

**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
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Measures

- From April 2022 Introduction of Work from home system
- From August 2022 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
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Measures

- From February 2022 The ratio of female new graduates to be targeted at 45% or more for administrative work and 15% or more for technical work
- From October 2022 Diversity management training to be held for managers and executives to promote understanding within the company
- From December 2022 Senior management to send messages about diversity promotion company-wide
- From October 2025 Training to support career development to be provided

(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

- From April 2023 Status of paid annual leave utilization for each department to be monitored
- From October 2023 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.

※The implementation schedule of each measure was added in December 2024.