

Action Plan to Raise the Ratio of Female Directors



In light of the Tokyo Stock Exchange's Code of Corporate Conduct, which stipulates that domestic companies listed on the Prime Market shall aim to raise the ratio of their female executives to at least 30% by 2030, JPX conducted a fact-finding survey of the boards of directors at major global stock exchanges and at domestic and foreign companies with exemplary corporate governance systems. Based on this, JPX, a company with three committees (nomination, audit, and compensation), has decided to raise the ratio of its female directors in accordance with the following action plan after reviewing the number of directors necessary for its board of directors to fully perform its oversight function. JPX will maintain this ratio and continue to raise it in order to ensure diversity on its board of directors.

Schedule	Action Plan	Total No. of Directors	No. of Female Directors
<p>FY2024 (AGM in June 2024)</p>	<ul style="list-style-type: none"> Out of 15 directors, three female directors will be appointed at the AGM in June 2024. 	<p>15 (Inside: 6) (Outside: 9)</p>	<p>3 20%</p>
<p>FY2025 (AGM in June 2025)</p>	<ul style="list-style-type: none"> In conjunction with the start of the new medium-term management plan, the composition of the directors will be changed. For instance, the number of inside directors who also serve as executive officers (executive directors) will be reduced to three (two representative executive officers and one full-time audit committee member (non-executive)). Out of 13 directors, at least four female directors will be appointed at the AGM in June 2025, with the aim of achieving a ratio of at least 30% female directors. 	<p>13 (Inside: 3) (Outside: 10)</p>	<p>at least 4 at least 31%</p>