

## ESG initiatives



## Social



Approach to Human Capital	▼	Personnel Secondment from Sponsors and Talent Exchange within the Group Companie	▼
Qualifications	▼	MRA's Training Programs	▼
Participation Records of Training Program	▼	Performance Evaluation	▼

## Approach to Human Capital


MRA, the asset management company of United Urban, supports the Group HR Strategy of the Marubeni, a sponsor, which is formulated based on the idea that human resources are treasures, and aims to create the “HR Ecosystem” in which each employee is encouraged to generate new values.

The key terms here are “Human Capital with High Social Value,” “Diversity & Inclusion,” and “Culture of Individual Development and Productivity.” We aim to build the “HR Ecosystem” as a place where “Human Capital with High Social Value” creates new value, “Diversity & Inclusion” increases value creation, and “Culture of Active Participation and Connectivity” provides open innovation in order to bring together internal and external ideas.

MRA provides training programs for our employees which are designed to strengthen their capacities and abilities so that each employee can work with a high level of professional expertise.

In addition, MRA seeks to improve profitability of properties in UUR's portfolio by welcoming personnel from the sponsors with broad experience and expertise in real estate investment, asset management, and finance.

Please follow the link below for the details of the Marubeni Group's HR ecosystem.

[> HR Management of the Marubeni Group](#) 




## Personnel Secondment from Sponsors and Talent Exchange within the Group Companie

At our company, we accept secondees from the sponsors, primarily highly specialized management personnel, to build a high-quality asset management structure. These secondees possess advanced knowledge and extensive practical experience in real estate operations, and they play a significant role in strengthening organizational expertise and developing talent through decision-making with a managerial perspective and guidance to younger employees.

When selecting secondees, we place emphasis on assigning the right personnel to the right positions and responsibilities. This ensures smooth execution of duties and contributes to the enhancement of our organizational management capabilities.

In addition, we also carry out personnel exchanges by dispatching our employees to companies within the sponsor group. These assignments serve as valuable opportunities for our employees to broaden their perspectives and foster mutual understanding across the group, and are positioned as part of our long-term talent development and career formation efforts.

Going forward, we will continue striving to secure and nurture talent with both expertise and diversity, while working to strengthen a sustainable organizational structure through collaboration both within and outside the group.

Qualifications

The management of a J-REIT requires a combined expertise developed in finance and real estate business. In order to achieve better performance, MRA has secured talents with advanced knowledge and distinguished experience in each field. Examples of the measures are as follows:

- All requisite expenses to acquire, register and update qualifications held by all employees including contract workers are covered by MRA.
- Based on an increased workload derived from United Urban's portfolio growth, the recruitment plan has been properly reviewed and developed.
- From the sponsor and its group companies provide MRA with support for replenishment of human resources with abundant experience in real estate investment/leasing transaction as well as financial management.
- Professionals have been retained in the companies within the sponsor group for needs of additional staff for MRA by rotating employees between the companies within the sponsor group and MRA.

Examples of Employees’ Qualifications

Real Estate / Architecture	Accounting / Finance / Others
<ul style="list-style-type: none"> <li>• Real Estate Notary</li> <li>• Real Estate Appraiser</li> <li>• First-class Qualified Architect</li> <li>• Second-class Qualified Architect</li> <li>• Qualified Building Cost Engineer</li> <li>• Building Environment/Sanitation Engineer</li> <li>• Certified Building Administrator</li> <li>• Director of Business Management for Condominium</li> <li>• CASBEE Appraiser for Real Estate</li> <li>• Licensed Strata Management Consultant</li> </ul>	<ul style="list-style-type: none"> <li>• Business Law Practical Skills Certification</li> <li>• Attorney at Law</li> <li>• ARES (Association for Real Estate Securitization) Certified Master</li> </ul>

Note: As of March 2025.

