

INSEC Co., Ltd. and INSEC Employees Co., Ltd. agree as follows regarding the provisions of Article 30-4, Paragraph 1 of the Worker Dispatch Act.

**Article 1 (Scope of target dispatched workers)**

1. This Agreement applies to employees (hereinafter referred to as "Eligible Employees") among our temporary employees.
2. Since the employees covered by this labor agreement are subject to frequent changes in their dispatch destinations, this labor agreement shall be applied to these employees in order to prevent their mid- to long-term career development and to prevent their income from becoming unstable.
3. INSEC Co., Ltd. shall not exclude applicable employees from the application of this Agreement during the term of a single labor contract unless there are special circumstances.

**Article 2 (wage composition)**

1. Wages for eligible employees include basic salary (including various allowances and bonuses; the same applies hereinafter), overtime work allowance, late night/holiday work allowance, commuting allowance, and retirement allowance.

**Article 3 (Method of determining wages)**

1. The "average amount of wages of ordinary workers engaged in the same type of work" to which the base salary and bonus of the subject employee are to be compared shall be as set forth in Appendix 1, "2", meeting the conditions listed below.

- (1) The job categories of general workers engaged in the same type of work to be compared are as follows. The "average amount of wages of ordinary workers engaged in the same kind of work" stipulated in (i) of item 2 of paragraph 1 of Article 30-4 of the Act for Securing Proper Operation of Worker Dispatching Undertakings and Protection of Dispatched Workers, etc. for FY2024, No. 0826-1 of August 29, 2023, hereinafter referred to as the "Notification".

| Item No. | Occupation                       | Occupations to be compared   |
|----------|----------------------------------|--|
| A        | Driving school instructor        | "199 Other Educational Occupations" specified in Attachment 2 of the notification        |
| B        | Product manufacturing work       | "49 Production equipment (metal)" specified in Attachment 2 of the notification          |
| C        | Product pressing/casting work    | "52 Metal material manufacturing, etc." specified in Attachment 2 of the notification    |
| D        | Metal product manufacturing work | "536 Metal products manufacturing workers" specified in Attachment 2 of the notification |
| E        | Metal welding work               | "537 Metal welding and fusing work" specified in Attachment 2 of the notification        |

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**Temporary Employees.**

**Article 6 (Commuting allowance)**

1. Commuting allowance for eligible employees shall be paid in an amount equivalent to the actual cost of commuting, and the calculation method shall be as follows.
  - (1) The distance from your home address to your workplace on Google Maps is the one-way commuting distance. Note that if there are multiple route candidates as a result of the search, the route that is the shortest in distance and does not use toll roads in principle will be adopted.
  - (2) The commuting allowance per day is calculated by multiplying the round-trip commuting distance by 14 yen (gasoline unit price 140 yen/10 km), and the amount will be paid for the number of days actually worked.
  - (3) Regardless of the preceding items, commuting allowance will be paid to those who commute less than 2 kilometers one way, who commute by bicycle or on foot, who use transportation provided by the company, or who use a car lent by the company.
  - (4) Commuting allowance is capped at 13,000 yen per month.

**Article 7 (Basics for comparison of retirement benefits)**

1. The "average wage of ordinary workers engaged in similar work", which is the subject of comparison for retirement allowances for eligible employees, shall be as shown in Attached Table 3, which satisfies the conditions listed in the following items:
  - (1) Minimum years of service required to receive retirement allowance:  
In the "2018 Working Conditions Survey" (Ministry of Health, Labor and Welfare) stipulated in the notification, in the "Survey on the number of companies by minimum years of service required to receive lump-sum retirement allowance (surveyed industry total)", those with the highest response rate (Both voluntary retirement and company-convenient retirement for 3 years or more but less than 4 years), the continuation of the dispatch contract with the dispatch company and the provision of stable services are based on employment stability and medium-term employment through long-term service of dispatched employees. Since long-term career development is essential, the minimum number of years of service required to receive retirement benefits at our company is set to exceed a certain period (one year) in addition to the three-year period limit for temporary work.
  - (2) Number of months of payment for each length of service at the time of retirement (4 years, 5 years, 10 years, 15 years, 20 years, 25 years, 30 years):  
The payment rate (number of months) for high school graduates stipulated in the notification in "Wage and Retirement Allowance Situation for Small and Medium Enterprises in 2022"

**Article 8 (Number of years of employment required for retirement allowance payment and payment amount)**

1. Retirement allowance for eligible employees shall be as shown in Attached Table 4 if the conditions listed in the following items are met. Furthermore, years of service shall be interpreted as years of employment after April 1, 2020, when new retirement allowance regulations were established.
  - (1) Compared to those shown in Attachment 3, the minimum number of years of service required to receive

