

**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, 2026, to December 31, 2027

2. Details

Target 1 (Act on the Promotion of Female Participation and Career Advancement in the Workplace)
Conduct harassment training for all employees at least once per year.

<Measures>

Establish a workplace environment that enables women to work comfortably and confidently.

1. From January 2026: Develop harassment training programs and implement them in a structured and planned manner.
2. From June 2026: Promote company-wide awareness and thorough implementation through internal bulletin boards, newsletters, and related channels.

Target 2 (Act on the Promotion of Female Participation and Career Advancement in the Workplace and Act on Advancement of Measures to Support Raising Next-Generation Children)
Achieve an annual average childcare leave utilization rate of at least 50% for male employees and 75% for female employees.

<Measures>

Monitor current childcare leave utilization and childbirth status, and establish a workplace environment that facilitates leave utilization.

1. From January 2026: Conduct childcare-related interviews with expectant employees and employees with newborn children, with supervisors in attendance.
2. From July 2026: Regularly share childcare leave utilization data on internal bulletin boards to encourage greater uptake.

Target 3 (Act on Advancement of Measures to Support Raising Next-Generation Children)
Limit the monthly average of overtime and holiday work hours for all employees to **15 hours** or less.

<Measures>

Assess current overtime conditions and promote company-wide awareness and compliance to reduce working hours.

1. From January 2026: Review working hour data monthly and notify departments and supervisors of excessive overtime.
2. From April 2026: Promote company-wide awareness of labor cost reduction initiatives through internal communication channels.

Target 4 (Act on Advancement of Measures to Support Raising Next-Generation Children)
Provide employment opportunities, including internships and short-term workplace experience programs, for young people.

<Measures>

Conduct internships and short-term workplace experience programs several times per year, primarily for high school and university students, to broaden pathways to future employment.

1. From June 2026: Collaborate with relevant internal departments to further enhance and enrich program content.
2. From June 2026: Promote short-term workplace experience programs through outreach visits to high schools, universities, and related institutions.