Ratio of Employees with Major Qualifications

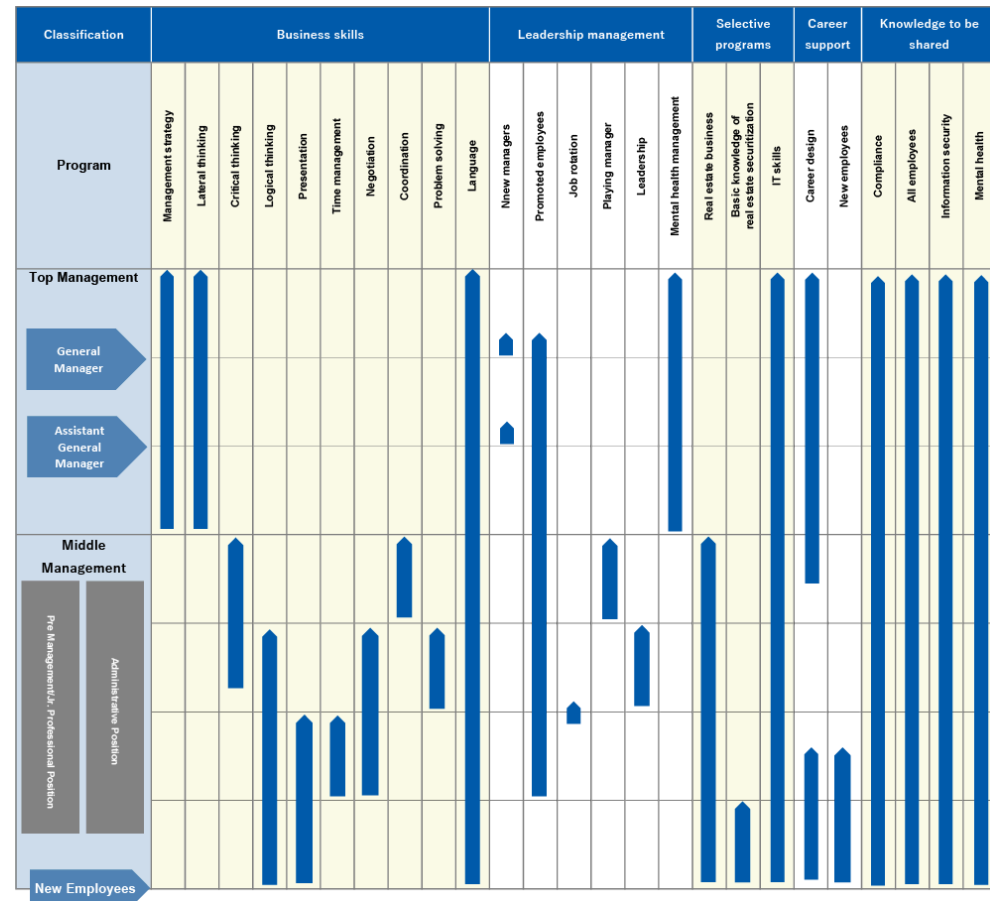
- Real Estate Notary: 31.3%
- Association for Real Estate Securitization Certified Master: 15.7%

Note: The percentage of qualified personnel among full-time officers and employees as of the end of March 2025."

MRA’s Training Programs

As shown in the table below, MRA provides all of our employees including contract workers with various training programs which they are required to take in a holistic manner depending on their job category and responsibilities.

In addition, MRA's all employees including contract workers are eligible to take professional training programs to improve their skills, such as an intelligent training program on real estate business and a practical training program on real estate research and real estate transactions, all of which are facilitated by external professionals. As to training programs on compliance, all of our employees including contract workers take an annual intensive course provided by external experts on legal compliance and appreciation for social norms to be thorough and conflicts of interest to avoid.



Participation Records of Training Program

	2016	2017	2018	2019	2020	2021	2022	2023	2024
Average hours participated in training programs per officer or employee (April to March of every year)	7.8	11.7	13.3	13.1	6.0	12.5	12.9	16.4	8.6
Ratio of officers and employees participated in professional training programs (January to December of every year)	88.8%	100%	100%	100%	100%	100%	100%	100%	100%
Ratio of officers and employees participated in training programs focused on sustainability (January to December of every year)	32.5%	40.8%	100%	100%	100%	100%	100%	100%	100%

Performance Evaluation

MRA evaluates and reviews the performance of all employees (including contract employees).

