

次世代育成支援対策法 一般事業主行動計画

UBS 証券株式会社
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社員が仕事と生活の調和を図りつつ個々の能力を最大限発揮できる職場環境の整備を通じて、社員のウェルビーイングの向上を図るべく、以下の行動計画を策定します。

1. 計画期間 2023(令和 5)年 4 月 1 日から 2028(令和 10)年 3 月 31 日までの 5 年間

2. 内容

目標および対策1

社員の生産性向上につながる制度(Flexible Working, Workation, My Day/Take2, My Birthday など)の活用機会を提供するとともに、ハイブリッドワーキングを促進し、時短勤務・在宅勤務等、社員の多様な働き方の整備に努めて参ります。

目標および対策2

年次有給休暇の取得状況を定期的に把握し、計画的な取得に向けてマネジメントからのメッセージを発信します。当該年度に社員に付与された年次有給休暇の取得率 100%を目指します。

目標および対策3

育児休業の概要を周知し、男性社員・女性社員共に有給育児休業の取得率 100%を目指します。また、子育てに従事する社員がそれぞれの経験や情報を定期的に共有できる機会を提供し、職場でのネットワークを通じて効率的に関連情報を収集できる環境整備を行い、ワーキングペアレンツのワークライフバランスを支援して参ります。

目標および対策4

研修や社内・社外イベント等への参加機会を提供し、多様な文化・慣習(例えば LGBT)への意識啓発に努め、多様性が尊重され、配慮される「インクルーシブ(寛容で包括的)」な職場環境の整備に努めてまいります。

**Action Plan on the revised 'Act for Measures to Support
the Development of Next-Generation Children'**

**UBS Securities Japan Co., Ltd.
UBS AG Tokyo Branch
UBS Asset Management (Japan) Ltd
UBS SuMi TRUST Wealth Management Co., Ltd.**

The UBS Group is committed to contributing to and enhancing the well-being of our employees. To fulfill this ambition, we have adopted the following action plan aimed at establishing and sustaining a working environment that helps all employees to reach their full potential while maintaining work-life balance.

1. Duration: April 1, 2023 - March 31, 2028

2. Summary:

Goal and action plan #1

Support employees' diverse ways of working such as simplified working schedules or working from home arrangements. This will be accomplished by offering various programs (e.g. Flexible Working, Workation, My Day/Take2, and My Birthday) that boost productivity and capitalize on hybrid working.

Goal and action plan #2

Regularly check employees' leave utilization rates and encourage managers to support their staff freely taking leave. Aim to achieve 100% leave utilization rate against the number of annual vacation days granted for the subject year.

Goal and action plan #3

Aim to achieve 100% of both male and female eligible employees taking paid child-care leave by sharing summaries that increase employee awareness of rules concerning Child Care and Family Care Leave. Provide working parents with opportunities to share their experiences and periodically issue relevant information that enables employees to enhance knowledge and to build supportive networks within the workplace.

Goal and action plan #4

Continue to offer internal as well as external educational sessions that raise employee awareness about and appreciation of diverse cultures, conventions, or sexual orientation. Ensure an inclusive workplace where diversity is respected and embraced.