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|   |  |  |
|---|--|--|
| F | Seasoning/beverage manufacturing work    | Manufacture and processing of 54 products as specified in Attachment 2 of the Circular               |
| G | Glassware manufacturing work             | "542 Ceramics/earthenware product manufacturing works" specified in Attachment 2 of the notification |
| H | Plastic product manufacturing work       | "565 Plastic product manufacturing works" specified in Attachment 2 of the notification              |
| I | Wire harness manufacturing work          | "582 Wire bundle work" specified in Attachment 2 of the notification                                 |
| J | Product inspection work                  | "61 product inspection (metal)" stipulated in 2  |
| K | Ceramics/plastic product inspection work | "62 product inspections (excluding metals)" specified in Attachment 2 of the notification            |

For A, D, E, G, H, and I use the subcategory that has the most suitable occupation based on the actual business situation, and for B, C, F, J, and K based on the actual business situation. Intermediate classifications with correspondingly appropriate occupations shall be used.

- (2) Commuting allowance shall be separated from basic salary and shall be as provided in Article 6.
- (3) Regarding regional adjustment, since there is no possibility of transfer or transfer outside the jurisdiction of the place of employment, in order to carry out regional adjustment in accordance with the actual situation, we use the "regional index" of the employment security service statistics to calculate the "regional index" of the employment security jurisdiction. Select "Iwata", "Kakegawa", "Shimada", or "Yaizu".

**Article 4 (Basic salary)**

1. The basic salary of eligible employees shall be as shown in Attached Table 2 if the following conditions are met:
  - (1) The amount must be equal to or higher than the average wage of general workers engaged in the same type of work listed in Schedule 1.
  - (2) The correspondence between the duties of each grade in Attached Table 2 and the average wage of general workers engaged in the same type of work in Attached Table 1 shall be as follows:
    - A rank: 10 years or more
    - B rank: 3 years or more (less than 10 years)
    - C rank: 0 years or more (less than 3 years)
2. In the case of fixed-term temporary employees, wages shall be revised at the time of employment contract renewal, or on April 1 of each year in the case of indefinite-term temporary employees, based on an evaluation of job content, job performance, motivation, ability or experience, and other actual conditions of employment, in accordance with Article 43 "Wage Revision" of the Employment Regulations for Temporary Employees.

**Article 5 (Overtime work)**

1. Overtime work allowances and late night/holiday work allowances for eligible employees will be paid in accordance with the provisions of the law in accordance with Article 41 of the Employment Regulations for

retirement allowance is the same or more years.

- (2) Compared to what is shown in Attachment 3, the number of months of retirement allowance paid for each year of service at the time of retirement is the same or more.

**Article 9 (Evaluation in determining wages)**

1. The basic salary shall be determined based on the annual performance evaluation and in accordance with Article 43 (Revision of Wages) of the Work Regulations for Temporary Employees. Based on the individual evaluation results, the basic salary will be determined as shown in Attached Table 2. do.

**Article 10 (Treatment other than wages)**

1. Education and training (excluding those specified in the next article), welfare benefits, and other non-wage treatment shall be the same as regular employees.

**Article 11 (Education and Training)**

1. Education and training stipulated in Article 30-2 of the Worker Dispatch Act will be steadily implemented in accordance with the education and training implementation plan separately established based on the Worker Dispatch Act.

**Article 12 (Others)**

1. Regarding matters not stipulated in this agreement, labor and management will separately discuss in good faith.

**Article 13 (Validity period)**

1. The effective period of this agreement is from April 1, 2024 to March 31, 2025.

March 28, 2024

Insec Co., Ltd. Representative Director Mutsuno Suzuki



INSEC Co., Ltd. Labor Representative ALBARAN REGINA BALTAZAR



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Attached Table 1: Average wage of general workers engaged in similar work  
(Relationship between basic salary and bonus)

|   |                                |   | Standard value and value obtained by multiplying the standard value by the ability/experience adjustment index |        |         |         |         |          |          |
|---|--------------------------------|---|--|--------|---------|---------|---------|----------|----------|
|   |                                |   | 0 years  | 1 year | 2 years | 3 years | 5 years | 10 years | 20 years |
| 1 | Other teaching professions ※ 1 | Employment security statistics stipulated in the notification | 1,206  | 1,388  | 1,522   | 1,545   | 1,627   | 1,773    | 2,208    |
| 2 | Area coordination ※ 2          | (Shimada) 97.4  | 1,175  | 1,352  | 1,483   | 1,505   | 1,585   | 1,727    | 2,176    |

Notes on filling out the form

- ※ 1 For the corresponding occupations in the Basic Survey on Wage Structure or Employment Security Services Statistics, state the standard value and the numerical value of the standard value multiplied by the ability/experience adjustment index.
- ※ 2 Enter the value multiplied by the regional index specified in the notification according to the location of the dispatch destination office.

