

## JSR Corporation Programs for Different Career Stages

Career stage	Program	Details
Mid-career	Mid-career recruitment	We actively recruit people with diverse knowledge, skills, and ideas to play active roles in our company.
Leave/resignation	Career resumption system	We rehire former employees who resigned from JSR Corporation for reasons such as marriage, childbirth, nursing care, or a spouse's transfer and seek reemployment with us.
	Spousal leave system for transfers to other countries	If an employee is married to an employee of JSR Corporation and accompanies their spouse on an assignment to another country, a two-year leave of absence is available.
Mandatory retirement	Reemployment system	In accordance with the Act on Stabilization of Employment of Elderly Persons, we rehire all employees who have reached the mandatory retirement age and wish to continue working with us.

## JSR Corporation Measures for Different Career Stages

Career stage	Measure	Details
Young employee	Mentoring	Through the development of relationships with senior employees outside their own departments, young employees have opportunities to discuss various concerns with experienced professionals.
Mandatory retirement	Life Planning Seminar	Before retirement, employees receive information and education about life and career planning for the future.