Hour

To support the flexible work styles for employees, we have introduced annual paid leaves by hour which allows employees to take leave in one-hour increments, not exceeding three days(24hours) in a year.

### (3) Childcare Support System

Since 2016, the applicable period of the shorter working hours for childcare has been extended until the child completes the third grade of primary school, in order to further support the balance between work and childcare. In addition, starting in 2019, the first five days of childcare leave will be paid.