

For immediate release

Mitsui Fudosan Co., Ltd.

Mitsui Fudosan Receives the Highest Rating of “Gold” in the PRIDE Index 2025, Which Evaluates Initiatives on LGBTQ+ Issues

Tokyo, Japan, November 17, 2025 - Mitsui Fudosan Co., Ltd., a leading global real estate company headquartered in Tokyo, announced today that it has been awarded the highest rating of Gold in the PRIDE Index 2025*, a system for evaluating companies and organizations' initiatives on LGBTQ+ issues.

The Company views its human resources as an asset that supports strategies for realizing the Group's Vision—"Contribute to the creation of added value for society as an industry developer"—and drives the ongoing creation of new value. With this understanding, the Company positions D&I promotion as one of its key management strategies. The entire Group is working together to become an organization in which human resources with diverse values, talents, and lifestyles can demonstrate their potential to the fullest. As part of this effort, it has worked to develop various LGBTQ+ systems and frameworks, as well as to promote understanding and foster a culture of acceptance through training and other initiatives. These efforts to create a comfortable workplace for LGBTQ+ employees earned the Company this recognition.

Going forward, the Company will continue to aim to realize its Vision and promote D&I by having diverse human resources with varying backgrounds and values demonstrate their abilities to the fullest, share opinions and information, and generate a chain reaction.



* Formulated in 2016 by “work with Pride” in order to create workplaces in Japan that are comfortable for sexual minorities such as LGBTQ+, the PRIDE Index is Japan's first-ever system for evaluating the LGBTQ+ initiatives of companies and organizations.

The index awards ratings of Gold, Silver, and Bronze to companies and organizations based on the scores they receive for fulfilling the designated requirements in the following five categories: Policy (declaration of conduct), Representation (community of LGBTQ+ individuals), Inspiration (awareness-raising activities), Development (HR systems and programs), and Engagement/Empowerment (social contribution and public relations activities).

For more information: <https://workwithpride.jp/pride-i/> (in Japanese)

■ Mitsui Fudosan's Main Initiatives on LGBTQ+ Issues

<Developing Systems and Frameworks>

- LGBTQ+ employees are eligible for various systems such as marriage leave and family care leave after following set procedures to have their relationship recognized in the same way as marriage, regardless of their spouse's gender.
- The Company has stated clearly in the Mitsui Fudosan Group Compliance Policies that discrimination on the grounds of sexual orientation is prohibited and informs employees of this.
- The Company has created an in-house help desk to provide consultation on LGBTQ+ issues.

<Promoting Understanding and Fostering a Culture of Acceptance>

- The Company implements mandatory e-learning for all employees to acquire knowledge about LGBTQ+ issues. It also holds seminars to hear from individuals within the LGBTQ+ community about their experiences and learn about how to respond as a company in the real estate industry.
- The Company has released an LGBTQ+ Handbook internally that compiles basic information on LGBTQ+ issues and Mitsui Fudosan's related systems.
- The Company distributes ally stickers internally, provides books on LGBTQ+ topics, and publishes related email newsletters.

<Social Initiatives>

- The Company collaborated with other companies in hosting an LGBTQ+ talk event aimed at broadening understanding of LGBTQ+ issues at Tokyo Midtown Yaesu during Pride Month (June), an initiative to promote global understanding of LGBTQ+ issues.
- The Company distributed LGBTQ+ awareness leaflets and ally stickers to attendees at a summer vacation event for parents and children to enjoy learning about the SDGs together.



LGBTQ+ Handbook



LGBTQ+ talk event

For more information on the Mitsui Fudosan Group's D&I initiatives, please also see the link below.

<https://www.hrm.mitsufudosan.co.jp/diversity/> (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.mitsufudosan.co.jp/english/corporate/innovation2030/>
- Group Materiality
https://www.mitsufudosan.co.jp/english/esg_csr/approach/materiality/