

**Subject** General Employer Action Plan\_APWPAW (Fourth term)  
**Job No/Ref** Japan Group  
**Date** 31 March 2025

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## **General Employer Action Plan based on Act on Promotion of Women's Participation and Advancement in the Workplace (fourth term)**

We, Tokyo office of Arup Group, which have been doing engineering and consulting business in Japan as Ove Arup & Partners Japan Limited with our Codes of Practice that promotes 'EDI (Equality, Diversity, and Inclusion)' and 'Human Rights', are pleased to announce that we have developed this General Employer Action Plan (4th term) as required by the Japanese government's Act on Promotion of Women's Participation and Advancement in the Workplace. This plan is in line with the Sustainable Development Goals (SDGs) that include 'gender equality' and 'health and well-being for all', one of our management objectives.

### **1. Acton Plan period**

1 April 2025 to 31 March 2028 (3 years)

### **2. Issues**

- Lower applications and employment rates of female on graduate recruitment.
- Shorter service years of female employees compared to male employees.

### **3. Objectives**

- Make gender balance 50:50 on graduate recruitment.
- Make the average of service years of female employees 60% of that of male employees by the last year of the action plan period.

### **4. Actions to be implemented and its timing**

#### **【Gender balance on recruitment】**

- FY 2025     ■ Re-review public relations, selection schedule and process based on the measures taken in third term so that it is easier for applicants to apply regardless of gender

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| FY 2026  | ■ Implement the reviewed measures                                     |
| -FY 2027 | ■ Review and make necessary improvements to our recruitment practices |

【Average service years of male and female employees】

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|----------|---|
| FY 2025  | ■ Conduct a survey on work-life balance for all employees                         |
| FY 2026  | ■ Implement measures or provide information based on the results of the survey    |
| -FY 2027 | ■ Review the results of measures or information provision to improve the measures |

**Subject** General Employer Action Plan\_AAMSRNC (third term)  
**Job No/Ref** Japan Group  
**Date** 31 March 2025

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## General Employer Action Plan based on Act on Advancement of Measures to Support Raising Next-Generation Children (third term)

We, Tokyo office of Arup Group, which have been doing engineering and consulting business in Japan as Ove Arup & Partners Japan Limited with our Codes of Practice that promotes 'EDI (Equality, Diversity, and Inclusion)' and 'Human Rights', are pleased to announce that we have developed this General Employer Action Plan (3rd term) as required by the Japanese government's Act on Promotion of Women's Participation and Advancement in the Workplace. This plan is in line with the Sustainable Development Goals (SDGs) that include 'gender equality' and 'health and well-being for all', one of our management objectives.

### 1. Acton Plan period

1 April 2025 to 31 March 2028 (3 years)

### 2. Issues

- Development of a working environment that allows both men and women to balance work and private life more easily.

### 3. Objectives

- Reduce the percentage of employees who are granted 15 or more days of paid leave but take less than 50% of the leave to less than 8%.

### 4. Actions to be implemented and its timing

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|----------|---|
| FY 2025  | ■ Conduct a survey on work-life balance for all employees                         |
| FY 2026  | ■ Implement measures or provide information based on the results of the survey    |
| -FY 2027 | ■ Review the results of measures or information provision to improve the measures |