



1 April 2026

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**Notice Concerning the Expansion of the Reduced Working Hours System for Childcare**  
**(Strengthening Initiatives to Address the "First-Grade Wall")**

Fuji Jutaku Co., Ltd. has put into practice its corporate philosophy, whose foremost principle is to operate the Company for the sake of employees and their families, and has further strengthened its support for balancing work and childcare. Accordingly, effective April 1, 2026, the Company has substantially extended the eligibility period for its reduced working hours system for childcare from “until entry into elementary school” to “until the completion of the third grade of elementary school.”

Details

1. Background and Purpose of the System Revision

In today's society, where dual-income households have become the norm, an increasing number of parents face the so-called “first-grade wall” when their children enter elementary school, including challenges such as the inability to secure childcare hours comparable to extended nursery care, difficulty gaining access to after-school care programs, and issues related to transportation to such facilities. Given that many employees are facing difficulties in balancing work and childcare in the workplace, the Company has decided, with the aim of creating a more supportive work environment, to strongly support the continued employment of employees during their child-rearing years and to extend the eligibility period to “until the completion of the third grade of elementary school,” significantly exceeding legal requirements, so that diverse human resources can demonstrate their abilities over the long term.

2. Overview of the System Revision

- Effective Date: Wednesday, 1 April 2026
- Details of Revision: The eligibility period for the reduced working hours system for childcare has been extended from the previous maximum of “until entry into elementary school” to “until the completion of the third grade of elementary school.”

### 3. Bottom-Up System Reform Driven by Employee Feedback

This revision was realized through a bottom-up approach, incorporating feedback from employees facing challenges in balancing work and childcare, and proposals made by management.

The following comments expressing joy and relief have been received from employees.

- "I was concerned that once my child entered elementary school, there would be times when they would be without adult supervision. With this extension of the system, it is also very reassuring to know that 'this system is available when needed.'" (Employee, Systems Department)
- "It is still quite difficult to have a first-grader walk to and from school alone or stay home alone, and I felt the period of 'until the start of elementary school' was challenging. I am very grateful that the Company has listened to the many voices of employees who are actually raising young children." (Employee, Head Office Sales Department, Residential Development Segment)
- "I have been able to balance work and childcare, even though my days are busy, thanks to the reduced working hours system, which has been a great help. I feel that the working environment has been improving year by year." (Employee, Sales Promotion Section, Business Planning Division)

### 4. Future Outlook

Fuji Jutaku is continuously promoting the creation of an environment where each employee can choose a work style suited to their life stage. Going forward, the Company will continue to develop a framework that enables employees to remain "bright, energetic, and fully engaged" in their work, while striving to promote health and productivity management and human capital development that support the well-being of employees and their families.

The above

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