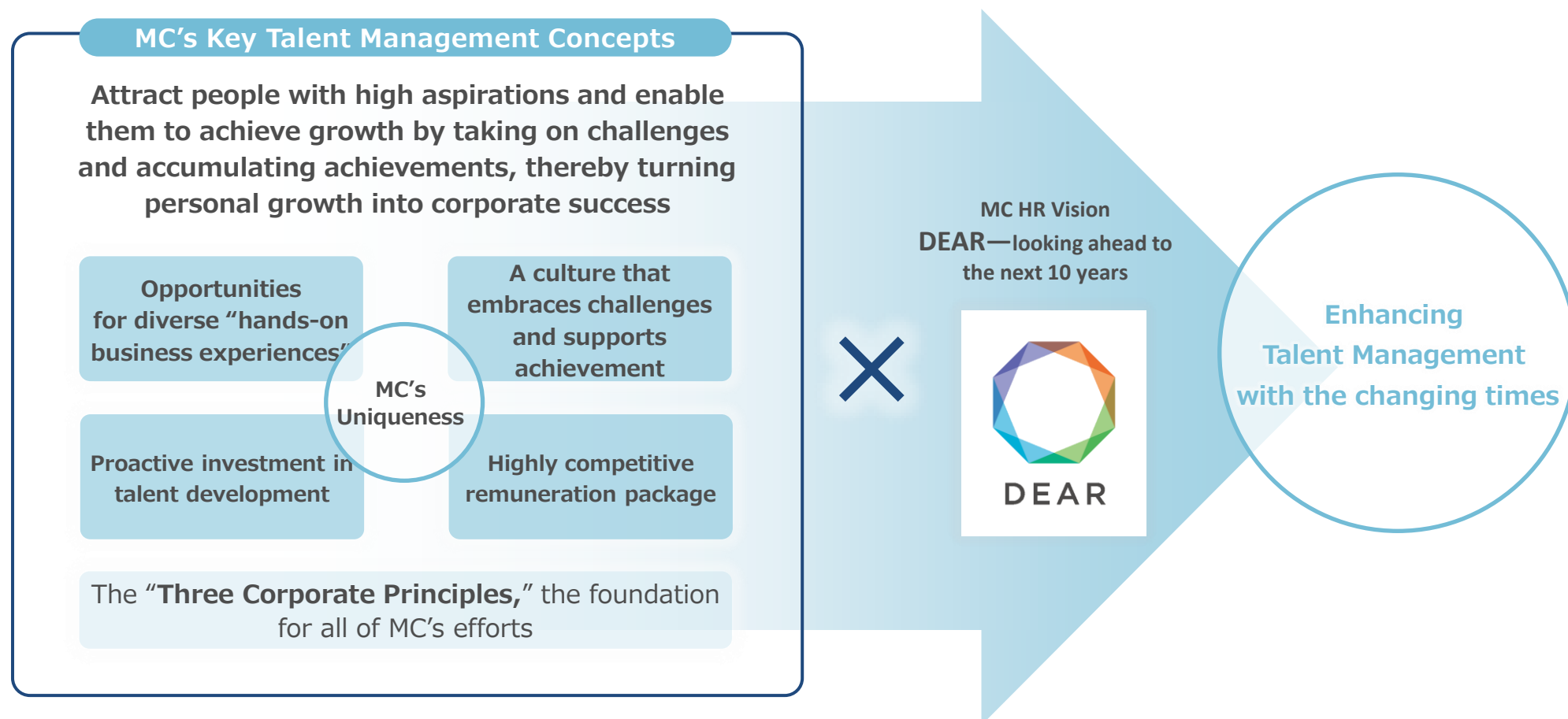


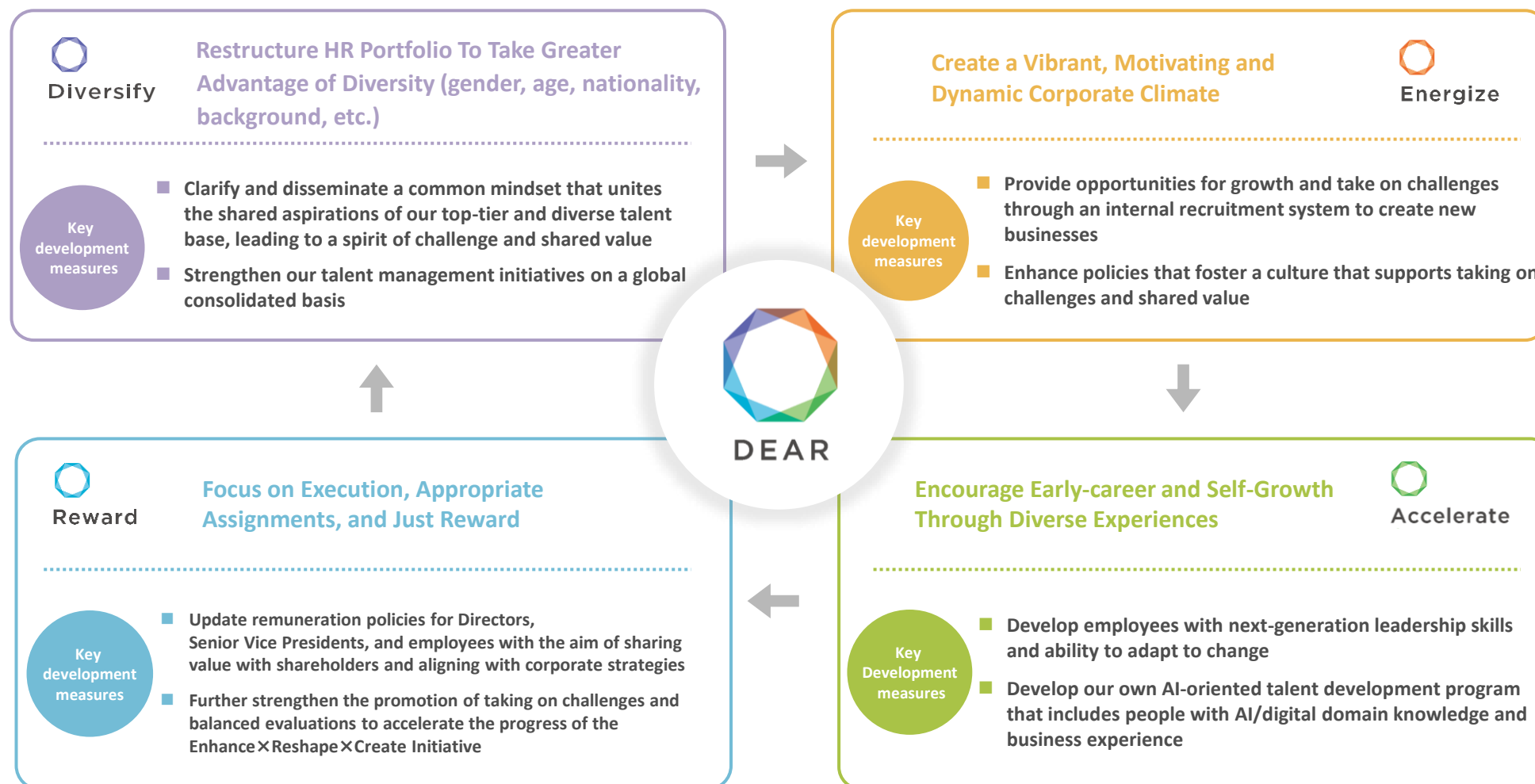
Key Talent Management Concepts

- While returning to MC's fundamental Key Talent Management Concepts, we will continuously develop various human resource initiatives based on MC HR Vision DEAR to accelerate the Enhance, Reshape, Create(E•R•C) Initiatives set forth in Corporate Strategy 2027 (CS 2027).



Key Talent Management Initiatives

■ In addition to existing initiatives, the strategic focus for enhancing our talent management under CS 2027 are as follows.



Appendix

MC's 10-year HR Vision: "DEAR – Diversify, Energize, Accelerate and Reward"

