

<Personnel Policy>

The ZACROS Group (the "Group") believes that the growth of the Company comes from bringing together diverse human resources who inspire each other and grow together. Based on this belief, the Group will foster a culture and environment in which employees and the Company can utilize each other's strengths and grow together.

The Group will work to develop human resources and create an environment that supports the growth and challenges of its employees, and practice human capital management through the following initiatives to sustainably increase corporate value and continue to create a future that it can be proud of throughout subsequent generations.

1. Cultivate Human Resources who Embody the ZACROS Group Concept

Through understanding and practicing ZACROS VISION and ZACROS ACTION, the Group will develop human resources who can contribute to society and stakeholders by demonstrating their own strengths and creativity.

2. Provide Opportunities for Challenges and Skill Development, and Support Career Development

The Group will provide a wide range of opportunities for motivated employees to take on challenges and improve their abilities, encourage their growth, and support career development that values employees' motivation to think independently about their own aspirations.

3. Build an Organization where Employees Recognize Each Other's Differences and Improve Each Other

The Group will respect the diversity of perspectives and values that reflect the different experiences, skills, and attributes of its employees.

The Group will create an open organizational climate in which each individual can work with confidence and vigor, and build an organization that can maximize their individual strengths and creativity and generate innovation.

4. Create a Safe and Secure Working Environment for All

The Group will manage labor appropriately, develop work and leave systems, and continuously foster a culture that encourages employees to use various systems, thereby creating an environment in which everyone can work comfortably and healthily, balance work and life events, and work in a variety of ways.

Established on December 1, 2024