
Mitsui Fudosan Certified as Excellent Enterprise of Health and Productivity Management 2021 (White 500)

Tokyo, Japan, March 8, 2021—Mitsui Fudosan Co., Ltd., a leading global real estate company headquartered in Tokyo, announced today that it was certified as an Excellent Enterprise of Health and Productivity Management 2021 (White 500) in the large enterprise category under the Certified Health and Productivity Management Organization Recognition Program administered by the Ministry of Economy, Trade and Industry (METI) and the Nippon Kenko Kaigi (public-private health promotion organization). This is the fifth consecutive year that the Company has been recognized by the program for its active engagement in promoting health management.

At Mitsui Fudosan we regard the health and safety of our employees as an important management task in order for our diverse workforce to maximize their potential, continue to strengthen the Company's competitiveness, and achieve sustainable growth. To this end, we are actively working to maintain and promote employee health under the following Declaration of Health Management.

**Mitsui Fudosan
Declaration of Health Management**

1. We provide health management support to employees who strive for creating new value based on the Company's progressive spirit and willingness to flexibly and tenaciously take on challenges. We believe this in turn will lead to the sustained growth of the Company.
2. We promote a workplace environment where diverse employees can work vigorously by actively investing in measures to improve their physical and mental health.
3. Through neighborhood creation, we work for maintaining and enhancing the health of people in the community and society that the Company serves, and contribute to a healthy and fulfilling future by providing solutions to various social issues.

This year's certification was in recognition of the Company's efforts, including the development of systems for maintaining and improving employee health, protective measures against COVID-19 and other infectious diseases, and external activities to promote health management.

The Mitsui Fudosan Group will continue to proactively implement measures for ensuring the health and safety of our employees and will further expand our activities to promote health management, thereby contributing to solving social issues.

For more information on our health management endeavors, click the link below.

<https://www.mitsufudosan.co.jp/corporate/hrm/health.html> (in Japanese)

Major initiatives recognized by the certification program

I. Measures to maintain and improve employee health

1. Personal interviews with all employees	Conduct every year personal interviews between Personnel Department staff and all employees to assess their working situation and health status.
2. Financial support	Provide financial aid for thorough health screening for all employees over 35 and their spouses, as well as offering paid leave to undergo such screening.
	Under the cafeteria plan, one of our benefit programs, provide financial support for covering part of the fees for optional examinations (such as medical checkups of brain, breast, and lung) and for fitness gyms.
3. Measures against infectious diseases	Conduct flu vaccinations in-house by covering part of the fees.
	Using a mobile health app, deliver seminars, articles, and videos that provide the latest information on COVID-19 and emerging health issues under the COVID-19 pandemic (such as low back pain and lack of physical exercise).
4. Refresh room	To help employees recover from fatigue and maintain physical and mental balance, established Refre, a facility where a massage specialist is always on duty and employees can refresh themselves with a massage or a nap.
5. Mobile health app	Installed a mobile health app in the smartphones lent to employees in order for them to use as a tool to visualize their own health status and health activities.
6. Health events	Organize health promotion events to encourage all employees to become more interested in health, including “&well Festa,” where they can understand their current physical condition, and team walking contests.
7. Health seminars	Conduct in-house seminars on a wide range of topics such as exercise, diet, sleep, infectious diseases, and health management, and deliver articles to company-issued smartphones to motivate employees change their health awareness and behavior.
8. Health literacy promotion	Visualize and improve the health literacy of employees by utilizing the health literacy check available in the mobile health app.

* For measures 5 to 8, we make use of our “&well” health promotion program to encourage employees to change their awareness and behavior.

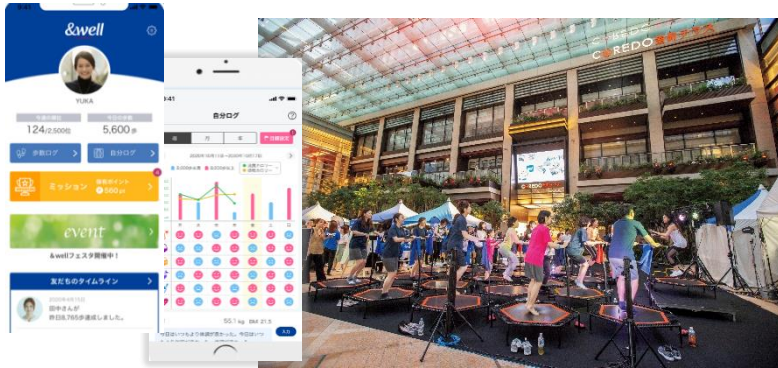
II. External initiatives to promote health management

Health promotion program “&well”

In collaboration with the Association for Preventive Medicine of Japan, we provide the “&well” health promotion program to assist companies in their efforts to foster health management. The program uses both physical spaces (such as facilities and plazas in our building) and a mobile health app to offer events, seminars, and walking contests that not only our employees but also workers from client companies and surrounding areas can easily participate in. We also promote the health of both internal and external workers by providing health promotion programs through delivery of columns and other information via a mobile app that enable them to form a healthy habit while enjoying activities.

Health and exercise promotion facility “mot. – Mitsui Office for Tomorrow”

We provide the “mot.” membership facilities and services exclusively for tenant companies in Nihonbashi Muromachi Mitsui Tower, Nihonbashi Takashimaya Mitsui Building, and Otemachi One Tower. Each facility houses a fitness gym, refresh rooms, a members lounge, and other amenities to offer support to ensure that both our employees and client companies stay healthy at work, both physically and mentally. The members can use the facility for exercising before or after work, taking a shower or sauna, and even having a nap in the refresh rooms developed under the supervision of Japan Research Laboratory of Sleep Science.



&well app and &well Festa



mot. Fitness
(Nihonbashi Muromachi Mitsui Tower)

About Certified Health and Productivity Management Organization Recognition Program

The Certified Health and Productivity Management Organization Recognition Program commends small, medium, and large enterprises and other organizations that practice health management with particular excellence, based on their efforts to address local health issues and health initiatives advocated by Nippon Kenko Kaigi.



The program recognizes the top 500 large enterprises as the “White 500,” which are to be selected from the certified large companies based on the results of the Survey on Health and Productivity Management.

Reference: METI website

https://www.meti.go.jp/policy/mono_info_service/healthcare/kenkoukeiei_yuryouhouzin.html (in Japanese)

■ Mitsui Fudosan Group's Contribution to SDGs

The Mitsui Fudosan Group aims for a society that enriches both people and the planet under the principles of coexist in harmony with society, link diverse values and achieve a sustainable society, and advances business with an awareness of the environment (E), society (S) and governance (G), thus promoting ESG management. By further accelerating its ESG management, the Group will realize Society 5.0, which the Japanese government has been advocating, and contribute significantly to achieving the SDGs.

* The initiatives covered in this press release are contributing to two of the UN's SDGs

https://www.mitsufudosan.co.jp/english/corporate/esg_csr/

Goal 3 Good Health and Well-Being

Goal 8 Decent Work and Economic Growth