Performance evaluation system emphasizes an approach of assessing employees' new challenges in order to appropriately qualify outstanding employees and help them forsee their future careers more clearly, and review their work attitude from both performance and behavioral aspects. Performance evaluation is based on a degree of achievement of goals and its process, while behavior evaluation sees whether employees have acted in accordance with his or her role. In addition, the evaluation system ensures fairness and objectivity with multiple evaluators involved.

MRA holistically reviews the HC system, including the performance evaluation mentioned above, as needed. The HC system has been entirely revised in 2020 and 2024.

In the evaluation process, employees set individual goals at the beginning of fiscal year based on the MRA goals and review their scope and responsibilities of job through interviews with their supervisors. At an interim meeting, employees reflect progress of the targets and modify them with their supervisors accordingly. At an year-end meeting, employees report their accomplishment to their supervisors and receive feedback and evaluation results from them. Also, they share activities and prospective career path for the following year and beyond. MRA incorporates the results of the evaluations in compensations of each employee. In addition, we support them in building their careers by providing a variety of experiences and opportunities for transfers and secondments.

Through these HC related systems, MRA aims to raise self-reflection and mutual understanding/satisfaction, promote awareness reforms and growth among employees, and foster human resources capable of playing an active role both inside and outside the company.



Human Rights & Better Work Environment	▼	Employees at MRA	▼
Engagement Survey	▼	Support for Flexible Workstyle	▼
Bonus	▼	Employee Stock Purchase Plan	▼
Benefit package	▼		

## Human Rights & Better Work Environment

### Policy

MRA declares in our Sustainability Policy that we respect human rights, do not tolerate inhumane treatment including discrimination, forced labor and child labor, respect and mutually accept each person’s individuality, and aim to establish an organization in which each individual participates and realizes his or her full potential. Also, we state that we value workers’ rights and constantly strive to ensure a safe, healthy workplace and create a favorable working environment.

For more details, please refer to the [Sustainability Policy](#).

### Raising Awareness of Human Rights, Labor Standards and Working Environment

To ensure our employees are fully aware of policies relating to human rights, labor standards and working environment, MRA understands that communication with our employees is indispensable. MRA therefore organizes a variety of settings of communication on a regular basis. Moreover, when new employees join the company, they always receive material and explanations relating to the rules of employment, personnel evaluation system, and benefits program. MRA also provides an environment that enables this information to be viewed at any time by posting it on our intranet.

### Actions for Diversity and Inclusion, Equality of Opportunities and Eliminating Discrimination

Respecting human rights, complying with labor standards, proactively creating a favorable working environment and fulfilling our social responsibilities, MRA aims to foster diversity and inclusion, equality of opportunities and achieve the elimination of discrimination within our employees. Specifically, MRA treats employees fairly and equitably at every opportunity, including recruitment, hiring, promotion/demotion, leave privileges, vacation time, etc.

MRA is working on a work-style reform and striving to create a favorable working environment in order to prevent our employees working long hours, improve their work-life balance and encourage flexible work-style upon various personal life events.

Specifically, MRA has already introduced various systems that may be used by male and female employees alike, including a flexible working hours system, remote work system, parental leave before and after childbirth, childcare leave, nursing-care leave, family-care leave, a shortened working hours program for employees raising children or nursing family members and an annual paid vacation program that may be taken in units of hours or half-days.

To ensure the viability of these initiatives, MRA declared in February 2019 that “in order to improve our employees’ work-life balance, the company as a whole works on a work-style reform, so that it would become an employee-friendly company where it is easy to take time off,” and it was recognized by the Governor of Tokyo as a Tokyo Work-Style Reform Declaration Company.

Furthermore, MRA has a committee pursuing our employees’ health and safety as well as a comfortable working environment and holds meetings once a month. Both the employees and the employers serve as members of the committee and strive to improve the working environment through periodical discussion on a wide range of related matters, including prevention of health problems, implementation of health education and restricting long working hours.

