

**Toyo Tanso Co., Ltd. General Employer Action Plan
based on the Act on Advancement of Measures to
Support Raising Next-Generation Children and
the Act on the Promotion of Female Participation and
Career Advancement in the Workplace**

The following action plan has been formulated to help employees balance their work and parenting responsibilities and to foster a comfortable working environment where all employees can realize their full potential.

1. Plan period The two-year period from January 1, 2024, to December 31, 2025

2. Details

Target 1 (Act on Advancement of Measures to Support Raising Next-Generation Children and Act on the Promotion of Female Participation and Career Advancement in the Workplace)

Increase company-wide annual paid leave utilization rate to a minimum of 60%.

<Measures>

Track the utilization status of annual paid leave and implement measures to promote its use.

1. Conduct monthly checks on the utilization rate and track its status.
2. Regularly encourage its use through internal bulletin boards to achieve a higher utilization rate.

Target 2 (Act on Advancement of Measures to Support Raising Next-Generation Children and Act on the Promotion of Female Participation and Career Advancement in the Workplace)

Establish an environment that facilitates the utilization of childcare-related leave.

<Measures>

Reiterate relevant laws, regulations, and company rules throughout the company and establish an environment that facilitates the utilization of childcare-related leave for all expectant female employees and those with newborn children.

1. Enhance benefits programs to create an environment that facilitates the utilization of childcare leave.
2. Conduct interviews with expectant female employees and those with newborn children, incorporating the Parenting Enjoyment Handbook.

(At the time of childbirth) Explain available leave programs, including childcare leave, and encourage proactive parental engagement to enrich both personal and professional lives.

Target 3 (Act on Advancement of Measures to Support Raising Next-Generation Children and Act on the Promotion of Female Participation and Career Advancement in the Workplace)

Support the development of a career vision for female employees who want to continue working while parenting after childbirth.

<Measures>

Conduct in-house training for female employees with children up to the sixth grade of elementary school or those interested, with the aim of enhancing awareness in developing a career vision.

- From March 2024: Create a list of eligible employees, and review the training content.
- From September 2024: Conduct in-house training, administer a questionnaire survey, and compile a summary of the survey results.

Target 4 (Act on the Promotion of Female Participation and Career Advancement in the Workplace)

Increase the percentage of departments with women assigned to a minimum of 80% of the total through hiring and employee reassignment.

<Measures>

From March 2024: Identify job positions (departments) where the assignment of male and female employees is unbalanced, and determine the current situation.

From May 2024: Investigate the issues involved with assigning female employees and study measures to resolve them, and proactively promote the assignment of female employees.