## 2 経営方針 Management Policy

#### 三井不動産グループの資産

**Assets of the Mitsui Fudosan Group** 

連結総資産 Total Consolidated Assets 約9.8兆円

Approx. ¥ 9.8 trillion

● 有形·無形固定資産

(うち、賃貸等不動産3.8兆円) **Tangible and Intangible Fixed Assets**(Including about ¥3.8 trillion in rental property)

約4.7兆円

Approx. ¥ 4.7 trillion

● 販売用不動産

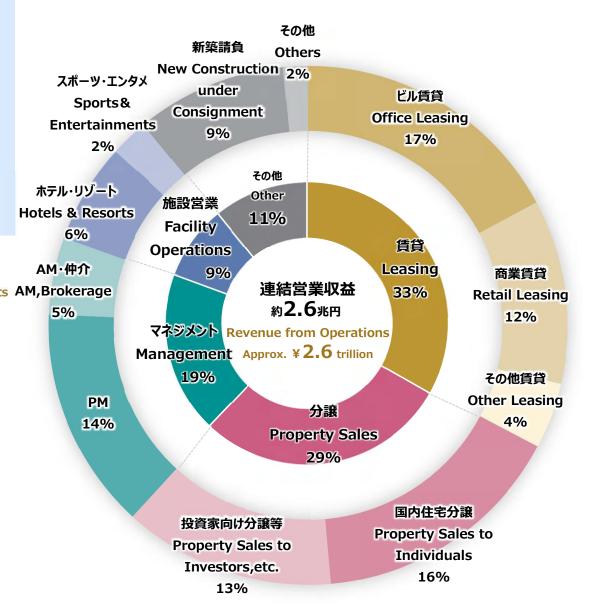
(うち投資家向け約1.7兆円、個人向け約0.7兆円) Real Property for Sale

(Approx.¥1.7 trillion for investors; Approx.¥0.7 trillion for individuals) 約2.5兆円

Approx. ¥ 2.5 trillion

## 収益構造

**Revenue Structure** 

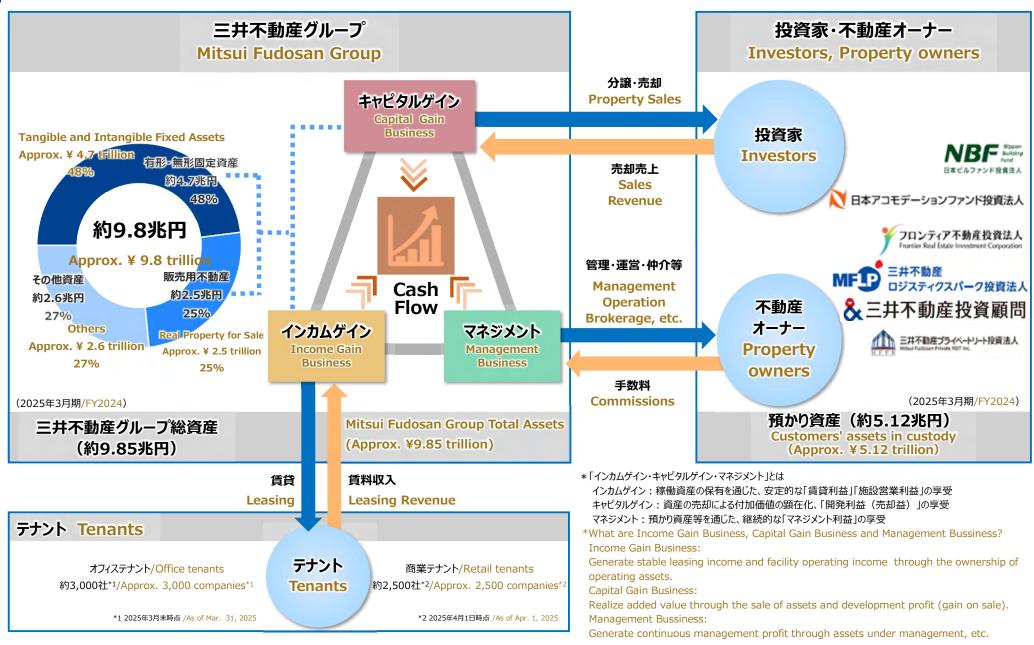






### 不動産の「インカムゲイン」「キャピタルゲイン」「マネジメント」を最適、かつ柔軟に組み合わせ、利益の最大化を実現

Maximize Profits through an Optimal and Flexible Combination of Real Estate "Income Gain Business", "Capital Gain Business" and "Management".



### マーケットやエリアの価値を牽引する「市場とのデカップリング」を実現

We generate new demand and decouple from the market in a bid to drive value.

#### Office (mixed-use properties in city centers)

- Strength of the customer base
- Tenant companies Approx. 3,000
- Various industries
- High head office use 80%\*1
- Long-term use Approx. 24 years(average)\*2



■ Planning, development, and management skills

- Favorably located, high specificationNewer, mixed-use properties
- Intangible services
- Places and communities

#### <Rental Rates in Our Major Development Areas >

(Compared to 2010)\*3

Through "The creation of neighborhoods" that enhances the value of the area, rental rates in development areas have increased, achieving top-class growth rates in central Tokyo.

