

March 9, 2023

Sumitomo Realty & Development Co., Ltd.

**Sumitomo Realty Was Recognized as a
2023 Certified Health & Productivity Management Outstanding
Organization under the Large Enterprise Category**

Sumitomo Realty & Development Co., Ltd. (Headquarters: Shinjuku-ku, Tokyo; President: Kojun Nishima; hereinafter “Sumitomo Realty”) has been recognized by the Ministry of Economy, Trade and Industry (METI) and Nippon Kenko Kaigi (Japan Health Council) as a 2023 Certified Health & Productivity Management Outstanding Organization under the Large Enterprise Category.

The Certified Health & Productivity Management Outstanding Organizations Recognition Program recognizes large enterprises, SMEs, and other organizations by selecting particularly outstanding enterprises that are engaged in efforts for health and productivity management, such as initiatives to overcome health-related challenges in communities, or health-conscious activities led by Nippon Kenko Kaigi.



Based on the Sumitomo's Business Philosophy, Sumitomo Realty has established a code of conduct to guide all its officers and employees in achieving its fundamental mission to “create even better social assets for the next generation.”

The first precept of the code of conduct is a “Open Culture – Opportunity.” By strategically implementing our employee health care from a management perspective, we have been working to create an energetic and highly productive working environment.

Based on the recognition that creating a healthy, safe and energetic environment for our employees to maximize their potential is a key factor in the sustainable growth of the enterprise, we will continue advancing health and productivity management to support employee health and improve productivity, resulting in further increase our corporate value.

◆ Initiatives to Manage and Advance Employees' Health (Excerpt)

We conduct an annual health checkup, or give expense subsidies for a comprehensive medical examination.

Employees can seek advice from medical specialists about mental and physical health free of charge.

Sumitomo Realty is a corporate member of fitness clubs operated by Sumitomo Fudosan Esforta to support employees' health promotion.

We distribute smart watches to insured persons who have received special medical guidance based on the results of their health checkup, and provide them with health maintenance and promotion programs utilizing their exercise and sleep data.

We conduct medical check and interview by an industrial physician for employees who work overtime more than a certain amount.

We provide free-of-charge influenza vaccination at our affiliated clinic.

More about our health and productivity management: <https://www.sumitomo-rd.co.jp/english/sustainability/>

◆ Issue Awareness and Action Plans

The Sumitomo Realty Group believes it is important for a company's sustainable growth to achieve the following two goals in its working environment, and takes the following initiatives to realize them.

1. Create an environment where employees can stay healthy, safe and lively, as well as maximize their potential
2. Enhance human resources, which form the foundation for a company's growth, by actively working to develop employee skills

◆ Quantitative Performance Management regarding Health and Productivity

Sumitomo Realty Group manages employee health using third-party verification and monitoring. We manage performance using quantitative indicators and take measures such as having employees found to have issues through stress checks receive interviews with industrial physicians. In fiscal 2021, we achieved our numerical targets for health management.

【Health and productivity indicators】	FY2019	FY2020	FY2021	Targets
Percentage of employees who received health checkup (or comprehensive medical examination)	100%	100%	100%	100%
Percentage of employees who received stress checks	89.4%	90.0%	89.7%	

* Verified and monitored by SB Atwork Corp.

◆ Measures to Prevent Overwork

We implement the following measures to prevent employee overwork:

- Maximum overtime set at stricter levels than standard set by Labor Standards Act
- Warning about excessive overtime issued to employees and supervisors
- In principle, employees' computers are shut down at 9 p.m.
- Requiring employees to obtain supervisor approval for use of PCs after 9 p.m. or on holidays
- Employees who have worked a certain amount of overtime are required to submit a medical questionnaire and be interviewed by an industrial physician

◆ Health and Safety Training and Dialogue with Employees

The Sumitomo Realty Group provides training on health and safety for our employees, contractors, and other suppliers.

In addition, in order to improve our occupational health and safety environment by reflecting the opinions of front-line employees in management, the Company's President visits company sites throughout Japan to engage in dialogue with front-line employees.

*The initiatives related to this release contribute to the following SDGs' objectives:

Goal 3 GOOD HEALTH AND WELL-BEING

Goal 8 DECENT WORK AND ECONOMIC GROWTH

