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## **Certified as a 2024 Health & Productivity Management Outstanding Organization (White 500) for the Eighth Consecutive Year**

Recognized for Initiatives Promoting Employee Health and Encouraging Health and Productivity Management

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Tokyo, Japan, March 22, 2024 - Mitsui Fudosan Co., Ltd., a leading global real estate company headquartered in Tokyo, announced today that it has been certified in the Large Enterprise Category under the Certified Health & Productivity Management Outstanding Organizations Recognition Program (White 500) administered by METI and the NIPPON KENKO KAIGI (a public-private health promotion organization) for the eighth consecutive year.

This year, the above certification was granted in recognition of the Company's efforts, which include the development of systems for maintaining and improving employee health, organization of health events, and external activities to promote and encourage health and productivity management.

The Mitsui Fudosan Group has positioned diversity and inclusion promotion as an important management strategy in the belief that human resource assets serve as the driving force behind continuing to create new value. Accordingly, the Group will advance in a unified manner in creating organizations where human resources with diverse values, talents and lifestyles can display their abilities to the maximum extent. The Group will continue helping to address social issues in part by promoting various initiatives such as those that entail maintaining and improving employee health, and also by encouraging and extending health management practices to its external business partners.



### **Health & Productivity Management Outstanding Organization (White 500) logo**

The Certified Health & Productivity Management Outstanding Organizations Recognition Program recognizes the top 500 corporations as the Health & Productivity Management Outstanding Organization White 500, thereby commending enterprises that exhibit excellence in carrying out health and productivity management practices based on their efforts to address regional health issues and health promotion initiatives advocated by the NIPPON KENKO KAIGI. Source: "Promoting Health and Productivity Management" (in Japanese), Ministry of Economy, Trade and Industry (METI)

\* For more information on Mitsui Fudosan's health and productivity management initiatives, click the link below (in Japanese).

<https://www.hrm.mitsufudosan.co.jp/health/>



## ■ Major initiatives recognized by the certification program

### 1. Initiatives that include development of systems for maintaining and improving employee health and organization of health events

1) Personal interviews with all employees	Personnel Department staff conduct personal interviews with all employees to assess their working situation and health status (both physical and mental)
2) Covering expenses, etc.	Covered expenses of thorough health screening for all employees over 35 and their spouses, and offered paid leave to undergo such screenings
	The Cafeteria Plan, one of Mitsui Fudosan’s benefit programs, subsidizes expenses for optional examinations during medical checkups (such as those focusing on the brain, breast cancer, and lungs), charges for the use of fitness centers and fertility treatment* *Conducted since FY2023
	Covered expenses for outpatient services to help quit smoking, and anti-smoking medications
3) Installed a mobile health app	Installed a mobile health app in smartphones lent to employees, thereby enabling them to visually monitor their own health and fitness initiatives
	Using a mobile health app, streamed seminars and videos that provided the latest information on health, food, exercise, etc.
4) Health events	Organized health events for all employees to provide them with encouragement and opportunities to become more interested in health, including the “&well Festa” wellness festival for enabling employees to learn about their current physical condition and team walking contests
5) Visual monitoring of employee health and fitness initiatives	Drawing on analysis of data from employee medical checkups and fitness initiatives, established issues and key performance indicators (KPIs) related to Mitsui Fudosan’s health and productivity management and enlisted the PDCA approach in promoting health and productivity management
6) Measures against infectious diseases	Covered partial expenses of influenza vaccinations

\* For measures 3, 4 and 5, Mitsui Fudosan makes use of its “&well” health promotion program to encourage employees to change their attitudes and behavior.

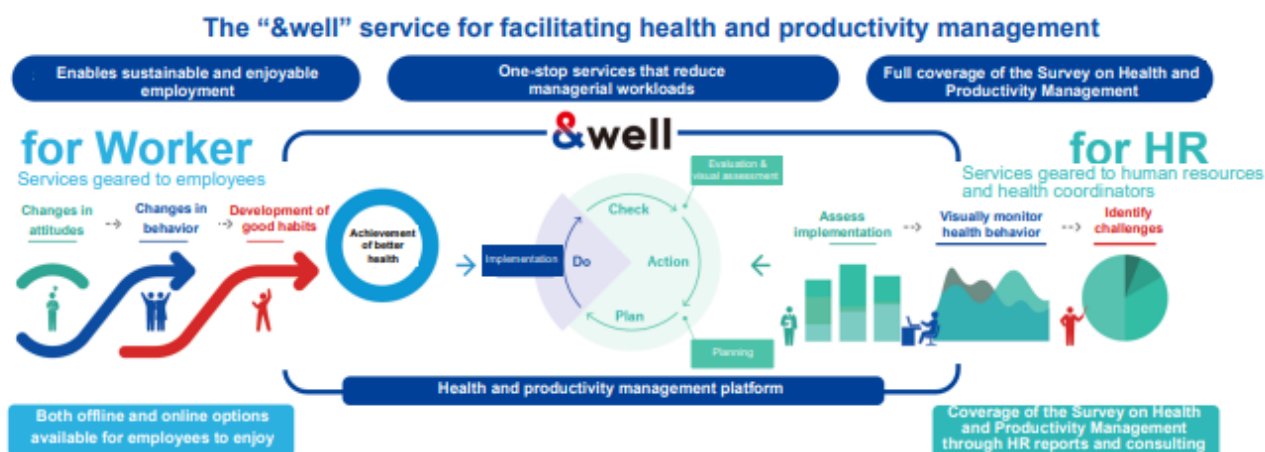
### 2. External initiatives to encourage health and productivity management

