

June 30, 2026

Premium Group Co., Ltd.

Premium Group Significantly Extends the Reduced Working Hours System for Childcare to "Until Elementary School Graduation (Up to 12 Years)"

~Introducing work-life balance support that is four times the statutory standard. Accelerating human resource retention and DE&I to foster the next-generation leaders required by the new medium-term management plan "Change & Prove 2030"~

Premium Group Co., Ltd. (Head Office: Minato-ku, Tokyo; President and Representative Director, CEO: Yohichi Shibata; hereinafter "the Company"), an Auto Mobility Service Company providing comprehensive services related to automobiles, is pleased to announce that it has formulated a new four-year "General Employer Action Plan" starting April 1, 2026.

In this plan, the Company will realize sustainable human capital management by significantly extending the application period of the childcare reduced working hours system from the statutory standard (until the child reaches 3 years of age) to "until elementary school graduation (up to 12 years)," thereby introducing work-life balance support infrastructure that is four times the statutory standard.

This new "General Employer Action Plan," which centers on the expansion of this system, has been formulated in accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace and the Act on Advancement of Measures to Support Raising Next-Generation Children.

■ Background of Formulation: Tackling the "First-Grade Wall" and "Fourth-Grade Wall" that Hinder the Balance of Childcare and Career

In the mobility industry to which the Company belongs, promoting the success of diverse human resources and diversifying the work environment are critical themes for sustainable growth. To achieve the transformation into an "Auto Mobility Platform Company" as set forth in the new medium-term management plan "Change & Prove 2030" and to create a new economic sphere, the power of human resources with diverse perspectives and varied backgrounds, unconstrained by conventional industry norms, is indispensable. In particular, to foster next-generation leaders who will drive new business creation and overseas expansion, a robust organizational foundation is required where human resources can accumulate experience and remain with the company over 10- or 20-year periods, regardless of changes in their life stages.

However, in general, when children enter elementary school, childcare options and daily rhythms change significantly compared to the nursery school era, creating a social issue known as the "First-Grade Wall," where parents face new challenges in balancing work and childcare. Furthermore, from the fourth grade of elementary school onwards, the "Fourth-Grade Wall" becomes apparent, where after-school options decrease due to restrictions on the use of after-school care programs, forcing parents to reconsider their working styles or abandon their careers. The goal is to create an environment where these future core human resources can continue to challenge themselves with peace of mind, without ever having to give up their careers even when facing social issues during life stage changes related to childcare. This is the primary objective behind the decision to extend reduced working hours to "up to 12 years," which is four times the statutory standard, and it is a strategic investment that embodies the Company's "determination for transformation."

■ Message from Kumi Kondo, Executive Officer and CHRO (Chief Human Resources Officer)

"An environment where employees do not have to give up their careers due to life events"

The success of women is essential to achieving the new medium-term management plan for 2030.

We will realize an environment where employees can continue to grow steadily toward the future without giving up their careers, even when they encounter life events.

This action plan represents our company's "serious commitment" to human resources development.

We will promote this plan to build an organization where all employees can actively take on challenges.

Kumi Kondo, Executive Officer, CHRO

■ Plan Period

April 1, 2026 to March 31, 2030 (4 years)

■ Three Major Priority Themes of the General Employer Action Plan (Track Record, Targets, and Specific Measures)

(1) Increasing the Ratio of Female Managers (Mindset Transformation and Career Support)

Indicator	FY2024	FY2025	FY2026	FY2030 [Target]	Gap to Target
Ratio of female managers	13.8%	11.0%	14.4%	20.0% or more	+5.6%

- **Specific Measure: Strategic development of next-generation female leaders through by nominating specific candidates**

Moving beyond abstract, uniform training, we will select next-generation leader candidates from each department by nominating specific candidates and formulate individual development plans. By establishing a system where management and the human resources department collaborate to monitor progress regularly, we will create a path for advancement and ensure their appointment.

In addition, through the female empowerment project "Lean in Premium," we will strengthen mindset development and training. Furthermore, we will foster an organizational culture where employees can support each other and proactively take on career challenges through cross-departmental internal communities that build peer support.

(2) Support for Balancing Childcare and Nursing Care (Development of Advanced Infrastructure)

Indicator	FY2024	FY2025	FY2026	FY2030 [Target]	Gap to Target
Male childcare leave take-up rate	50.0%	77.8%	80.0%	100.0%	+20.0%

- **Specific Measure: Reduced working hours until elementary school graduation (up to 12 years) and nursing care support**

We will expand the childcare reduced working hours period to "until elementary school graduation (up to 12 years)," which is four times the statutory requirement. At the same time, we will gradually expand infrastructure to support balancing work with "nursing care," an area where an increasing number of employees are expected to face challenges. By providing peace of mind that anticipates life events, we will support long-term career continuity, ensuring that human resources are not swayed by changes in their life stages.

(3) Optimization of the Working Environment (Flexible Work Styles and Productivity Improvement)

Indicator	FY2024	FY2025	FY2026	FY2030 [Target]	Gap to Target
Overtime hours (monthly average)	22.5 hours	23.3 hours	23.9 hours	20.0 hours or less	-3.9 hours

- **Specific Measure: Promotion of flexible work styles and business efficiency through AI and DX**

We will further reduce our monthly average overtime of 23.9 hours, which is already significantly below the industry standard, to "within 20 hours per month." We will accelerate company-wide AI integration and process reform to ensure an environment where employees can focus on core and high-value-added tasks. We will foster an organizational culture where employees do not feel hesitant about choosing reduced working hours and where the entire team works together to increase productivity.

(*This plan is formulated under the "Act on Promotion of Women's Participation and Advancement in the Workplace" and the "Act on Advancement of Measures to Support Raising Next-Generation Children")

The Premium Group will continue to pursue an environment where our "enriched human capital" with diverse backgrounds can take the initiative and maximize their potential, thereby embodying sustainable human capital management and contributing to the realization of a richer society.

[Details]

[General Employer Action Plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace and the Act on Advancement of Measures to Support Raising Next-Generation Children \(Premium Group Co., Ltd.\)](#)

-----Company Information-----

[About Premium Group]

Premium Group is an "Auto Mobility Service Company."

We provide advanced solutions to customers, automobile dealers, and automobile maintenance facilities in various processes related to "cars," including procurement, purchase, use, maintenance, and trade-in.

The Company was listed on the First Section of the Tokyo Stock Exchange in December 2018 and transitioned to the Prime Market in April 2022. Currently, with a group structure of over 20 companies both in Japan and overseas, we are also expanding our business internationally, primarily in Southeast Asia.

〈Company Profile〉

Company name: Premium Group Co., Ltd. (holding company)

Listed market: Tokyo Stock Exchange Prime Market (Securities Code: 7199)

Representative: Yohichi Shibata, President and Representative Director, CEO

Location: 19F Okura Prestige Tower, 2-10-4 Toranomom, Minato-ku, Tokyo

Established: May 2015 (Group founded in November 2007)

Share capital: 1,817 million yen (as of March 31, 2026)

Business description: Management and operation of a corporate group through the holding of shares, etc.

URL: <https://www.premium-group.co.jp/>

<Inquiries regarding this matter>

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