- Nihonbashi Honcho & Muromachi: 175%
- Yaesu / Kyobashi / Nihonbashi :145%
- Low vacancy rates, stable rental income, and sources of further top-line growth

Office vacancy rate
(as of the end of FY2024)
Mitsui Fudosan

 Office leasing revenue

Approx. 1.3 times in 6 years FY2024: ¥466.6 billion

⇒ FY2019: ¥360.2 billion

#### **Retail & Sports and Entertainment**

■ Collaboration between retail facilities and sports/ entertainment that only we can provide







- Attract more customers and increase sales by increasing the attractiveness of real facilities
- The creation of neighborhoods that instill excitement

#### Logistics

- Attractive portfolio of properties with highly competitive tangible (favorably located, high-specification real estate) and intangible(services)
- Direct sales to cargo owners utilizing the Group's strong customers base / strong relationship with logistics companies
- High competitiveness

Neighborhood creation-type facilities

Cases of contracts with rents

1.3 times

higher than the market\*5

Vacancy rate (over 1 years old)
As of Mar. 2025

#### Housing (Homes and Living)

■ Robust development and sales capabilities of central urban, large-scale, high-end condominiums

High-end condominiums (priced at ¥200 million or higher/unit)

Market share:

More than 50% (FY2024)



- Buoyed by increases in central urban, large-scale, high-end condominium profit margins
- Property Sales to Individuals (Domestic) profit margin reached a record high of 23.3% in FY2024, and it is expected to surpass this in FY2025.

#### **Hotels and Resorts**

- Shift in brand positioning (Mitsui Garden Hotels)
- Brand recognition has elevated from upscale to upper upscale

Upscale
Upscale
Up-mid scale
Mid-scale
Economy

- Capturing demand from inbound travelers
  Inbound travelers lodging ratio (Tokyo)
  60% level (end of FY2018) → Approx. 80% (end of FY2024)
- High ADR growth rate
   FY2024: Approx. + ¥5,000 (compared with FY2023)
   Amounts are record highs

   ⇒ Hotel REIT (ADR) + Approx. ¥2,000-¥3,000\*7
- 4 of the 6 highest-rated facilities in Japan by MICHELIN Guide are our facilities →P.42

<sup>\*1:</sup> Area used as headquarters by approx. 100 tenants who lease large areas Leased area of approx. 100 tenants who lease large areas \*2: Counted as continuous use not only when one of the Company's buildings is continuously used as a head office but also when a head office is relocated from one of the Company's buildings to another and continuously used as a head office. Percentage excluding the eight recent major properties that have opened in the immediate past.

\*3: Sanko Estate Co., Ltd. \*4: Source: Miki Shoji Co., Ltd. \*5: Example of MFLP-LOGIFRONT TOKYO ITABASHI-MFLP FUNABASHI-MFIP HANEDA \*6: According to CBRE (2025.1Q vacancy rate of large multi-tenant logistics facilities in the Tokyo metropolitan area (more than 1 years old)) \*7: 2024 Jan.-Dec.





#### Focal points in portfolio building

- Sourcing of properties with high potential for added value
- Adding value and improving margin through development investment
- Strengthening of resilience to market changes through area-product combinations; awareness of balance between risk and returns

#### **Guideline for Investment Criteria**

(Domestic example: NOI yield)

Central Tokyo prime office buildings

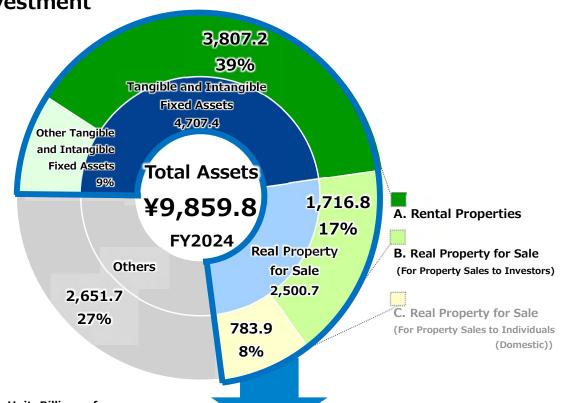
≈5%

Retail Facilities (land holding)

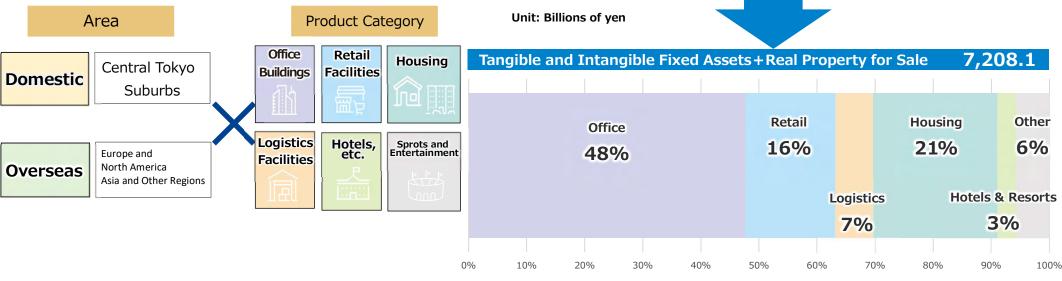
≈8%

Retail Facilities (lease-land type)

