

Regarding JPX's Action Plan for the Next-Generation Act and for the Promotion of Women's Active Engagement Act

April 1, 2026

Japan Exchange Group, Inc. (JPX) has created the following action plan based on the provisions of Article 12, Paragraphs 1 and 5 of the Act on Advancement of Measures to Support Raising Next-Generation Children (aka Next-Generation Act) and Article 8, Paragraphs 1 and 7 of the Act on the Promotion of Women's Active Engagement in Professional Life (aka Promotion of Women's Active Engagement Act). In order to achieve sustainable growth as an organization, JPX aims to "maintain a working environment in which [it] can utilize the diversity of individual employees and they can display the most of their abilities." It will continue to pursue the creation of an environment where its employees may develop their careers regardless of their gender or life events.

1. Period of the Plan

April 1, 2026 to March 31, 2030

2. Problems That JPX Faces

A low percentage of female employees at the managerial level or above

3. Goals and Initiatives

Goal 1: Increase the number of female managers responsible for leading and training non-management personnel by at least 30 in three years.
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[Initiatives]

(To Be Conducted During the Period of the Plan)

- Provide skills-improvement training that is tailored to individual needs
- Conduct training for supervisors in order to support the career development of female employees
- Establish a pre-return-to-work meeting with the employee's supervisor so that employees who are returning to work after statutory parental leave may steadily and sustainably demonstrate their abilities and enhance their careers through work experience even during times when it is particularly difficult to strike a parenting-work balance

Goal 2: Increase the average percentage of male employees who took statutory parental leave within the period of the plan to <u>at least 90 percent</u> .
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[Initiatives]

(To Be Conducted During the Period of the Plan)

- Hold parenting-work balance seminars for employees of JPX group companies and training for supervisors with supervisees (e.g., hold information provision seminars that even supervisors may attend)
- Strengthen the Human Resources Department's publicity of JPX's parenting support systems

Goal 3: Reduce the amount of legal overtime and legal holidays worked by each full-time worker to a total of <u>less than 30 hours</u> per month.
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[Initiatives]

(To Be Conducted During the Period of the Plan)

- Continually monitor such data as the monthly working hours per full-time worker and make the data on each department, on each team, and on the supervisees of each supervisor more visible within all JPX group companies