

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

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.

### **Plan Duration**

April 1, 2025, to March 31, 2027

### **Action Plan**

**Target 1: Support the balancing of childcare and work and create a comfortable work environment.**

#### Measures

- From April 2025 Grasping the current situation and initiate a consideration of the issue.
- From April 2026 Implement actions related to support for balancing childcare and work.

**Target 2: Increase the percentage of male employees taking childcare leave to more than 50%.**

#### Measures

- From April 2025 Update the booklet on support systems for balancing childcare and work and make it known to employees.
- From September 2025 Send out the message from the executive management to employees to encourage taking childcare leave.

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