

Samty Asset Management Co., Ltd.

General Employer Action Plan in accordance with the Act on Promotion of Women's Participation and Productivity-Promotion Act and the Act for the Promotion of Measures to Support the Development of the Next Generation

To promote women's continued employment, enable employees to balance work and childcare, and ensure all employees can fully demonstrate their abilities, the following action plan is established.

1. Planning Period : March 1, 2026 to February 28, 2031 (5 years)

2. Contents

1 : The plan aims to achieve the following levels for the childcare leave uptake rate during the plan period
Male Employees . . . 50% or more
Female Employees . . . 80% or more

<Measures>

- March 2026 - Consider a system to cover the work of employees on leave at each workplace.
- March 2027 - Recruit replacement personnel and review the organizational structure.

2 : The plan aims to maintain the average monthly overtime hours per worker at less than 20 hours during the plan period.

<Measures>

- March 2026 - Continue to use the automatic shutdown system of PC
Accurate tracking of overtime hours beyond the standard working hours.
- March 2027 - Review the workload and implement measures to improve business efficiency through digital transformation (DX), etc.