

March 11, 2025

Sumitomo Realty & Development Co., Ltd.

**Sumitomo Realty Was Recognized as
a 2025 Certified Health & Productivity Management Outstanding Organization
in 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 2025 Certified Health & Productivity Management Outstanding Organization in 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.

We recognize that creating an environment where employees can stay healthy and safe and work with energy while maximizing their potential is one of the key factors in achieving the company’s sustainable growth. In light of this recognition, we will continue advancing health and productivity management to support employee health and improve productivity, resulting in a further increase in our corporate value.

◆ Initiatives to Manage and Advance Employees’ Health (Examples)

Annual health checkup or comprehensive medical examination (expense subsidies) for all our employees
Free-of-charge consultancy with medical specialists about mental and physical health
A discount system for employees to use the fitness clubs operated by Sumitomo Fudosan Esforta in support of their health promotion
Distributing smart watches to insured persons who have been recognized as needing special medical guidance based on the results of their health checkup, and providing them with health maintenance and promotion programs utilizing their exercise and sleep data
Medical checks and interviews by industrial physicians for employees who work overtime more than a certain amount
Free-of-charge influenza vaccination at our affiliated clinic
Offering company-owned recreation lodging and a discount system for our company-operated hotels to promote employees’ mental and physical well-being

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

Issue Awareness and Action Plans for Health and Productivity Management

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

1. Health and Safety

• Quantitative Performance Management regarding Health and Productivity

We manage 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 2023, we achieved our numerical targets for health management.

【Health management indicators】	FY2021	FY2022	FY2023	Targets
Percentage of employees who received health checkup (or comprehensive medical examination)	100%	100%	100%	100%
Percentage of employees who received stress checks*	89.7%	88.1%	89.4%	

* 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

• Realizing Safe Workplaces

The Sumitomo Realty Group has set its health and safety policy as to "create a healthy, safe and energetic environment for everyone to maximize his/her potential" across our stakeholders including our contractors, and keeps working to improve working environment. Specifically, employees dedicated to safety management regularly patrol and monitor construction sites and sites managed by the Company throughout Japan and give guidance or instruct corrections, as well as conduct safety risk assessment for both existing and new projects' operations in order to achieve safe workplaces.

• Health and Safety Training and Dialogue with Employees

We provide 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.

2. Enhancing Human Resources

In our personnel system, we have roughly 30 types of job-specific wage structures for our major job categories alone. The percentages of compensation, which consist of fixed and variable wages, salary increase tables, and other related matters, are set based on the characteristics of the businesses and duties that are involved in each job. For all jobs, we regularly perform fair evaluations based solely on the abilities (job responsibilities) and achievements of individual employees, regardless of their age, gender, or level of seniority. Combined with sufficient dialogue, we are aiming to further enhance employee motivation. Moreover, we are implementing initiatives to promote growth of each employee, such as expanding specialized skill improvement education aimed at enhancing abilities, and supporting the formation of new careers by providing opportunities for internal transfers to competent personnel.

* 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