Attached Table 2: Basic salary of eligible employees

| Grade | Job details (※1) | Basic salary (※ 2) | The average wage of the corresponding ordinary worker (※ 3) | Competency and experience of corresponding general worker |
|-------|------------------|--------------------|---|---|
| A     | Senior           | 1,730              | 1,727   | 10 years  |
| B     | Intermediate     | 1,510              | 1,505   | 3 years   |
| C     | Beginner         | 1,180              | 1,175   | 0 year  |

Notes on filling out the form

- ※ 1 The details of the duties required for each grade are specified in the attached sheet.
- ※ 2 The total of the temporary worker's basic salary and various allowances (excluding overtime allowance, commuting allowance, and retirement allowance) converted to hourly wage is listed. As a result of the performance evaluation, if it is recognized that the employee has accumulated experience and improved his/her abilities, the employee will be promoted and the wage will be revised.
- ※ 3 Labor and management determine the correspondence between the number of years of ability and experience that each grade of work corresponds to, and state the average wage for ordinary workers engaged in the same type of work accordingly.

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Attached Table 1: Average wage of general workers engaged in similar work  
(Relationship between basic salary and bonus)

|   |                                  |   | Standard value and value obtained by multiplying the standard value by the ability/experience adjustment index |        |         |         |         |          |          |
|---|----------------------------------|---|--|--------|---------|---------|---------|----------|----------|
|   |                                  |   | 0 years  | 1 year | 2 years | 3 years | 5 years | 10 years | 20 years |
| 1 | Production equipment (metal) ※ 1 | Employment security statistics stipulated in the notification | 1,111  | 1,279  | 1,402   | 1,423   | 1,499   | 1,633    | 2,034    |
| 2 | Area coordination ※ 2            | (Kakegawa) 100.5  | 1,117  | 1,286  | 1,410   | 1,431   | 1,507   | 1,642    | 2,045    |

Notes on filling out the form

- ※ 1 For the corresponding occupations in the Basic Survey on Wage Structure or Employment Security Services Statistics, state the standard value and the numerical value of the standard value multiplied by the ability/experience adjustment index.
- ※ 2 Enter the value multiplied by the regional index specified in the notification according to the location of the dispatch destination office.

Attached Table 2: Basic salary of eligible employees

| Grade | Job details (※1) | Basic salary (※ 2) | The average wage of the corresponding ordinary worker (※ 3) | Competency and experience of corresponding general worker |
|-------|------------------|--------------------|---|---|
| A     | Senior           | 1,650              | 1,642   | 10 years  |
| B     | Intermediate     | 1,440              | 1,431   | 3 years   |
| C     | Beginner         | 1,120              | 1,117   | 0 year  |

Notes on filling out the form

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- ※ 2 The total of the temporary worker's basic salary and various allowances (excluding overtime allowance, commuting allowance, and retirement allowance) converted to hourly wage is listed. As a result of the performance evaluation, if it is recognized that the employee has accumulated experience and improved his/her abilities, the employee will be promoted and the wage will be revised.
- ※ 3 Labor and management determine the correspondence between the number of years of ability and experience that each grade of work corresponds to, and state the average wage for ordinary workers engaged in the same type of work accordingly.

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Attached Table 1: Average wage of general workers engaged in similar work  
(Relationship between basic salary and bonus)

|   |                                  |   | Standard value and value obtained by multiplying the standard value by the ability/experience adjustment index |        |         |         |         |          |          |
|---|----------------------------------|---|--|--------|---------|---------|---------|----------|----------|
|   |                                  |   | 0 years  | 1 year | 2 years | 3 years | 5 years | 10 years | 20 years |
| 1 | Production equipment (metal) ※ 1 | Employment security statistics stipulated in the notification | 1,111  | 1,279  | 1,402   | 1,423   | 1,499   | 1,633    | 2,034    |
| 2 | Area coordination ※ 2            | (Shimada) 97.4  | 1,083  | 1,246  | 1,366   | 1,387   | 1,461   | 1,591    | 1,982    |

Notes on filling out the form

- ※ 1 For the corresponding occupations in the Basic Survey on Wage Structure or Employment Security Services Statistics, state the standard value and the numerical value of the standard value multiplied by the ability/experience adjustment index.
- ※ 2 Enter the value multiplied by the regional index specified in the notification according to the location of the dispatch destination office.

Attached Table 2: Basic salary of eligible employees

| Grade | Job details (※1) | Basic salary (※ 2) | The average wage of the corresponding ordinary worker (※ 3) | Competency and experience of corresponding general worker |
|-------|------------------|--------------------|---|---|
| A     | Senior           | 1,600              | 1,591   | 10 years  |
| B     | Intermediate     | 1,390              | 1,387   | 3 years   |
| C     | Beginner         | 1,090              | 1,083   | 0 year  |

Notes on filling out the form

- ※ 1 The details of the duties required for each grade are specified in the attached sheet.
- ※ 2 The total of the temporary worker's basic salary and various allowances (excluding overtime allowance, commuting allowance, and retirement allowance) converted to hourly wage is listed. As a result of the performance evaluation, if it is recognized that the employee has accumulated experience and improved his/her abilities, the employee will be promoted and the wage will be revised.
- ※ 3 Labor and management determine the correspondence between the number of years of ability and experience that each grade of work corresponds to, and state the average wage for ordinary workers engaged in the same type of work accordingly.

