

Action Plan Based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace

Mitsubishi Estate Co., Ltd. has established the following action plan to create an employment environment easier for women to continue working and play active roles in accordance with the basic principles of Japan's Act on the Promotion of Female Participation and Career Advancement in the Workplace.

1. Period of the Plan: April 1, 2021 – March 31, 2026

2. Our Challenges

- 1) Although recruitment of women is on the rise, it is difficult to increase the number of female managers rapidly due to the low levels of recruitment in the past. Therefore, it will be necessary to increase the number of female managers steadily, including the number of female candidates for middle management positions.
- 2) To realize a workplace environment in which it is easy to balance childcare and work, it is also important to raise the percentage of male employees taking childcare leave. However, the target of 100% has not been achieved.

3. Objectives

- 1) Raise the percentage of female managers to more than 20% by 2030.
- 2) Raise the percentage of eligible men taking childcare leave to more than 75% by fiscal 2025 with an eye on achieving 100% by fiscal 2030.

4. Initiatives

- 1) Boost recruitment of women in new graduate and mid-career hiring
 - Strengthen public relations activities aimed at women with a goal of bringing the percentage of women in new graduate and mid-career hiring to more than 40%.
- 2) Create an environment that makes it easier for women to continue working
 - Host forums (roundtable discussions, lectures, etc.) providing information facilitating work-balance with child rearing as well as career development for female employees who are taking childcare leave or who have returned to work for a certain period after returning.
 - Provide interviews with human resources divisions/departments on return to work from childcare leave.
 - Raise awareness of the reemployment program and leave system in conjunction with the transfer of a spouse.
- 3) Initiatives to raise the percentage of men taking childcare leave
 - Monitor the use of childcare leave by male employees whose spouse has given birth and encourage them to take the leave.
 - Host roundtable discussions, etc. by male employees who have taken childcare leave to encourage men to take the leave.