≈12%

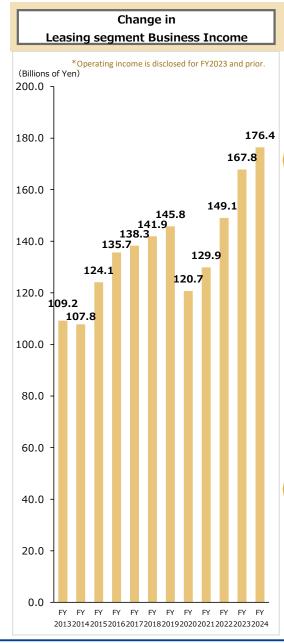


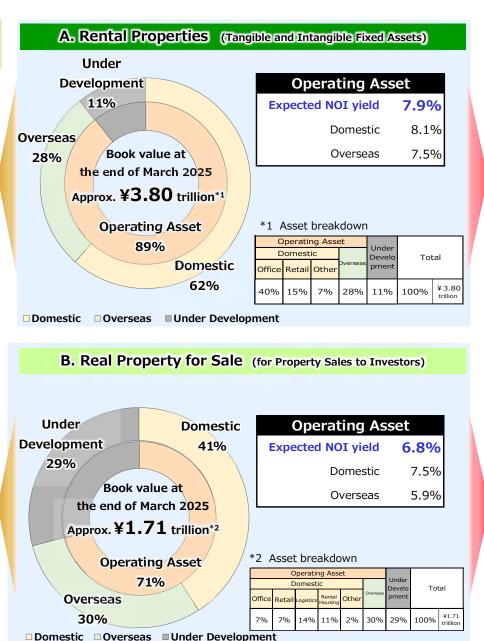
### **Asset Portfolio of the Mitsui Fudosan Group**

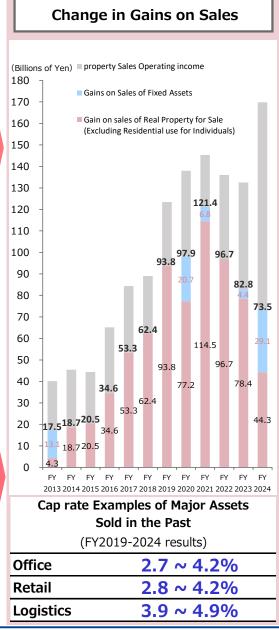




## Realisation of unrealized gain from the timely sale of income-generating real estate holdings (Approx. ¥5.5 trillion)







Mitsui Fudosan Group Long-Term Vision: & INNOVATION 2030 - Announced in Apr. 2024



### **Structure of & INNOVATION 2030**



# **& INNOVATION 2030**

## **Business Strategies**

#### Achieve growth through three paths

- 1. Promote further core business growth (develop and evolve)
- 2. Expand into new asset classes
- 3. Explore new business domains and capture business opportunities



## **Financial Strategies**

Manage with an equal focus on the three key objectives: enhance growth, efficiency and shareholder returns

- 1. Achieve stable and continuous profit growth and enhance cash-generating capabilities
- 2. Improve efficiency and maintain financial soundness by managing the Company's balance sheet
- 3. Expand shareholder returns based on growth and efficiency

Infrastructure That Supports the Strategy
Human resources DX ESG

Please refer to the following URL link for details https://www.mitsuifudosan.co.jp/english/corporate/innovation2030/

## グループ長期経営方針 & INNOVATION 2030 \*2024年4月策定

Mitsui Fudosan Group Long-Term Vision: & INNOVATION 2030 - Announced in Apr. 2024

2 経営方針 Management Policy

**Quantitative Targets: Around FY2030** 

**Growth Indicator** 

EPS<sup>\*1</sup> growth

+8% or higher,CAGR
FY2023 (forecast as of Feb.9, 2024)-FY2030(forecast)CAGR

**Efficiency Indicator** 

ROE 10% or higher

**Quantitative Targets: FY2026** 

Growth Indicator	EPS growth rate	+8% or higher,CAGR FY2023 (forecast as of Feb.9, 2024)-FY2026(forecast)CAGR
PL	Business income Profit attributable to owners of parent	¥440 billion or higher *2  ¥270 billion or higher
BS	Total assets Interest- bearing debt	Around ¥9 trillion Around ¥4.5 trillion
<b>Efficiency Indicator</b>	ROA	5% or higher* <sup>3</sup>

Efficiency Indicator	ROE 8.5% or higher		
Shareholder Returns (FY2024-FY2026)	Total payout 50% or higher each period		
	Dividend payout ratio  Around 35% each period		
	Stable dividend increases linked to sustainable profit growth (continuous and progressive dividends)		
	Flexible and continuous repurchase of own shares		

