

Action Plan Based on the Act on Advancement of Measures to Support Raising Next-Generation Children and the Act on Promotion of Women's Participation and Advancement in the Workplace

Our company regards each and every employee as our most valuable management asset. By fostering an environment in which individuals can fully realize their potential, we strive to achieve sustainable growth and enhance corporate value.

In addition to continuously enhancing our human resources and training systems, we will further strengthen support for balancing work and life events. At the same time, we will actively promote the advancement of women, aiming to create a workplace where all employees can work with confidence, motivation, and vitality.

This action plan sets forth the following goals and initiatives, with a focus on supporting career development and enhancing work-life balance.

1. Plan Period

April 1, 2026 – March 31, 2029 (Three years)

2. Goals and Key Initiatives

Goal 1:

Create an environment that enables employees to proactively engage in career development, thereby enhancing human capital value and increasing employee engagement.

Target:

Achieve an employee engagement score of 75%.

Initiatives:

Over the three-year period from April 2026 to March 2029, we will implement the following measures:

- 1) Provide career interviews and career development programs that encourage employees to look beyond their current roles and proactively design their long-term career paths, supporting sustained professional growth.
- 2) Maintain and continuously refine our HR systems to ensure that growth and performance evaluation are closely aligned, thereby increasing transparency and employee satisfaction.
- 3) Promote the visualization of employee experience and skills, and expand learning opportunities such as self-development support programs and e-learning to support continuous capability development.
- 4) Strengthen the talent pipeline by expanding training programs for employees prior to management appointments, with the aim of increasing the number of women in leadership positions.
- 5) Offer opportunities for interaction with female role models and support the formation of internal and external professional networks, broadening perspectives on career choices.

Goal 2:

Ensure that employees can continue working with peace of mind over the long term without leaving the company due to life events such as childcare, nursing care, or medical treatment, by enhancing support systems and reinforcing organizational awareness.

Targets:

Increase the male childcare leave utilization rate to 85%.

Reduce average annual overtime and holiday work hours per employee by 10%.

Initiatives:

Over the three-year period from April 2026 to March 2029, we will implement the following measures:

- 1) Enhance the childcare leave system and actively promote its utilization.
- 2) Encourage the use of flexible working arrangements and paid leave to improve work-life balance.
- 3) Position life events as matters to be respected and supported by the entire organization, and promote awareness across the company.
- 4) Expand consultation frameworks related to physical and mental health by strengthening collaboration with occupational health physicians and related professionals.
- 5) Conduct HR interviews before and after leave to ensure ongoing connection and support between employees and the company.

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