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## **Certified as a 2025 Health & Productivity Management Outstanding Organization (White 500)**

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

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Tokyo, Japan, March 24, 2025 - Mitsui Fudosan Co., Ltd., a leading global real estate company headquartered in Tokyo, announced today that it has been certified as a 2025 Health & Productivity Management Outstanding Organization (White 500) in the Large Enterprise Category administered by Ministry of Economy, Trade and Industry (METI) and the NIPPON KENKO KAIGI. This marks the 9th consecutive year of its certification as an Outstanding Organization of KENKO Investment for Health\*.

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 promotion of health and productivity management outside the Company.

Based on the Group's belief that human resource assets serve as the driving force behind continuing to create new value, it regards the health and safety of each employee as an important management issue and has established an environment that allows diverse human resources to fully demonstrate the abilities they possess. By establishing a work environment that allows employees to work with vitality in line with their respective lifestyles, the Company will continue to contribute to solving issues not only by maintaining and promoting the health of its employees, but also by promoting the spread and expansion of health and productivity management to external business partners.



\* The Recognition Program for the Outstanding Organizations of KENKO Investment for Health recognizes the top 500 corporations as the Outstanding Organizations of KENKO Investment for Health (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), 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/>



About the recognition program for health and productivity management

## ■ 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	Personal interviews conducted by the Personnel Department 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
	Through the Cafeteria Plan, one of Mitsui Fudosan's benefit programs, subsidized expenses for optional examinations during medical checkups (such as those focusing on the brain, breast cancer, and lungs), as well as for the use of fitness centers and fertility treatment
	Covered expenses for outpatient services to help with quitting smoking, and anti-smoking medications
(3) Mobile health app	Installed a mobile health app "&well" in smartphones lent to employees, thereby enabling them to visually monitor their own health and fitness initiatives
	Distributed columns, seminars, etc. providing information on health, food, exercise, and others on the health app
(4) Organization of 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	Through 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 expenses for influenza vaccinations

\* For measures (3), (4), and (5), Mitsui Fudosan makes use of its mobile health app "&well" to encourage employees to change their attitudes and behavior.

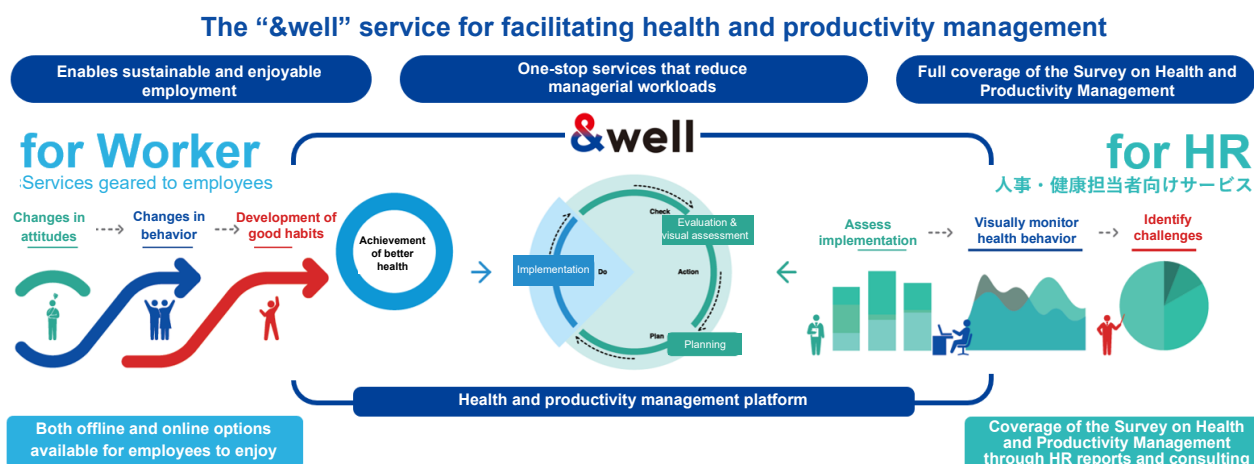
### 2. Promotion of health and productivity management outside the Company

#### (1) Mitsui Fudosan's "&well" service for facilitating health and productivity management



Mitsui Fudosan provides various services in both tangible and intangible aspects to support tenant companies in their management issues and the realization of diverse work styles. 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 Non-Profit Organization Kenko-keiei. The name of the service has been created by using the Mitsui Fudosan Group DNA—the philosophy of the "& mark," which embodies the concept of cooperation, coexistence, and co-creation, 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, an &well service for employees, 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. Through the “for HR” service (reports and consulting) for employees in charge of personnel and health, we support the promotion of health and productivity management in line with the respective needs of each company including analysis of medical examination results, identification of health issues, proposals of measures to take, verification of results, and support for acquiring certification under the KENKO Investment for Health Outstanding Organizations Recognition Program. In fiscal 2024, all companies using the “for HR” service (consulting) were certified under the program and approximately 40% were selected for the White 500.

**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**

**CHUGAI** 中外製薬  
Roche ロシュ グループ

**Denka**

**日産化学**

**MANDARIN ORIENTAL**  
TOKYO

Companies supported by our “for Worker” and “for HR” services (non-exhaustive, in Japanese alphabetical order)

### (3) “&well Challenge” contributes solutions to specific health issues

In fiscal 2024, the Company conducted a new campaign, the “&well Challenge,” which is helping to solve specific health issues. The campaign is participated in by teams, embodying the notion of having fun in teams to get healthy, a characteristic of &well, and features health themes with high user need, including dieting, quitting smoking, sleep, and gut health. The Company provided programs by partnering with various service providers to offer a range of services and products that help solve these problems. In all the programs, there was a high level of satisfaction and sense of effectiveness, and the Company is planning to further expand the themes in fiscal 2025.



### (4) Promoting health and productivity management with many companies

The “&well Walk Team Competition” is an online walking event provided since the service began as a measure to promote in-house communication and promote health. The number of participating companies and participants have grown, with 134 companies and around 20,000 participants in fiscal 2024. In fiscal 2024, as a new measure, the “&well Walk TOGETHER” program was carried out, a charity program that gives donations based on the number of teams achieving a team average of 8,000 steps. Through walking events, the Company donated to groups supporting health and disaster areas.

In addition, during WELLNESS WEEK, many companies set up booths and conducted seminars, centering on the Company’s tenant companies that provide products and services related to health. The event, which attracted around 2,600 people, was utilized as an opportunity to provide information on one’s own company’s health initiatives through distinctive offline interactions with Mitsui office workers.

Further, as an initiative for contributing to the spread of health and productivity management, the Company co-sponsored the Well-being Conference 2024 in August 2024, an event sponsored by the Non-Profit Organization Kenkokeyei in order to help promote health and productivity management at companies. Keynote speeches on the latest topics and issues in health and productivity management were given by METI, experts, and practicing companies from different perspectives, and were attended by approximately 300 people.



「WELLNESS WEEK」



「Well-being Conference 2024」

## <Sustainability in the Mitsui Fudosan Group>

Based on the meaning of its “& mark,” “to generate new value with society through cooperation, coexistence and cocreation, 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.

### 【Reference】

- 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/](https://www.mitsuifudosan.co.jp/english/esg_csr/approach/materiality/)

\* The initiatives outlined in this release are designed to help address the following two Sustainable Development Goals (SDGs).