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Attached Table 1: Average wage of general workers engaged in similar work  
(Relationship between basic salary and bonus)

|   |  |   | Standard value and value obtained by multiplying the standard value by the ability/experience adjustment index |        |         |         |         |          |          |
|---|--|---|--|--------|---------|---------|---------|----------|----------|
|   |  |   | 0 years  | 1 year | 2 years | 3 years | 5 years | 10 years | 20 years |
| 1 | Metal material manufacturing, etc. ※ 1 | Employment security statistics stipulated in the notification | 1,132  | 1,303  | 1,429   | 1,450   | 1,527   | 1,664    | 2,073    |
| 2 | Area coordination ※ 2                  | (Shimada) 97.4  | 1,103  | 1,270  | 1,392   | 1,413   | 1,488   | 1,621    | 2,020    |

Notes on filling out the form

- ※ 1 For the corresponding occupations in the Basic Survey on Wage Structure or Employment Security Services Statistics, state the standard value and the numerical value of the standard value multiplied by the ability/experience adjustment index.
- ※ 2 Enter the value multiplied by the regional index specified in the notification according to the location of the dispatch destination office.

Attached Table 2: Basic salary of eligible employees

| Grade | Job details (※1) | Basic salary (※ 2) | The average wage of the corresponding ordinary worker (※ 3) | Competency and experience of corresponding general worker |
|-------|------------------|--------------------|---|---|
| A     | Senior           | 1,630              | 1,621   | 10 year   |
| B     | Intermediate     | 1,420              | 1,413   | 3 year  |
| C     | Beginner         | 1,110              | 1,103   | 0 year  |

Notes on filling out the form

- ※ 1 The details of the duties required for each grade are specified in the attached sheet.
- ※ 2 The total of the temporary worker's basic salary and various allowances (excluding overtime allowance, commuting allowance, and retirement allowance) converted to hourly wage is listed. As a result of the performance evaluation, if it is recognized that the employee has accumulated experience and improved his/her abilities, the employee will be promoted and the wage will be revised.
- ※ 3 Labor and management determine the correspondence between the number of years of ability and experience that each grade of work corresponds to, and state the average wage for ordinary workers engaged in the same type of work accordingly.

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Attached Table 1: Average wage of general workers engaged in similar work  
(Relationship between basic salary and bonus)

|   |                                       |   | Standard value and value obtained by multiplying the standard value by the ability/experience adjustment index |        |         |         |         |          |          |
|---|---------------------------------------|---|--|--------|---------|---------|---------|----------|----------|
|   |                                       |   | 0 years  | 1 year | 2 years | 3 years | 5 years | 10 years | 20 years |
| 1 | Metal product manufacturing worker ※1 | Employment security statistics stipulated in the notification | 1,103  | 1,270  | 1,392   | 1,413   | 1,488   | 1,621    | 2,020    |
| 2 | Area coordination ※2                  | (Iwata) 98.9  | 1,091  | 1,257  | 1,377   | 1,398   | 1,472   | 1,604    | 1,998    |

Notes on filling out the form

- ※1 For the corresponding occupations in the Basic Survey on Wage Structure or Employment Security Services Statistics, state the standard value and the numerical value of the standard value multiplied by the ability/experience adjustment index.
- ※2 Enter the value multiplied by the regional index specified in the notification according to the location of the dispatch destination office.

Attached Table 2: Basic salary of eligible employees

| Grade | job details (※1) | Basic salary (※2) | the average wage of the corresponding ordinary worker (※3) | Competency and experience of corresponding general workers |
|-------|------------------|-------------------|--|--|
| A     | Senior           | 1,610             | 1,604  | 10 years   |
| B     | Intermediate     | 1,400             | 1,398  | 3 years  |
| C     | Beginner         | 1,100             | 1,091  | 0 year   |

Notes on filling out the form

- ※1 The details of the duties required for each grade are specified in the attached sheet.
- ※2 The total of the temporary worker's basic salary and various allowances (excluding overtime allowance, commuting allowance, and retirement allowance) converted to hourly wage is listed. As a result of the performance evaluation, if it is recognized that the employee has accumulated experience and improved his/her abilities, the employee will be promoted and the wage will be revised.
- ※3 Labor and management determine the correspondence between the number of years of ability and experience that each grade of work corresponds to, and state the average wage for ordinary workers engaged in the same type of work accordingly.

