

Action plan in accordance with the Law for the Act on Promotion of Women's Participation and Advancement in the Workplace

JAC Recruitment Co., Ltd.

1 Current situation and issues

As part of our Philosophy & Policy "Fairness", we have been working to create a work environment where people can work as professionals regardless of age, gender or nationality. Since 2016, we have been working to increase the ratio of female employees in Grade II (senior consultant) and above positions, which are recognized as professional consultants, and as a result, we have been able to raise the ratio to 38.8%. On the other hand, the percentage of female employees in management positions is less than 30% even in the highest level of operational positions, and less than 20% in consultant positions.

2 Targets

<New Target>

By 2026, we will raise the percentage of female managers to 40% in both consultant and operational positions.

<Additional Target>

The average length of childcare leave taken by male employees will be increased to 20 days or more by 2026.

3 Planned Period

Apr 1st 2021 to Mar 31st 2026

4 Planning — Measures to resolve issues

Promotion of management reform with "awareness" and "behavioral change" to achieve diversity management

1. Set up the "JAC Group Diversity & Inclusion Steering Committee" and establish the "Women Empowerment Team". Draw up an image of female role models within the company and promote employee-oriented activities for the advancement of women.
2. Implemented 360-degree feedback to all managers and conducted manager/leadership training based on the feedback throughout the year, with coaching-type follow-up by HR to monitor behavioral changes and significantly improve management qualities that allow for healthy dialogue and acceptance and respect for diversity.