

Action Plan Based on the Act on the Promotion of Women's Active Engagement in Professional Life

To ensure that women can work actively as core human resources and to create a work environment where all employees can easily achieve work-life balance, we have formulated an action plan as outlined below.

1. Plan period: 2 years from April 1, 2025 to March 31, 2027

2. Contents

Target 1: Increase the number of women serving as managers, chiefs, and assistant chiefs by 1.5 times or more from the March 2025 levels

<Activities> To be carried out starting in April 2025

- Providing training and other relevant programs to support female employees in their career-building efforts
- Raising awareness among managers continuously with regard to the development of female subordinates
- Setting KPIs and implementing measures to further increase recruitment of female employees
- Providing opportunities for female employees to exchange information and support one another
- Establishing a system that helps employees keep working while raising children in order to ensure that those engaged in child rearing or nursing care can work for a longer period of time
- Having an internal working group analyze the company's issues and review and implement relevant measures on a continuous basis

Target 2: Reduce the average overtime working hours of full-time employees to less than 25 hours per month

<Activities> To be carried out starting in April 2025

- Promoting efforts to increase work efficiency on a company-wide basis by appropriate means such as honoring employees who propose excellent improvement measures
- Making a continuous effort to ensure that all employees know about the day when leaving work on time is recommended
- Informing managers about the actual overtime working hours on a regular basis and ensuring that they implement thorough working hour management in their departments

End