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Attached Table 1: Average wage of general workers engaged in similar work  
(Relationship between basic salary and bonus)

|   |                                 |   | Standard value and value obtained by multiplying the standard value by the ability/experience adjustment index |        |         |         |         |          |          |
|---|---------------------------------|---|--|--------|---------|---------|---------|----------|----------|
|   |                                 |   | 0 years  | 1 year | 2 years | 3 years | 5 years | 10 years | 20 years |
| 1 | Metal welding/fusion cutting ※1 | Employment security statistics stipulated in the notification | 1,175  | 1,352  | 1,483   | 1,505   | 1,585   | 1,727    | 2,151    |
| 2 | Area coordination ※2            | (Iwata) 98.9  | 1,163  | 1,338  | 1,467   | 1,489   | 1,568   | 1,709    | 2,128    |

Notes on filling out the form

- ※1 For the corresponding occupations in the Basic Survey on Wage Structure or Employment Security Services Statistics, state the standard value and the numerical value of the standard value multiplied by the ability/experience adjustment index.
- ※2 Enter the value multiplied by the regional index specified in the notification according to the location of the dispatch destination office.

Attached Table 2: Basic salary of eligible employee

| Grade | job details (※1) | Basic salary (※2) | the average wage of the corresponding ordinary worker (※3) | Competency and experience of corresponding general workers |
|-------|------------------|-------------------|--|--|
| A     | Senior           | 1,710             | 1,709  | 10 years   |
| B     | Intermediate     | 1,490             | 1,489  | 3 years  |
| C     | Beginner         | 1,170             | 1,163  | 0 year   |

Notes on filling out the form

- ※1 The details of the duties required for each grade are specified in the attached sheet.
- ※2 The total of the temporary worker's basic salary and various allowances (excluding overtime allowance, commuting allowance, and retirement allowance) converted to hourly wage is listed. As a result of the performance evaluation, if it is recognized that the employee has accumulated experience and improved his/her abilities, the employee will be promoted and the wage will be revised.
- ※3 Labor and management determine the correspondence between the number of years of ability and experience that each grade of work corresponds to, and state the average wage for ordinary workers engaged in the same type of work accordingly.

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Attached Table 1: Average wage of general workers engaged in similar work  
(Relationship between basic salary and bonus)

|   |                                     |   | Standard value and value obtained by multiplying the standard value by the ability/experience adjustment index |        |         |         |         |          |          |
|---|-------------------------------------|---|--|--------|---------|---------|---------|----------|----------|
|   |                                     |   | 0 years  | 1 year | 2 years | 3 years | 5 years | 10 years | 20 years |
| 1 | Product manufacturing/Processing ※1 | Employment security statistics stipulated in the notification | 1,067  | 1,228  | 1,347   | 1,367   | 1,439   | 1,568    | 1,954    |
| 2 | Area coordination ※2                | (Yaizu) 98.8  | 1,055  | 1,214  | 1,331   | 1,351   | 1,422   | 1,550    | 1,931    |

Notes on filling out the form

- ※1 For the corresponding occupations in the Basic Survey on Wage Structure or Employment Security Services Statistics, state the standard value and the numerical value of the standard value multiplied by the ability/experience adjustment index.
- ※2 Enter the value multiplied by the regional index specified in the notification according to the location of the dispatch destination office.

Attached Table 2: Basic salary of eligible employee

| Grade | job details (※1) | Basic salary (※2) | the average wage of the corresponding ordinary worker (※3) | Competency and experience of corresponding general workers |
|-------|------------------|-------------------|--|--|
| A     | Senior           | 1,550             | 1,550  | 10 years   |
| B     | Intermediate     | 1,360             | 1,351  | 3 years  |
| C     | Beginner         | 1,060             | 1,055  | 0 year   |

Notes on filling out the form

- ※1 The details of the duties required for each grade are specified in the attached sheet.
- ※2 The total of the temporary worker's basic salary and various allowances (excluding overtime allowance, commuting allowance, and retirement allowance) converted to hourly wage is listed. As a result of the performance evaluation, if it is recognized that the employee has accumulated experience and improved his/her abilities, the employee will be promoted and the wage will be revised.
- ※3 Labor and management determine the correspondence between the number of years of ability and experience that each grade of work corresponds to, and state the average wage for ordinary workers engaged in the same type of work accordingly.