<sup>\*2:</sup> Operating income +Equity in earnings/losses of affiliates (including Gain/loss on sales ofshares of subsidiaries and affiliates for the purpose of real estate sales)+Gain/loss on salesoffixed assets

#### **Balance Sheet Control**

	Fixed Assets/ Real Property for Sale	Asset turnover with no exceptions (Scope not limited to only real property for sale; fixed assets to also be considered) (FY2024-FY2026)	Around ¥2 trillion	D/E Ratio	Maintain financial soundness while conscious of ratings	Around 1.2-1.5 times
	Marketable Securities	Strategic shareholdings (FY2024-FY2026)	Reduction of 50%	Accelerate efforts to reduce strategic shareholdings; reduce current holdings by 50% over the three-year period to FY2026. Continue to actively reduce strategic shareholdings from FY2026 onward.		
		Stocks held purely for investment	Sell at the right time	Reflecting our track record to date, we will continue to take a flexible and sustainab approach to selling over time, allocating proceeds to invest for future growth while also taking the share price into account.		

<sup>\*1:</sup> Earnings Per Share

<sup>\*3:</sup> Business income / Average total assets over period

## 「& INNOVATION 2030」2025年3月期通期実績および2026年3月期業績予想

"& INNOVATION 2030" FY2024 Results & FY2025 Forecast

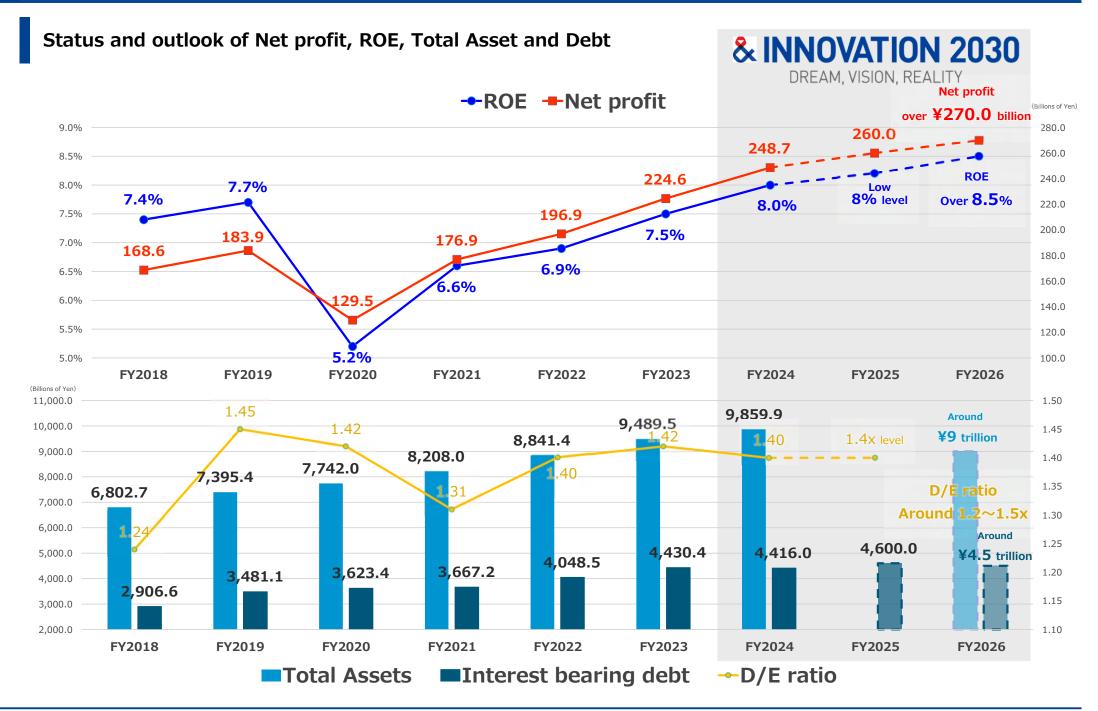
2 経営方針 Management Policy

**Progress Towards the Fiscal Year 2026 Goals of "& INNOVATION 2030"** 

 $\Rightarrow$  P.17 - 24: Details of "& INNOVATION 2030"

& INNOVATION 2030 KPI		FY2024 Result	FY2025 Forecast	FY2026 Goals
Growth Indicator	EPS growth rate*  *Starting from the FY2023 forecasted EPS: ¥78.5	+ <b>13.7</b> %/year (EPS: ¥89.3)	Approx. + <b>9.6</b> %/year·CAGR (EPS : Approx. ¥94*)	+8%/year or higher •CAGR
Efficiency Indicator	ROE	8.0%	Early <b>8</b> % range*	8.5% or higher
-	Business income	¥398.6 billion	¥425.0 billion	¥440.0 billion or higher ⇒ By segment, see P.10
PL	Profit attributable to owners of parent	¥248.7 billion	¥260.0 billion	¥270.0 billion or higher
BS	Interest bearing debt	Approx. ¥4.42 trillion	¥4.60 trillion	Around ¥4.5 trillion
D/E Ratio	Maintain financial soundness while conscious of ratings	1.40x	In the <b>1.4X</b> range*	Around 1.2-1.5 times
Marketable Securities	Strategic shareholdings	Approx. 23% reduction	Cumulative reduction of around 40%	50% reduction (3-year cumulative)

