
Mitsui Fudosan Receives Highest Rating in the Morningstar Japan ex-REIT Gender Diversity Tilt Index

— Selected in All ESG Indexes for Japanese Stocks Adopted by the GPIF —

Tokyo, Japan, October 11, 2023 – Mitsui Fudosan Co., Ltd., a leading global real estate company headquartered in Tokyo, announced today that it had received the highest rating of Group 1 for companies selected in the Morningstar Japan ex-REIT Gender Diversity Tilt Index, an index that has been newly adopted by the Government Pension Investment Fund (GPIF) this year.

The 930 companies that comprise the index are rated into five groups based on a Gender Equality Score assigned by Equileap, a provider of data, research, and analysis on topics including gender equality. This score assesses a company's performance regarding the equal treatment of male and female officers and employees, wage equality, work-life balance, and policies facilitating gender equality, among other matters. Mitsui Fudosan has been rated as Group 1, the highest ranked of the five groups. This means the Company has now been selected in all six of the ESG indexes covering Japanese stocks that have been adopted by the GPIF.

About the Morningstar Japan ex-REIT Gender Diversity Tilt Index*

A new index established by Morningstar, Inc., a major investment research company listed on the US NASDAQ. It is designed to facilitate investment focused on companies that promote gender equality and diversity policies as part of their corporate culture and companies that are committed to providing employees with equal opportunities, regardless of gender.



■About Mitsui Fudosan Group's Promotion of Women's Active Participation

<Positioning>

The Mitsui Fudosan Group has positioned furthering diversity and promoting active roles for women as infrastructure underpinning the initiatives set forth in its long-term management vision, VISION 2025, and as management strategies for advancing its unwavering basic strategy of customer-centered management and providing products and services that satisfy diverse customers. In addition, the Group has made promoting female participation a key theme in its Diversity & Inclusion Initiative Policy and is taking various measures to do so after setting KPIs and a qualitative action plan.

<Framework for Promoting Active Roles for Women>

The D&I Promotion Department is a specialized organization that leads measures to promote women's active participation. It is raising the effectiveness of discussions at organizations within the ESG Promotion Committee headed by the President and at the Board of Directors, consultations with female outside directors, and more. Furthermore, policies are shared, and progress is checked periodically at venues such as Group meetings on promoting active roles for women that are attended by presidents of Group companies to unite the Group in advancing initiatives in this area.

<Qualitative Activity Plans for Promoting Active Roles for Women>

With the promotion of active roles for women, the Mitsui Fudosan Group has formulated and is making Group-wide efforts to undertake eight measures to achieve the following two priority objectives. (See following page for details.) For details on the Mitsui Fudosan Group's efforts to promote active roles for women, please see the website below in conjunction with this news release.

https://www.women.mitsuifudosan.co.jp/index_en.html

· Eight measures for promoting active roles for women

1. We will create an environment where people want to work long-term, where everyone can respect each other's values and lifestyles, including whether they care for children or others, regardless of gender

- (1) Changing awareness throughout the organization and among managers (unconscious bias training, etc.)
- (2) Supporting childcare and leave to care for others (system enhancement, training, paternity leave promotion, etc.)
- (3) Developing a return entry system
- (4) Forming flexible workstyles that cater to individual positions and fields

2. We will change awareness within the organization for promoting female participation and raise the motivation of female employees as well as support their career development.

- (5) Changing awareness throughout the organization and among managers (diversity and inclusion training, etc.)
- (6) Developing mentor/sponsor systems for female employees
- (7) Forming a working group to promote active roles for women
- (8) Holding in-house events to encourage interaction

■ About the Mitsui Fudosan Group's Selection in Indexes and Other Recognition in Relation to Promoting Active Roles for Women

<Mitsui Fudosan Selected as a "Nadeshiko Brand" for the Second Consecutive Year for Its Outstanding Efforts in Encouraging Women's Success>

Mitsui Fudosan has been selected as a "Nadeshiko Brand" for the second straight year as an enterprise that is outstanding in terms of encouraging women's success in the workplace. The "Nadeshiko Brand" is a joint initiative by the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE) to select such companies.