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Attached Table 1: Average wage of general workers engaged in similar work  
(Relationship between basic salary and bonus)

|   |  |   | Standard value and value obtained by multiplying the standard value by the ability/experience adjustment index |        |         |         |         |          |          |
|---|--|---|--|--------|---------|---------|---------|----------|----------|
|   |  |   | 0 years  | 1 year | 2 years | 3 years | 5 years | 10 years | 20 years |
| 1 | Ceramics/earthstone product manufacturing ※1 | Employment security statistics stipulated in the notification | 1,116  | 1,285  | 1,408   | 1,430   | 1,505   | 1,641    | 2,043    |
| 2 | Area coordination ※2                         | (Shimada) 97.4  | 1,087  | 1,252  | 1,372   | 1,393   | 1,466   | 1,599    | 1,990    |

Notes on filling out the form

- ※1 For the corresponding occupations in the Basic Survey on Wage Structure or Employment Security Services Statistics, state the standard value and the numerical value of the standard value multiplied by the ability/experience adjustment index.
- ※2 Enter the value multiplied by the regional index specified in the notification according to the location of the dispatch destination office.

Attached Table 2: Basic salary of eligible employee

| Grade | job details (※1) | Basic salary (※2) | the average wage of the corresponding ordinary worker (※3) | Competency and experience of corresponding general workers |
|-------|------------------|-------------------|--|--|
| A     | Senior           | 1,600             | 1,599  | 10 years   |
| B     | Intermediate     | 1,400             | 1,393  | 3 years  |
| C     | Beginner         | 1,090             | 1,087  | 0 year   |

Notes on filling out the form

- ※1 The details of the duties required for each grade are specified in the attached sheet.
- ※2 The total of the temporary worker's basic salary and various allowances (excluding overtime allowance, commuting allowance, and retirement allowance) converted to hourly wage is listed. As a result of the performance evaluation, if it is recognized that the employee has accumulated experience and improved his/her abilities, the employee will be promoted and the wage will be revised.
- ※3 Labor and management determine the correspondence between the number of years of ability and experience that each grade of work corresponds to, and state the average wage for ordinary workers engaged in the same type of work accordingly.

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Attached Table 1: Average wage of general workers engaged in similar work  
(Relationship between basic salary and bonus)

|   |   |   | Standard value and value obtained by multiplying the standard value by the ability/experience adjustment index |        |         |         |         |          |          |
|---|---|---|--|--------|---------|---------|---------|----------|----------|
|   |   |   | 0 years  | 1 year | 2 years | 3 years | 5 years | 10 years | 20 years |
| 1 | Plastic product manufacturing worker ※1 | Employment security statistics stipulated in the notification | 1,088  | 1,252  | 1,373   | 1,394   | 1,468   | 1,599    | 1,992    |
| 2 | Area coordination ※2                    | (Kakegawa) 100.5  | 1,094  | 1,259  | 1,380   | 1,401   | 1,476   | 1,607    | 2,002    |

Notes on filling out the form

- ※1 For the corresponding occupations in the Basic Survey on Wage Structure or Employment Security Services Statistics, state the standard value and the numerical value of the standard value multiplied by the ability/experience adjustment index.
- ※2 Enter the value multiplied by the regional index specified in the notification according to the location of the dispatch destination office.

Attached Table 2: Basic salary of eligible employee

| Grade | job details (※1) | Basic salary (※2) | the average wage of the corresponding ordinary worker (※3) | Competency and experience of corresponding general workers |
|-------|------------------|-------------------|--|--|
| A     | Senior           | 1,610             | 1,607  | 10 years   |
| B     | Intermediate     | 1,410             | 1,401  | 3 years  |
| C     | Beginner         | 1,100             | 1,094  | 0 year   |

Notes on filling out the form

- ※1 The details of the duties required for each grade are specified in the attached sheet.
- ※2 The total of the temporary worker's basic salary and various allowances (excluding overtime allowance, commuting allowance, and retirement allowance) converted to hourly wage is listed. As a result of the performance evaluation, if it is recognized that the employee has accumulated experience and improved his/her abilities, the employee will be promoted and the wage will be revised.
- ※3 Labor and management determine the correspondence between the number of years of ability and experience that each grade of work corresponds to, and state the average wage for ordinary workers engaged in the same type of work accordingly.

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Attached Table 1: Average wage of general workers engaged in similar work  
(Relationship between basic salary and bonus)

|   |                       |   | Standard value and obtained by multiplying the standard value by the ability/experience adjustment index |        |         |         |         |          |          |
|---|-----------------------|---|--|--------|---------|---------|---------|----------|----------|
|   |                       |   | 0 years  | 1 year | 2 years | 3 years | 5 years | 10 years | 20 years |
| 1 | Bundle wire worker ※1 | Employment security statistics stipulated in the notification | 965  | 1,111  | 1,218   | 1,236   | 1,302   | 1,419    | 1,767    |
| 2 | Area coordination ※2  | (Kakegawa) 100.5  | 984  | 1,117  | 1,236   | 1,271   | 1,359   | 1,488    | 1,884    |

Notes on filling out the form

- ※1 For the corresponding occupations in the Basic Survey on Wage Structure or Employment Security Services Statistics, state the standard value and the numerical value of the standard value multiplied by the ability/experience adjustment index.
- ※2 Enter the value multiplied by the regional index specified in the notification according to the location of the dispatch destination office.

