

General Employer Action Plan Based on The Act on Promotion of Women's Participation and Advancement in the Workplace

To provide a work environment where all employees play an active role, regardless of their gender, we have drawn up the following action plan:

1. Period:

From April 1, 2022, to March 31, 2027

2. Targets, Initiatives, and Schedules

- **Target 1: Have female employees account for 20% or higher of all new hires**

Schedule and Initiatives:

From FY2022: Actively promote career opportunities at Lasertec for female prospects at job fairs and through other means of recruitment to increase the number of female applicants to fresh graduate positions.

- **Target 2: Achieve a 60% or higher rate of paid leave usage per employee**

Schedules and Initiatives:

FY2022: Start compiling data on the rate of paid leave usage for all employees and share it with our department heads.

FY2023: Deliverate on the adoption of an hourly paid leave system and other possible options.

FY2024: Adopt a new system.

**End**