

Result Report of a General Employer Action Plan (April 1, 2019 – March 31, 2022)
based on the Act on Promotion of Women’s Active Engagement in Professional Life
and the Act on Advancement of Measures to Support Raising Next-Generation
Children.

We are pleased to announce the results of a General Employer Action Plan (April 1, 2019 - March 31, 2022) based on the Act on Promotion of Women's Active Engagement in Professional Life and the Act on Advancement of Measures to Support Raising Next-Generation Children.

1. Goal

Promotion of The average number of days of taking annual paid leave for all employees to more than 13 days.

2. Result *Working Year: From April to March of the next year

Working Year 2019 : 15.5days (80.2%)

Working Year 2020 : 11.6days (59.1%)

Working Year 2021 : 14.1days (68.4%)

3. Initiatives

Plan Details	Results of Initiatives (Date of implementation)
① Raise awareness to encourage employees to take annual paid leave	<ul style="list-style-type: none"> • Promote awareness and encourage employees to take their annual paid leave on a regular basis and “off - and - on” holidays. (as needed) • Promoting understanding through publication of key points at the time of revisions to the annual paid leave-related system (April 2021)
② To consider the promotion of work-life balance	<ul style="list-style-type: none"> • Changed the number of days of annual paid leave granted to a uniform 21 days for employees who have been with the company for two years or more. (April 2021) • Extend the break time by 10 minutes and shorten the scheduled working hours by 10 minutes. (April 2021) • New special leave for infertility treatment. (April 2021) • Added Infertility treatment to the welcome back system’s eligibility requirements. (April 2021) • Support for balancing treatment and work (review of leave taking for cancer treatment) (April 2021)

	<ul style="list-style-type: none">• Introduction of work-from-home system for all employees (April 2021)
③ Improving the clarity of induction of the various HR policies and procedures etc	<ul style="list-style-type: none">• Maintenance of procedural navigation (2019)