

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

Kioxia Corporation has formulated the following action plan to create a comfortable workplace environment that makes it possible for all employees to adequately utilize their capabilities, as well as achieve a balance between work and family life.

**1. Plan Duration**

February 1, 2022 to March 31, 2026

**2. Action Plan Based on the Act on the Advancement of Measures to Support Raising Next-Generation Children**

**Target: Improve working conditions in order to achieve diverse and flexible working styles**  
**Measures**

Measures

- Introduction of Work from home system
- Review of leave system to support various life plans

**3. Action Plan Based on the Act on Promotion of Women's Participation and Advancement in the Workplace**

(1) Regarding "Providing opportunities for women's professional life"

**Target: Double the number of female managers compared to FY 2019 to promote women's participation in management**

Measures

- Senior management to send messages about diversity promotion company-wide
- Diversity management training to be held for managers and executives to promote understanding within the company
- Training to support career development to be provided
- The ratio of female new graduates to be targeted at 45% or more for administrative work and 15% or more for technical work.

(2) Regarding "Improvements in the working environment that helps to balance work life and family life"

**Target: Ensure that at least 80% of paid annual leave is utilized in order to prevent overwork, to protect employees' health, and achieve a balance between work and family life.**

Measures

- Status of paid annual leave utilization for each department to be monitored
- Active utilization of paid annual leave by employees to be encouraged by managers of departments with low utilization rates

The overall aim is for all targets to be achieved within the planned period