

**ACOM won “the Superior Company Welfare Award” in Hataraku Yell 2024
for the three consecutive years**

ACOM is pleased to announce that ACOM won “the Superior Company Welfare (General) Award” under welfare award and certification system, “Hataraku Yell.”

“Hataraku Yell” is an award system hosted by Rouken (Roumu Kenkyusho) which publishes the only magazine specific to welfare in Japan, with participation by welfare and benefit-related service providers as members of the executive committee. ACOM won the Superior Company Welfare (General) Award since 2022, and is the only company to have received the award in the overall category for the three consecutive years.

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 select their favorite welfare services within the scope of points they have been allotted.

(2) Annual Paid Leaves by Hour

To support the flexible work styles for employees, we have introduced paid leaves plan which allows employees to take leave for the purpose of joining volunteer activities, nursing care and childcare in addition to a by-the-hour annual leave plan and annual paid leaves.

(3) Childcare Support System

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, the first five days of childcare leave will be paid. For employees who wish to return to work early, we provide a return-to-work allowance and support for career development.