

General Employer Action Plan to Advance Women's Success and Next-generation Childcare

In accordance with the objectives of the Act on Advancement of Measures to Support Raising Next-Generation Children and the Act on Promotion of Women's Participation and Advancement in the Workplace, Mori Building Co., Ltd. has formulated the following General Employer Action Plan. Through this plan, Mori Building aims to promote the advancement of female employees and support all relevant employees in balancing work and childcare, ultimately to foster a company in which all employees can thrive and respect each other. This plan shall remain effective for the five-year period from April 1, 2026 to March 31, 2031.

The goals and initiatives of the plan are as follow:

1. Increase the proportion of women in managerial positions to at least 15% by the end of FY2030
Initiative: Establish conditions that allow motivated females to continuously demonstrate and develop their abilities.
 - From April 2026: Gradually introduce women's health checkups, such as comprehensive screenings tailored to women, and measures that address women-specific health issues.
 - From April 2026: Expand support for work-childcare balance, including introducing in-home daycare services for children who are unwell.
 - From April 2026: Enhance support for balancing work and childcare for employees raising children who are truant, have disabilities, require special care, etc.
2. Achieve 100% childcare leave among male employees, with an average annual duration of at least 30 days
Initiative: Create a workplace culture that encourages and enables male employees to take childcare leave.
 - From April 2026: Actively encourage employees to take childcare leave.
 - From April 2026: Foster internal awareness and culture by sharing case studies of childcare leave and conducting awareness programs for managers.
3. Reduce average monthly overtime and holiday working hours per employee to 30 hours or less (annually)
Initiatives: Prevent excessive working hours and promote the effective use of leave.
 - From April 2026: Monitor clock-out times and implement measures based on the actual working hours of each organization.
 - From April 2026: Promote the use of annual paid leave, including by introducing incentives for taking consecutive leave.
4. Create workplace environments that enable employees to balance work and fertility treatment
Initiative: Create supportive environments where employees can work with peace of mind while undergoing fertility treatment.
 - From April 2026: Expand support for fertility treatment, including partial subsidies for related expenses.
 - From April 2026: Establish and regularly communicate policies that balance fertility treatment and work, and continuously promote awareness of available systems.