\*Calculated based on certain assumptions

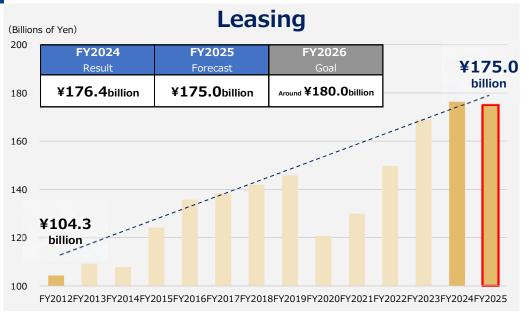


## 「& INNOVATION 2030」主要セグメント 利益成長の推移

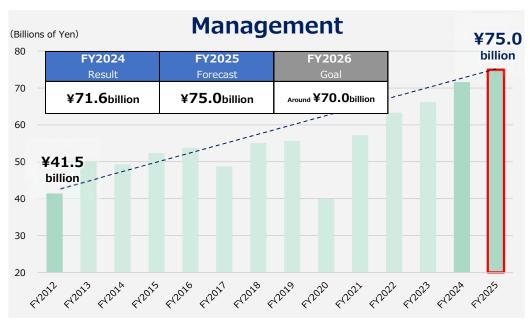
**"& INNOVATION 2030" Profit Growth in Major Segments** 

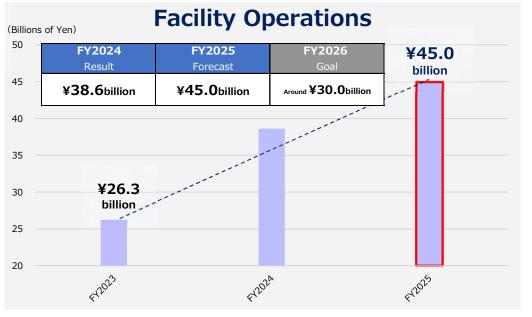


#### Each segment's income is expected to remain steady toward achieving FY2026 Business Income Goals, over ¥440 billion.









\*Until FY2022, based on operating income; from FY2023 onward, based on business income.

## Steady progress towards the three-year cumulative outlook of "& INNOVATION 2030."

"& INNOVATION 2030" 3-Year Cumulative (FY2024-FY2026)



## Progress in FY2024, the First Year of the Group's Long-Term Vision

(FY2024-FY2026)					
Cash In	Cash Out		Item	FY2024 Results	Key Details
Proceeds from asset turnover	Growth investments	Cash In	Proceeds from asset turnover	Approx. <b>¥610.0 billion</b> (Approx. 30%)	Through accelerated asset turnover, including both real estate for sale and fixed assets, properties such as Otemachi One Tower, Lalaport Aichi Togo, and Yokohama Mitsui Building were sold, along with progress in the sale of investment securities.
Around  ¥2 trillion	Around  ¥2 trillion		Basic cash flow from operating activities	Approx. <b>¥490.0 Billion</b> (Approx. 50%)	Profit attributable to shareholders of the parent company, totaling ¥248.7 billion, and depreciation of fixed assets and real estate for sale, etc.
			Growth investments +	Approx.	New investments such as "Lalaport Anjo" by Mitsui Fudosan and "Park
Basic cash flow	Funds for strategic purposes	Cash	Funds for strategic purposes	¥930.0 billion (Approx. 40%)	Wellstate Nishiazabu" and condominium projects by Mitsui Fudosan Residential, etc.
from operating activities	¥ <b>0.6</b> trillion	Out	Shareholder	Approx.	•Shareholder Returns for FY2023: Year-end dividends and Repurchase of own shares totaling ¥40.0 billion.
Around ¥ <b>1</b> trillion	Shareholder returns  Around  ¥0.4 trillion		returns	¥130.0 billion (Approx. 30%)	•Shareholder Returns for FY2024: Interim dividends and partial Repurchase of own shares totaling ¥45.0 billion.

Mitsui Fudosan Group Long-Term Vision: & INNOVATION 2030 Announced in Apr. 2024



## **Executive summary of Financial Strategy**

# Manage with an equal focus on the three key objectives : enhance growth, efficiency and shareholder returns

# Achieve stable and continuous profit growth and enhance cash-generating capabilities

- Achieve stable and continuous leasing income growth through various measures, including the development of new properties and existing property top-line growth.
- Realize development added value through the stable and continuous turnover of assets, while taking into consideration the balance between leasing income and sales profit.
- Enhance cash-generating capabilities through business planning, property development, and management capabilities that are the source of the Company's competitive advantage.

# Improve efficiency and maintain financial soundness by managing the Company's balance sheet

- Further enhance the quality of the asset portfolio by considering and executing asset turnover, reviewing not only real property for sale but fixed assets and investment securities.
- Maintainan "A" rating as a measure of financial soundness and appropriately control financial leverage.
- Steadily and sustainably improve ROE to a level that exceeds the cost of capital.