Mitsui Fudosan was selected as a "Nadeshiko Brand" in recognition of its systems linked to its strategy of incorporating diverse perspectives in neighborhood creation, which is the foundation for its value creation, as well as its wide-ranging initiatives.

<Mitsui Fudosan Selected for Inclusion in the MSCI Japan Empowering Women Index (WIN) for Six Consecutive Years>

For six consecutive years, Mitsui Fudosan has been selected for inclusion in the MSCI Japan Empowering Women Index (WIN), which is a stock index comprising companies with an excellent record of promoting and maintaining gender diversity.

MSCI Japan Empowering Women Index (WIN)

<https://www.msci.com/our-solutions/indexes/japan-empowering-women-select-index>

<Mitsui Fudosan Selected in All Six ESG Indexes Covering Japanese Stocks Adopted by the GPIF>

Mitsui Fudosan has been selected in the MSCI Japan Empowering Women Index (WIN), Morningstar Japan ex-REIT Gender Diversity Tilt Index, MSCI Japan ESG Select Leaders Index, S&P/JPX Carbon Efficient Index, FTSE Blossom Japan Index, and FTSE Blossom Japan Sector Relative Index. This represents all six indexes covering Japanese stocks that have been adopted by the GPIF as benchmarks for investment decisions.

About ESG investment by the GPIF <https://www.gpif.go.jp/esg-stw/esginvestments/> (in Japanese)

*Morningstar, Inc., and/or one of its affiliated companies (individually and collectively, "Morningstar") has authorized Mitsui Fudosan Co., Ltd. to use of the Morningstar Japan ex-REIT Gender Diversity Tilt Logo ("Logo") to reflect the fact that, for the designated ranking year, Mitsui Fudosan Co., Ltd. ranks in the top quintile of companies comprising the Morningstar® Japan ex-REIT Gender Diversity Tilt IndexSM ("Index") on the issue of gender diversity in the workplace. Morningstar is making the Logo available for use by Mitsui Fudosan Co., Ltd. for informational purposes. Mitsui Fudosan Co., Ltd. use of the Logo should not be construed as an endorsement by Morningstar of Mitsui Fudosan Co., Ltd. or as a recommendation, offer or solicitation to purchase, sell or underwrite any security associated with Mitsui Fudosan Co., Ltd. The Index is designed to reflect gender diversity in the workplace in Japan, but Morningstar does not guarantee the accuracy, completeness or timeliness of the Index or any data included in it. Morningstar makes no express or implied warranties regarding the Index or the Logo, and expressly disclaim all warranties of merchantability or fitness for a particular purpose or use with respect to the Index, any data included in it or the Logo. Without limiting any of the foregoing, in no event shall Morningstar or any of its third party content providers have any liability for any damages (whether direct or indirect), arising from any party's use or reliance on the Index or the Logo, even if Morningstar is notified of the possibility of such damages. The Morningstar name, Index name and the Logo are the trademarks or services marks of Morningstar, Inc. Past performance is no guarantee of future results.

■Mitsui Fudosan Group’s Initiatives for SDGs

https://www.mitsui-fudosan.co.jp/english/esg_csr/

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. Additionally, the Group formulated the following Group guidelines related to “Realize a Decarbonized Society” and “Diversity & Inclusion Promotion” in November 2021, and “Biodiversity” in March 2023. The Mitsui Fudosan Group will continue to work toward solving social issues through neighborhood creation.

【References】

•Group Action Plan to Realize a Decarbonized Society

<https://www.mitsui-fudosan.co.jp/english/corporate/news/2021/1124/>

•Formulated Diversity and Inclusion Promotion Declaration and Initiatives Policy

https://www.mitsui-fudosan.co.jp/english/corporate/news/2021/1129_02/

•Mitsui Fudosan Group Biodiversity Policy

<https://www.mitsui-fudosan.co.jp/english/corporate/news/2023/0413/>

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

Goal 5 Gender Equality

Goal 8 Decent Work and Economic Growth