Employees at MRA

		2018	2019	2020	2021	2022	2023	2024
Full-time Officers & Employees <sup>(Note 1)</sup>	Male	43	43	46	47	48	48	47
	Fixed-term employees	0	1	3	2	3	2	3
	Female	30	32	34	38	38	37	36
	Fixed-term employees	0	1	0	1	0	0	0
	Female ratio	41.1%	42.7%	42.5%	44.7%	44.2%	43.5%	45.0%
	All	73	75	80	85	86	85	83
	Fixed-term employees	0	2	3	3	3	2	3
Employees who took maternity/childcare leaves <sup>(Note 2)</sup>		3	1	3	2	2	2	5
Employees who opted for shorter work hours <sup>(Note 2)</sup>		3	7	5	3	4	4	5
Turnover <sup>(Note 3)</sup>		9	3	3	3	7	8	8
Turnover ratio <sup>(Note 4)</sup>		12.3%	4.0%	3.8%	3.5%	8.1%	9.4%	9.6%
Managers <sup>(Note 5)</sup>	Male	33	27	26	28	24	25	24
	Female	8	8	9	10	7	7	6
	All	41	35	35	38	31	32	30
New employees <sup>(Note 6)</sup>	Male	6	9	7	2	2	6	5
	Female	2	2	4	4	4	2	3
	All	8	11	11	6	6	8	8
Average years of service	Male	5.2	4.6	5.2	6.1	6.7	6.1	6.7
	Female	6.6	7.1	9.0	8.0	8.4	8.8	9.3
	All	5.8	5.7	6.8	6.9	7.5	7.3	7.9
Usage of paid leaves per year per employee	(No. of days)	12.1	12.7	9.8	12.8	12.9	14.8	13.4
	(Ratio)	65.6%	70.2%	53.7%	69.4%	72.4%	74.5%	73.4%

		2018	2019	2020	2021	2022	2023	2024
Distribution of age group <sup>(Note 7)</sup>	Under 30	2.7%	1.4%	5.4%	10.0%	8.3%	9.3%	11.3%
	Aged 30 to under 50	79.5%	80.8%	75.7%	72.5%	72.7%	66.3%	66.3%
	Over 50	17.8%	17.8%	18.9%	17.5%	19.0%	24.4%	26.3%
Foreign employees <sup>(Note 7)</sup>	Male	0	0	0	0	0	0	0
	Female	1	1	1	1	1	1	1
	All	1	1	1	1	1	1	1
Directors, exclusive of auditors, inclusive of non-executives <sup>(Note 7)</sup>	Male	5	5	5	5	5	5	5
	Female	0	0	0	0	0	0	0
	All	5	5	5	5	5	5	5

Note 1: Full-time officers and employees. As of the end of March every year. Aggregate method of the fixed-term employees was changed in 2021.

Note 2: Number of employees who are taking as of the end of March every year.

Note 3: Total numbers from April to March every year; exclusive of leaves due to retirement age or end of transfer assignment.

Note 4: Turnover rate = Total # of turnover for a subject fiscal period÷ # of all full-time officers and employees as of the end of March every year.

Note 5: Chief Manager and above.

Note 6: From April to March every year.

Note 7: As of the end of March every year.

Engagement Survey

Conduct every year since 2018 covering all employees including contract workers to monitor employee satisfaction.

	2018	2019	2020 <sup>(Note)</sup>	2021	2022	2023	2024
Survey period	November 2018	November 2019	January 2021	September 2021	September 2022	September 2023	September 2024
Survey group (All employees including contract workers, etc., excluding those who take temporary leaves, etc.)	58	63	79	81	77	80	76
Effective response rate	94.8%	96.8%	100%	98.7%	100%	100%	100%
Job satisfaction/Company satisfaction (marks out of 5)	3.1 Total satisfaction was only scored.	3.3/3.2	3.3/3.2	3.4/3.4	3.3/3.2	3.4/3.1	3.4/3.1
Employees who had a performance feedback and a career consultation with their superiors	100%	100%	100%	100%	100%	100%	100%

Note: Survey company was changed.



## Support for Flexible Workstyle

Based on the results of employee satisfaction surveys and other factors, we have implemented the following improvement measures.

