

General Employer Action Plan

*Integrated Action Plan under the Act on Promotion of Women's Participation and Advancement in the Workplace and the Act on Advancement of Measures to Support Raising Next-Generation Children

Marvelous Inc.

We have formulated the following action plan to create an employment environment where all employees, regardless of gender, can excel and balance their professional and personal lives.

1. Plan Period

From April 1, 2026, to March 31, 2031

2. Goals and Initiatives

Goal 1: Increase the percentage of women in management positions to 15% or higher.
(Act on Promotion of Women's Participation and Advancement in the Workplace)

<Initiatives and Implementation Schedule>

From April 2026:

Initiative 1: Support for balancing work with family and childcare.

To address the "First Grade Wall," consider extending the current remote work system (for parents of preschool children) to cover parents until their children start the 4th grade.

To address the "Fourth Grade Wall," consider extending the current Shortened Flex-time system (for parents of children up to the start of 4th grade) to cover parents until their children start junior high school.

Initiative 2: Career support.

Promote the development of female managers within each department.

Plan and consider implementing measures to support and expand internal networks for management candidates.

Goal 2: Maintain a 100% childcare leave take-up rate for both male and female employees.
(Act on Promotion of Women's Participation and Advancement in the Workplace / Act on Advancement of Measures to Support Raising Next-Generation Children)

<Initiatives and Implementation Schedule>

From April 2026:

Initiative 1: Support for a smooth return to the workplace after childcare leave.

Initiative 2: Promote the use of childcare leave among male employees.

Introduce case studies of male employees taking childcare leave and consider planning/implementing support measures to encourage leave-taking.

Goal 3: Maintain average annual overtime at 20 hours or less per month.
(Act on Advancement of Measures to Support Raising Next-Generation Children)

<Initiatives and Implementation Schedule>

From April 2026:

Initiative 1: Issue alerts to both supervisors and employees mid-month based on projected overtime hours for the end of the month.

Initiative 2: Share information regarding monthly overtime hours with managers of each department and implement countermeasures for employees with long working hours.

Goal 4: Achieve an annual paid leave utilization rate of 80% or higher.
(Act on Advancement of Measures to Support Raising Next-Generation Children)

<Initiatives and Implementation Schedule>

From April 2026:

Initiative 1: Designate three days per year for "planned annual leave" to improve the overall utilization rate.

Initiative 2: Monitor the status of paid leave usage and provide reminders/education to

employees who have taken fewer than five days of leave six months after their leave was granted.

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