

Action Plan of Artner Co., Ltd.

We have established the following action plan aiming to create an employment environment in which women can play an active role.

1. Period: April 1, 2024 to March 31, 2029

2. The Company's challenges

- (1) Few female employees are in middle managerial positions.
- (2) Few female employees are in managerial positions one rank below middle managerial positions.

3. Goals and actions

Goal 1: Increase the number of female employees in middle managerial or higher positions by one or more women.

<Actions>

- From April 2024: Consider conducting women's awareness surveys and questionnaires
- From April 2025: Implement training that includes women
- From April 2027: Select female candidates for managerial positions in each department
- From April 2028: Appoint women to managerial positions based on their training performance

Goal 2: Increase the number of female employees in managerial positions one rank below middle managerial positions by one or more women.

<Actions>

- From April 2024: Implement training programs for female candidates for managerial positions
- From April 2025: Consider renewing training programs
- From April 2026: Select female candidates for managerial positions in each department
- From April 2027: Formally approve female candidates for managerial positions selected in each department as candidates
- From April 2028: Appoint women to managerial positions based on their training performance