# **Expand shareholder returns** based on growth and efficiency

- Improve the dividend payout ratio and achieve stable dividend increase linked to profit growth (continuous and progressive dividends).
- Undertake the flexible and continuous repurchase of own shares.
- Implement measures to increase the proportion of long-term shareholders.

Mitsui Fudosan Group Long-Term Vision: & INNOVATION 2030 - Announced in Apr. 2024

## Improve efficiency and maintain financial soundness

- Accelerate asset turnover and realize added value (valuation gains), while taking into consideration the balance between leasing income and sales profit. (Sale of fixed assets and real property for sale without exception; reduction of strategic shareholdings; sell at the right time stocks held purely for investment purposes)

  Work to increase management revenue by expanding assets under management.
- ▶ Maintain a highly efficient and sound financial structure while controlling the balance sheet (BS).



#### **Total assets**

#### Accelerate asset turnover

⇒Realize added value (valuation gains)

Proceeds from asset turnover Around ¥2 trillion (FY2024-FY2026)

#### Fixed assets/ Real property for sale

Sale without exception

#### Marketable securities

Strategic shareholdings

Reduction of around 50% (FY2024-FY2026)

Accelerate efforts to reduce strategic shareholdings; reduce current holdings by 50% over the three-year period to FY2026. Continue to actively reduce strategic shareholdings from FY2026 onward.

Stocks held purely for investment purposes
 Sell at the right time

Reflecting our track record to date, we will continue to take a flexible and sustainable approach to selling over time, allocating proceeds to invest for future growth while also taking the share price into account.

### **Interest-bearing debt/Equity**

Financial leverage Maintain an "A" rating

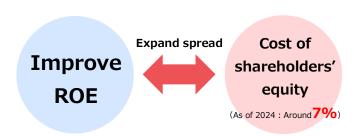
#### D/E ratio

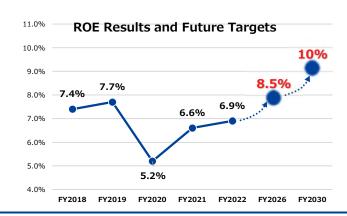
Around 1.2-1.5times

#### **Shareholder returns**

Return of profits to shareholders taking into consideration financial soundness and capital efficiency

 Steadily and sustainably improve ROE to a level that exceeds the cost of shareholders' equity





Active IR dialogue							
Social impact Social value	Competitive advantage Differentiation strategy	Promote ESG initiatives					
Enhance the quality of the portfolio	Future performance stability and continuity	Enhance growth, efficiency and shareholder returns					
Gain the trust and confidence of stakeholders							



## Characteristics of the Mitsui Fudosan Group's Assets

## **Assets under development**

- ✓ <u>Development from scratch</u> is necessary to create new value
- ✓ No profit is generated during development
- ✓ Source of future growth

## Assets in central cities\*2

- ✓ <u>Innovation and excitement</u> through the integration of people, goods, money and information
- ✓ Relatively <u>high cost of land</u>
- ✓ <u>Stabilization of cash flow and</u> <u>reduction of capital cost</u>
- ✓ Large <u>unrealized/realized gain</u>

## Assets to be held

- ✓ Continued possession based on the concept of getting better with age, leading to the evolution of the neighborhoods
- ✓ Securing the freedom for additional investment and demonstration experiments
- ✓ Necessary to control the balance sheet

Our Guideline Ratio to real estate assets\*1

Approx. 30%

Ratio to real estate assets\*1

Approx. 50%

Income Gain Business:

Capital Gain Business: Management

40:40:20

Conceptual Image of profit structure

Efficiency Indicators

- Balancing social and economic values
- Pursuing a good balance between growth and efficiency
- Appropriate D/E ratio of around 1.2 to 1.5

