

Marubeni C Foods Corporation Action Plan based on the Law for the
Promotion of Women's Activity

The following action plan shall be established to create an employment environment in which employees (including non-regular workers) can exercise their abilities and work comfortably in harmony with their work and life.

1. Plan period: 3 years from April 1, 2022 to March 31, 2025

2. Contents

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| Goal 1: Increase the percentage of female applicants for new graduate career-track positions to at least 40% each year. |
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<Details of Initiatives>

Introduce female employees who are active in the company in public relations activities such as internships and company information sessions.

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| Goal 2: Maintain a male childcare leave utilization rate of at least 20%. |
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<Details of Initiatives>

Promote awareness of laws and internal rules regarding childcare leave.