



August 26, 2026

Address: 1-4-23 Habu-cho, Kishiwada-shi, Osaka  
Company Name: Fuji Jutaku Co., Ltd.  
Name of Representative: Nobutsuna Miyawaki,  
President and Representative Director  
(Securities code: 8860,  
Tokyo Stock Exchange Prime Market)  
Inquiries: Yasuhisa Noguchi, Managing Operating Officer,  
General Manager of Investor Relations Office  
(Telephone: +81-72-437-9010)

**Notice Regarding the Company's Certification under the Ministry of Health, Labour and Welfare's  
"Kurumin Certification" Program**

We are pleased to announce that the Company has obtained "Kurumin Certification" from the Minister of Health, Labour and Welfare as a "Childcare Support Company" based on the Act on Advancement of Measures to Support Raising Next-Generation Children.



**Details**

This certification recognizes our efforts to date in developing systems that support the balance between work and childcare, as well as our initiatives to create a workplace environment where employees can continue to work with peace of mind.

■ About "Kurumin Certification"

"Kurumin Certification" is a system under which the Minister of Health, Labour and Welfare certifies companies that meet certain criteria as "Childcare Support Companies," based on the Act on Advancement of Measures to Support Raising Next-Generation Children, including formulating and implementing a general employer action plan and achieving the goals set forth in the plan.

The Company has positioned the development of a workplace environment where employees can fully demonstrate their abilities while balancing work and family life as one of its key initiatives, and has worked to enhance systems and foster a supportive workplace culture.

As a result of these initiatives being recognized, the Company has obtained "Kurumin Certification".

## ■ Key Initiatives to Support Work-Life Balance with Childcare

The Company is advancing various initiatives to support the balance between work and family life so that employees can continue working with peace of mind even when they experience life events such as marriage, childbirth, and childcare.

### - Creating a workplace environment that facilitates taking childcare leave

We are working to raise awareness of the childcare leave system and promote its use, creating a workplace environment where employees can take childcare leave with peace of mind.

We are also promoting the use of childcare leave among male employees and creating an environment where all employees, regardless of gender, can balance work and childcare.

### - Addressing the "First-Grade Wall"

At our Company, we value not only meeting legal standards for work-childcare balance support but also addressing the challenges that employees actually face in their daily lives.

One such challenge is addressing the so-called "First-Grade Wall," where balancing work and childcare becomes more difficult when a child enters elementary school.

The Company has established a reduced working hours system for childcare that can be used until the completion of the third grade of elementary school.

Recognizing that there are various challenges in balancing childcare and work even after children enter elementary school, such as after-school care, school events, and after-school activities, we are creating an environment where employees with children can continue to work with peace of mind beyond the legally required period.

### - Creating a workplace culture that supports employees with children

In addition to developing systems, we are working to create a workplace culture where employees can work with peace of mind while balancing work and family life through mutual understanding and support among employees.

We are also promoting the use of telework to encourage flexible working styles that accommodate each employee's lifestyle and job responsibilities. By utilizing telework, we are creating an environment where employees can continue working while flexibly responding to childcare and family circumstances.

The Company is working to create a workplace environment where employees can continue to work with peace of mind according to their respective life stages by combining work-life balance support systems such as childcare leave and reduced working hours for childcare with flexible working styles including telework.

## ■ Promoting a Comfortable Workplace Based on Our Corporate Philosophy of "Valuing People"

Based on our corporate philosophy of "Valuing People," the Company conducts corporate management that values not only customers but also the happiness of our employees and their families.

We believe that supporting the balance between work and childcare not only creates an environment where employees can continue to work with peace of mind but also leads to more fulfilling lives for employees and their families.

Taking this "Kurumin Certification" as an opportunity, we will further enhance our efforts to date and aim to create a workplace environment where not only employees with children but all employees can work with peace of mind and demonstrate their abilities according to their respective life stages.

The Company will continue to value each employee, respect diverse working styles, and work to create a workplace environment that is both comfortable and rewarding.

Through these efforts, we will work to enhance employee engagement and achieve sustainable improvement in corporate value.

## ■ Overview of Kurumin Certification

Certification Date: August 12, 2026

Certification: Certified by the Minister of Health, Labour and Welfare

Certification Category: Kurumin Certification

Legal Basis: Act on Advancement of Measures to Support Raising Next-Generation Children

\* "Kurumin Certification" is a system under which the Minister of Health, Labour and Welfare certifies companies that formulate and implement a general employer action plan for supporting the balance between work and childcare based on the Act on Advancement of Measures to Support Raising Next-Generation Children and meet certain criteria as "Childcare Support Companies."

The above

Note: This document has been translated by AI from a part of the Japanese original for reference purposes only.