FY2026

ROE Target 8.5% or higher ROA Target 5% or higher \*3

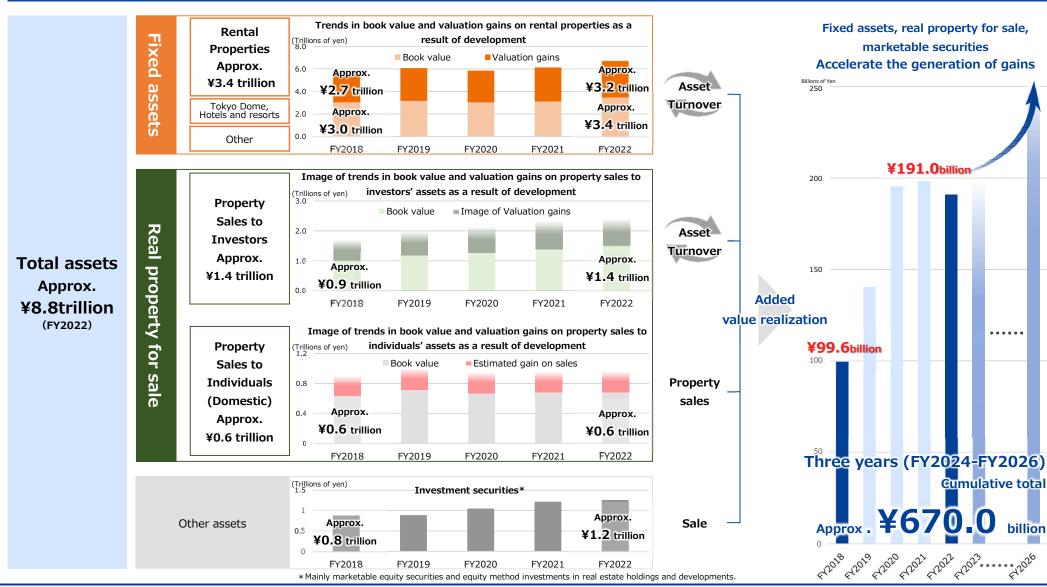
**Around FY2030** 

**ROE** Target 10% or higher

<sup>\*1</sup> Real estate assets = Fixed assets, real property for sale, etc \*2 Assets in central cities = assets in the three wards of central Tokyo and New York, USA \*3 Business income / Average total assets over period

## Realize added value (gain on sales)

- ▶ Enhance the quality of the asset portfolio for further growth and improved efficiency.
- ► Accelerate asset turnover of not only real property for sale but fixed assets and investment securities (including strategic shareholdings and stocks held purely for investment purposes). Continuously realize added value.



Mitsui Fudosan Group Long-Term Vision: &INNOVATION2030 Announced in Apr. 2024

## Expand shareholder returns (FY2024-FY2026)

**Stable and continuous**shareholder returns

Total payout return ratio 50% or higher each period

Strengthen dividends Increase in dividends linked to sustainable profit growth

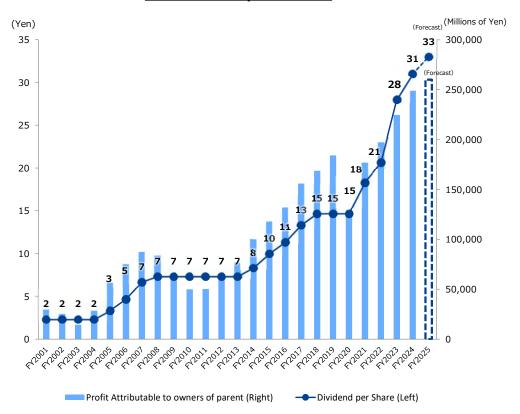
Dividend payout ratio Around 35% each period, introduce continuous and progressive dividends

Growth and increase in value per share

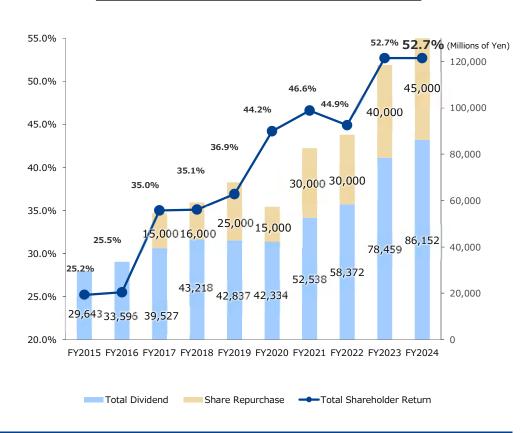
# Flexible and continuous repurchase of own shares

(In principle, repurchased own shares will be cancelled.)

### <u>Trends in Profit Attributable to Owners of Parent</u> and Dividend per Share\*1



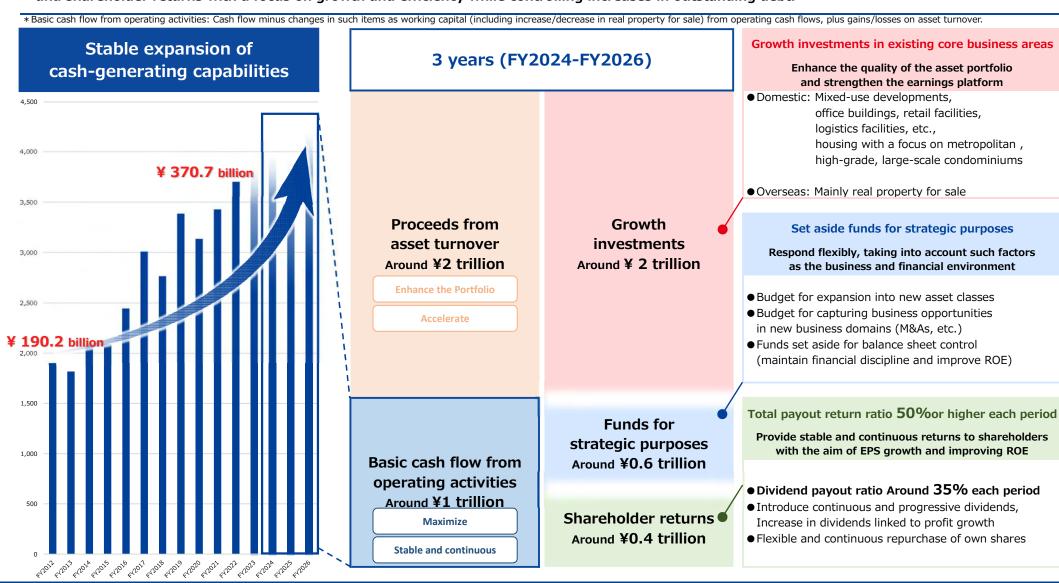
# Trends in Total Dividend Amount, Share Repurchase Amount and Total Shareholder Return Ratio



1 Due to a stock split on 4/1/2024 (from 1 share to 3 shares), FY2001-2023 figures are adjusted to post-split basis and rounded to the nearest whole number.

