

Action Plan Based on 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

April 1, 2026, to March 31, 2031

2. Action Plan

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

Target: Increase the ratio of women in managerial positions to 7%.

Measures

- From April 2026 Set measurable targets for the ratio of female new graduates at 45% or more for administrative work and 15% or more for technical work
- From October 2026 Confirmation of new development candidates and review of the development progress of existing candidates.
- From October 2026 Organizing career development and support training for potential managers, as well as dedicated training for their supervisors.
- From April 2027 Strengthen mid-career hiring

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

Target: Maintain a 100% childcare leave utilization rate for female employees and achieve 85% or more for male employees. These rates include leave taken for childcare purposes.

Measures

- From October 2026 Identifying issues from a survey on men's childcare leave.
- From October 2027 Consider and implement measures in response to the identified issues

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