
**Promoting Workplace Environments That Enable Diverse Human Resources to
Fully Demonstrate Their Individual Abilities**

**Acquired the Highest Rank (Three Stars) of Eruboshi Certification under the
Act on the Promotion of Women's Active Engagement in Professional Life**

Tokyo, Japan, July 25, 2025 - Mitsui Fudosan Residential Co., Ltd., a leading housing company headquartered in Tokyo, announced today that it acquired a three-star rank (the highest ranking) in the Eruboshi Certification of the Minister of Health, Labour and Welfare on June 24, 2025. The certification program is based on the Act on the Promotion of Women's Active Engagement in Professional Life.

The Eruboshi Certification involves assigning a ranking of one to three stars determined on the basis of five evaluation items. Mitsui Fudosan Residential was granted a three-star ranking upon having met the standards for all five metrics: recruitment, continuous employment, work styles including working hours, percentage of women in managerial positions, and diversity of career paths.

The Company positions the promotion of diversity and inclusion (hereafter, "D&I") as an important management strategy. Within D&I, the promotion of women's active engagement is an important theme, and initiatives have been strengthened since fiscal 2022. The Company believes this is what led to acquisition of the certification.

The Company will continue to proactively work to improve the environment and support career development so that each employee with diverse values, talents, and lifestyles can maximize his or her potential.



【Eruboshi Certification (Three Stars) logo】

【Examples of Mitsui Fudosan Residential's initiatives to promote women's empowerment】

<Providing opportunities to women>

- Achieved and maintained quantitative targets for the ratio of female hires (targets set for respective companies of the Mitsui Fudosan Group)
- Created opportunities for interaction with in-house and external women's empowerment role models through Mitsui Fudosan Group joint training programs

<Establishment of employment conditions that help strike a balance between work, family, and personal lives>

- Arranged career and skill development training to facilitate employee retention and long-term empowerment
- Arranged training on sharing household responsibilities and roundtable discussions for employees raising children
- Promoted Company-wide understanding regarding D&I and diverse work styles by arranging training and e-learning programs and raised awareness in-house by furnishing relevant articles and other such content
- Sales centers implemented regular Sunday closures at certain properties in the Tokyo metropolitan area

***Reference: About Eruboshi Certification**

The Eruboshi Certification is a system under which companies that have formulated and submitted action plans in accordance with the Act on the Promotion of Women's Active Engagement in Professional Life can receive certification (Eruboshi Certification) from the Minister of Health, Labour and Welfare if they meet certain requirements in terms of the status of implementation of initiatives for the promotion of women's empowerment. The Eruboshi Certification consists of three levels assigned according to the number of evaluation criteria met by a company (recruitment, continuous employment, work styles including working hours, percentage of women in managerial positions, and diversity of career paths).

Ministry of Health, Labour and Welfare website:

<https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/0000091025.html> (in Japanese)

■ Sustainability in the Mitsui Fudosan Group

Based on the meaning of its "& mark," "to generate new value with society through cooperation, coexistence and co-creation, we forge ahead, innovating," the Mitsui Fudosan Group views the "creation of social value" and the "creation of economic value" as two wheels of a cart. Accordingly, we believe that the creation of social value leads to the creation of economic value, and that this economic value then creates even greater social value.

Moreover, we identified six Group Materiality priority issues when formulating our new management philosophy in April 2024. These Group Materiality priority issues are (1) Contribute to industrial competitiveness, (2) Coexist with the environment, (3) Health and Vitality, (4) Safety and security, (5) Diversity and inclusion, and (6) Compliance and governance. The Mitsui Fudosan Group will work to address each of the materialities through its core business activities and contribute to the promotion of sustainability.

(References)

- Group Management Philosophy and Long-Term Vision
<https://www.mitsuifudosan.co.jp/english/corporate/innovation2030/>
- Group Materiality
https://www.mitsuifudosan.co.jp/english/esg_csr/approach/materiality/

■About the Carbon Neutral Promotion Plan of Mitsui Fudosan Residential

https://www.mfr.co.jp/content/dam/mfrcojp/company/news/2022/0315_01.pdf (in Japanese)

Mitsui Fudosan Residential aims to achieve carbon neutrality in both residences and lifestyles. It promotes energy savings at residences through higher performance and durability and the introduction of renewable energy. It also provides services that allow residents to contribute to the environment in an enjoyable way through energy saving and other activities after they move in.