## **Enhance cash-generating capabilities (FY2024-FY2026)**

- Maximize basic cash flow generated by mainstay businesses. Strengthen stable and continuous cash-generating capabilities.
- ▶ Enhance the quality of the asset portfolio, accelerate asset turnover, and realize added value.
- ▶ Appropriately allocate basic cash flow from operating activities and proceeds from asset turnover to growth investments, strategic funds and shareholder returns with a focus on growth and efficiency while controlling increases in outstanding debt.

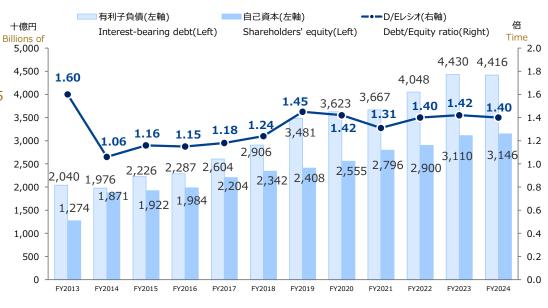


**Financial Situation** 

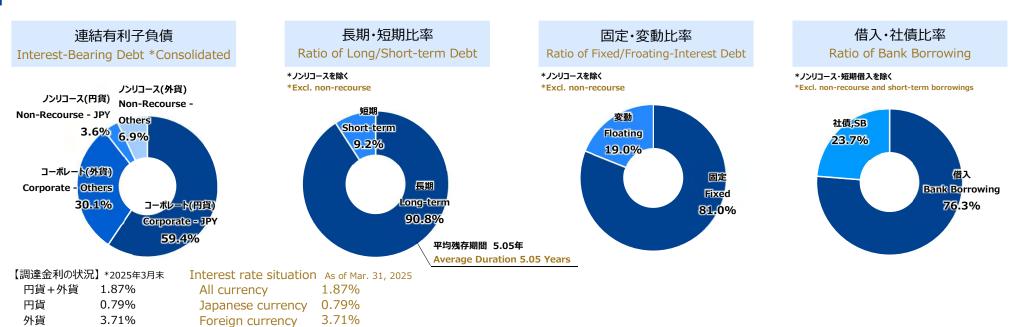
#### 財務状況 /Financial Situation

- 格付を意識しながら、投資好機に向け財務健全性を維持 Maintain financial soundness for investment opportunities while being conscious of the rating
- 有利子負債は、D/Eレシオ: 1.2-1.5倍程度によりコントロール
   To controll interest-bearing debt, referring to D/E ratio around 1.2 to 1.5
- 直接・間接を含め、柔軟に資金調達を実施 Flexible financing, including direct and indirect financing
- 借入残高における高い長期・固定比率を維持
   Maintain a high long-term/fixed ratio of outstanding loans
- 未使用のコミットメントライン4,000億円
   The unused commitment line is ¥400 billion

#### D/Eレシオ等の推移 /Trend of D/E ratio, etc.



### 資金調達/Financing (2025年3月末/As of Mar.31,2025)



## **Financing Situation**

#### 格付の状況

**Credit Rating** 

#### \*2025年8月5日時点

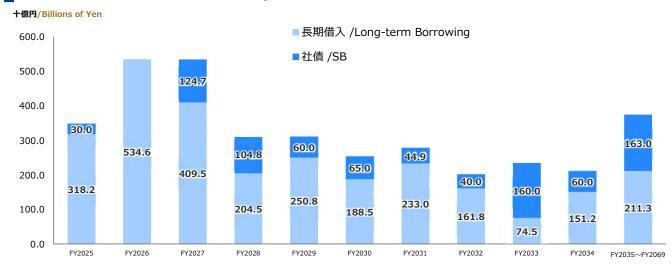
	*As of Aug. 5, 2025				
格付け機関 Rating Agencies	長期 Long-term	短期 Short-term	アウトルック Outlook		
ムーディーズ Moody' s	А3	P-2	安定的 Stable		
スタンダード&プアーズ Standard & Poor's	A-	A-2	安定的 Stable		
フィッチ・レーティングス Fitch Ratings	Α	-	安定的 Stable		
格付投資情報センター Rating and Investment Information (R&I)	AA-	a-1+	安定的 Stable		
日本格付研究所 Japan Credit Rating Agency (JCR)	AA	J-1+	安定的 Stable		

#### 返済予定額

#### **Amount Scheduled to be Repaid**

\*ノンリコースローンを除く 2025年3月末





#### 有利子負債残高と調達金利の推移

#### **Interest-Bearing Debt Breakdown**



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