#### (1) Mitsui Fudosan’s “&well” service for facilitating health and productivity management



Mitsui Fudosan provides various services addressing both tangible and intangible aspects of health and productivity management with the aim of furnishing support for addressing managerial challenges of tenant companies and enabling them to achieve diverse work arrangements. As one such service, we have been offering our “&well” solutions for facilitating corporate health and productivity management since 2019, which entails furnishing support to management and human resources as well as to employees under the supervision of Nonprofit Organization Kenkokeyei. The name of the service has been created by using the ampersand symbol (&), which embodies the concept of coexisting in harmony with society championed by the Mitsui Fudosan Group, combined with the word “well” to convey the notion of “well-being.” Such initiatives entail promoting health and productivity management not only within Mitsui Fudosan but also through joint efforts and partnership with relevant companies and employees.

Official &well website (in Japanese): <https://www.andwell.jp/>



The &well service model

## (2) Total support for promoting corporate health and productivity management and assistance for gaining certifications

Through the “for Worker” service, we provide employees with opportunities to think about their health in a manner that prompts subsequent changes in behavior. The service primarily entails streaming content from real-world events and smartphone applications underpinned by the aim of enabling users to persist toward achieving their goals through the enjoyment of working with others. Meanwhile, through the “for HR” service (reports and consulting) we assist respective enterprises with efforts to gain certifications related to health and productivity management in a manner that is aligned with their various needs in areas that include analyzing medical examination results and reviewing use of smartphone applications. Of the enterprises that used the “for HR” service (consulting) in FY2023 all acquired certification as a Health & Productivity Management Outstanding Organization, and some 60% of such companies were selected for inclusion as White 500 enterprises.

**AsahiKASEI**

**アジア航測株式会社**  
ASIA AIR SURVEY CO.,LTD.

**岡三証券グループ**  
OKASAN SECURITIES GROUP

**シーイーシー健康保険組合**

**中外製薬**  
CHUGAI  
Roche ロシュグループ

**Denka**

Enterprises supported by &well services selected as Health & Productivity Management Outstanding Organizations

(including White 500; partial list)

In addition, we have been taking steps to encourage health and productivity management by furnishing support to companies under contract and serving as co-sponsor of Well-being Conference 2023, held in August 2023 under the sponsorship of Nonprofit Organization Kenkokeiei. Approximately 500 companies, the most ever, applied to take part in the Conference, which was held with the aim of helping companies seeking to promote corporate health and productivity management practices by offering keynote addresses on the latest topics and issues in health and productivity management from varying perspectives, including those of Japan’s Ministry of Economy, Trade and Industry (METI), experts, and enterprises implementing such practices.

**(3) “Physical place event” provides enterprises with chance to spread information**

In FY2023, “&well FESTA,” a large-scale, physical place event under the theme of well-being, was held for the first time in four years, and about 1,500 people visited the site. This event held to provide workers with an opportunity to come into contact with well-being was conducted with the support of 11 companies providing products and services related to well-being, and each enterprise used the opportunity to spread information about their health-related initiatives. In addition, many enterprises took part in the on-site health screening event conducted simultaneously, providing an opportunity for people to gain awareness of their physical state.



A scene from the &well FESTA

“&well Diet,” a team-dieting event initiative, was also held for the first time. The number of applicants to take part exceeded places available in which the understanding of the event is that it is an event to “have fun as a team,” which is a distinctive characteristic of &well. The event, which aims for teams to have fun devising solutions to specific health challenges, is a priority measure for FY2024 and plans various approaches to smoking cessation and sleeping.



&well Diet, where teams aim to achieve goals

\* The term “Kenkokeiei” (health and productivity management) is a registered trademark of Nonprofit Organization Kenkokeiei.

**■Mitsui Fudosan Group’s Contribution for SDGs**

[https://www.mitsuifudosan.co.jp/english/esg\\_csr/](https://www.mitsuifudosan.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.mitsuifudosan.co.jp/english/corporate/news/2021/1124/>

· Formulated Diversity and Inclusion Promotion Declaration and Initiatives Policy

[https://www.mitsuifudosan.co.jp/english/corporate/news/2021/1129\\_02/](https://www.mitsuifudosan.co.jp/english/corporate/news/2021/1129_02/)

· Mitsui Fudosan Group Biodiversity Policy

<https://www.mitsuifudosan.co.jp/english/corporate/news/2023/0413/>

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

Goal 3	Good Health and Well-Being
Goal 8	Decent Work and Economic