Attached Table 2: Basic salary of eligible employee

| Grade | job details (※1) | Basic salary (※2) | the average wage of the corresponding ordinary worker (※3) | Competency and experience of corresponding general workers |
|-------|------------------|-------------------|--|--|
| A     | Senior           | 1,490             | 1,488  | 10 years   |
| B     | Intermediate     | 1,280             | 1,271  | 3 years  |
| C     | Beginner         | 990               | 984  | 0 year   |

Notes on filling out the form

- ※1 The details of the duties required for each grade are specified in the attached sheet.
- ※2 The total of the temporary worker's basic salary and various allowances (excluding overtime allowance, commuting allowance, and retirement allowance) converted to hourly wage is listed. As a result of the performance evaluation, if it is recognized that the employee has accumulated experience and improved his/her abilities, the employee will be promoted and the wage will be revised.
- ※3 Labor and management determine the correspondence between the number of years of ability and experience that each grade of work corresponds to, and state the average wage for ordinary workers engaged in the same type of work accordingly.

14

Attached Table 1: Average wage of general workers engaged in similar work  
(Relationship between basic salary and bonus)

|   |                               |   | Standard value and value obtained by multiplying the standard value by the ability/experience adjustment index |        |         |         |         |          |          |
|---|-------------------------------|---|--|--------|---------|---------|---------|----------|----------|
|   |                               |   | 0 years  | 1 year | 2 years | 3 years | 5 years | 10 years | 20 years |
| 1 | Product inspection (metal) ※1 | Employment security statistics stipulated in the notification | 1,081  | 1,244  | 1,364   | 1,385   | 1,458   | 1,589    | 1,979    |
| 2 | Area coordination ※2          | (Kakegawa) 100.5  | 1,087  | 1,251  | 1,371   | 1,392   | 1,466   | 1,597    | 1,989    |

Notes on filling out the form

- ※1 For the corresponding occupations in the Basic Survey on Wage Structure or Employment Security Services Statistics, state the standard value and the numerical value of the standard value multiplied by the ability/experience adjustment index.
- ※2 Enter the value multiplied by the regional index specified in the notification according to the location of the dispatch destination office.

Attached Table 2: Basic salary of eligible employee

| Grade | job details (※1) | Basic salary (※2) | the average wage of the corresponding ordinary worker (※3) | Competency and experience of corresponding general workers |
|-------|------------------|-------------------|--|--|
| A     | Senior           | 1,600             | 1,597  | 10 years   |
| B     | Intermediate     | 1,400             | 1,392  | 3 years  |
| C     | Beginner         | 1,090             | 1,087  | 0 year   |

Notes on filling out the form

- ※1 The details of the duties required for each grade are specified in the attached sheet.
- ※2 The total of the temporary worker's basic salary and various allowances (excluding overtime allowance, commuting allowance, and retirement allowance) converted to hourly wage is listed. As a result of the performance evaluation, if it is recognized that the employee has accumulated experience and improved his/her abilities, the employee will be promoted and the wage will be revised.
- ※3 Labor and management determine the correspondence between the number of years of ability and experience that each grade of work corresponds to, and state the average wage for ordinary workers engaged in the same type of work accordingly.

15

Attached Table 1: Average wage of general workers engaged in similar work  
(Relationship between basic salary and bonus)

|   |                               |   | Standard value and value obtained by multiplying the standard value by the ability/experience adjustment index |        |         |         |         |          |          |
|---|-------------------------------|---|--|--------|---------|---------|---------|----------|----------|
|   |                               |   | 0 years  | 1 year | 2 years | 3 years | 5 years | 10 years | 20 years |
| 1 | Product inspection (metal) ※1 | Employment security statistics stipulated in the notification | 1,081  | 1,244  | 1,364   | 1,385   | 1,458   | 1,589    | 1,979    |
| 2 | Area coordination ※2          | (Shimada) 97.4  | 1,053  | 1,212  | 1,329   | 1,349   | 1,421   | 1,548    | 1,928    |

Notes on filling out the form

- ※1 For the corresponding occupations in the Basic Survey on Wage Structure or Employment Security Services Statistics, state the standard value and the numerical value of the standard value multiplied by the ability/experience adjustment index.
- ※2 Enter the value multiplied by the regional index specified in the notification according to the location of the dispatch destination office.

Attached Table 2: Basic salary of eligible employee

| Grade | job details (※1) | Basic salary (※2) | the average wage of the corresponding ordinary worker (※3) | Competency and experience of corresponding general workers |
|-------|------------------|-------------------|--|--|
| A     | Senior           | 1,550             | 1,548  | 10 years   |
| B     | Intermediate     | 1,350             | 1,349  | 3 years  |
| C     | Beginner         | 1,060             | 1,053  | 0 year   |

Notes on filling out the form

- ※1 The details of the duties required for each grade are specified in the attached sheet.
- ※2 The total of the temporary worker's basic salary and various allowances (excluding overtime allowance, commuting allowance, and retirement allowance) converted to hourly wage is listed. As a result of the performance evaluation, if it is recognized that the employee has accumulated experience and improved his/her abilities, the employee will be promoted and the wage will be revised.
- ※3 Labor and management determine the correspondence between the number of years of ability and experience that each grade of work corresponds to, and state the average wage for ordinary workers engaged in the same type of work accordingly.

16

Attached Table 1: Average wage of general workers engaged in similar work  
(Relationship between basic salary and bonus)

|   |  |   | Standard value and obtained by multiplying the standard value by the ability/experience adjustment index |        |         |         |         |          |          |  |
|---|--|---|--|--------|---------|---------|---------|----------|----------|--|
|   |  |   | 0 years  | 1 year | 2 years | 3 years | 5 years | 10 years | 20 years |  |
| 1 | Product inspection (excluding metal) ※ 1 | Employment security statistics stipulated in the notification | 1,057  | 1,217  | 1,334   | 1,354   | 1,426   | 1,554    | 1,935    |  |
| 2 | Area coordination ※ 2                    | (Shimada) 97.4  | 1,030  | 1,186  | 1,300   | 1,319   | 1,389   | 1,514    | 1,885    |  |

Notes on filling out the form

※ 1 For the corresponding occupations in the Basic Survey on Wage Structure or Employment Security Services Statistics, state the standard value and the numerical value of the standard value multiplied by the ability/experience adjustment index.

※ 2 Enter the value multiplied by the regional index specified in the notification according to the location of the dispatch destination office.

Attached Table 2: Basic salary of eligible employee

| Grade | job details (※1) | Basic salary (※ 2) | the average wage of the corresponding ordinary worker (※ 3) | Competency and experience of corresponding general workers |
|-------|------------------|--------------------|---|--|
| A     | Senior           | 1,520              | 1,514   | 10 years   |
| B     | Intermediate     | 1,320              |   |  |
| C     | Beginner         | 1,030              |   |  |

Notes on filling out the form

※ 1 The details of the duties required for each grade are specified in the attached sheet.

※ 2 The total of the temporary worker's basic salary and various allowances (excluding overtime allowance, commuting allowance, and retirement allowance) converted to hourly wage is listed. As a result of the performance evaluation, if it is recognized that the employee has accumulated experience and improved his/her abilities, the employee will be promoted and the wage will be revised.

※ 3 Labor and management determine the correspondence between the number of years of ability and experience that each grade of work corresponds to, and state the average wage for ordinary workers engaged in the same type of work accordingly.

Attached Table 3: The average wage of ordinary workers engaged in similar work  
(related to retirement allowance)

| Length of service     |                                   | 3 years | 5 years | 10 years | 15 years | 20 years | 25 years | 30 years | 35 years |
|-----------------------|-----------------------------------|---------|---------|----------|----------|----------|----------|----------|----------|
| Payment rate (Months) | Voluntary retirement              | 1.0     | 1.7     | 3.8      | 6.5      | 9.4      | 12.4     | 15.4     | 18.0     |
|                       | Retirement due to company reasons | 1.4     | 2.4     | 5.1      | 8.2      | 11.4     | 14.6     | 17.5     | 20.3     |

(Source of data) Model retirement allowance payment rate (high school graduates) in "Wage and retirement allowance situation for small and medium-sized enterprises in 2022" (Tokyo)

Attached Table 4: Amount of retirement allowance for eligible employees

Company retirement benefit system

| Length of service |                                   | More than 4 years but less than 5 years | 5 years or more | 10 years or more | 15 years or more | 20 years or more | 25 years or more | 30 years or more | 35 years or more |
|-------------------|-----------------------------------|---|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Months of payment | Voluntary retirement              | 1.35                                    | 1.7             | 3.8              | 6.5              | 9.4              | 12.4             | 15.4             | 18.0             |
|                   | Retirement due to company reasons | 1.9                                     | 2.4             | 5.1              | 8.2              | 11.4             | 14.6             | 17.5             | 20.3             |

(note)

1. Retirement allowance will be paid for one month by multiplying the basic hourly wage at the time of retirement by the prescribed working hours and then by the prescribed average number of working days.
2. The minimum number of years of service required to receive retirement allowance is 4 years, and if the employee has less than 4 years of service at the time of retirement, no payment will be made.

※ If the wage data published by the Ministry of Health, Labor and Welfare is revised after the conclusion of the agreement, the amount of wages specified in Attached Tables 2 and 4 will be the same as the average wage of ordinary workers engaged in the same type of work after the revision.