- Establish a system that enables remote work, with the company covering expenses such as satellite office usage fees.
- Introduce the systems for flexible working, short-hour working and taking annual paid holidays by hour.
- Promote work-life balance, career continuity for all employees as well as business continuity.
- Install the focus space.
- Increase the open space and booth for chats and meetings

### Focus Space

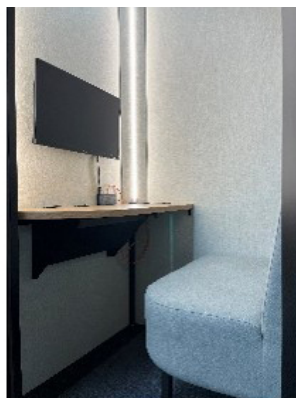
Open booths and closed booths were installed to further improve efficiency and quality of work by MRA's employees.

This has allowed employees to choose a place to work according to the assigned task, bringing about changes to their mindset.



Open booths (left) and closed booths (right)

Closed booths are used when MRA's employees working at the office have a remote meeting with clients or co-workers working from home. By bringing in their own laptop, the employees can work with two monitors in the closed booths.



## Open Space and Booth for Chats and Meetings

To foster more constructive communication and collaboration, MRA has offered more meeting space options to our employees by setting up open relaxing meeting spaces, instead of traditional ones divided by partitions.



Booth (Left) and Standing tables space (right)

## Subsidy Program for Communication Activities

All MRA employees including contract workers are eligible for the subsidy program aimed at facilitating communication among employees to foster connections, promote wellness, appreciate culture, and enhance work-life balance.



## Bonus

Bonuse of employees (exclusive of employees from Marubeni and its group companies) is linked to the distribution per unit of United Urban, etc.

## Employee Stock Purchase Plan

Since 2019, all employees including contract workers are eligible to acquire a fixed amount of United Urban’s units through a cumulative stock investment program provided by a brokerage company in a constant manner. As a part of welfare services, we aim to provide support on mid- to long-term asset-building and increase awareness of United Urban’s growth.

## Benefit package

	All employees	
	Full-time employees	Contract workers
Social insurances (nursing care insurance, employees pension insurance, employment insurance, worker’s compensation insurance)	○	○
Benefit program (Benefit Station)	○	○
Refreshment leave	○	○
Maternity leave	○	○
Childcare leave (until a child turns 1 year old)	○	○
Leave for nursing care	○	○
Medical checkup	○	○
Wellness program (grants for heal screening)	○	○
System for employees to acquire investment units from their monthly salary	○	○
Support program for acquiring/maintaining credentials	○	○
Retirement package	○	×





- As part of due diligence when acquiring properties, United Urban conducts various inspections concerning external and internal environments of a subject property.
- After acquisition, regular examinations and inspections are conducted for the main facilities to secure safety and hygiene for tenants and facility users. When issues are found, cost will be paid to prevent or resolve the issues at an early stage.



LOOP-X・M

### Due Diligence for Safety before Acquisition

- Seismic resistance (Does it secure features required by the new earthquake proofing standards <sup>(Note 2)</sup> or better)
- Status of compliance with Fire Service Act, City Planning Act, etc., and related laws and regulations
- Usage and management status of toxic substances including asbestos, CFC, PCB, etc.
- Land use history, status of soil, etc.



### Main Regular Inspections after Acquisition

- Elevator
- Firefighting equipment
- Special building
- Air quality
- Drinking water
- Pests and rats

Note 1: Probable Maximum Loss. Potential damage (percentage of the building's replacement cost) during a 475-year earthquake (probable maximum earthquake).

Note 2: Earthquake-proofing standards for buildings, etc., based on the Building Standards Act amended in 1981.



Environmentally Conscious Initiatives in Collaboration with Tenants	▼	Community Revitalization Initiatives	▼
Community-oriented Initiatives	▼	Facilities for Local Medical Care and Childcare	▼
Attract Municipalities and Public Organization	▼	Disaster Countermeasures / BCP Support	▼

## Environmentally Conscious Initiatives in Collaboration with Tenants

At our commercial facility “MALera Gifu,” which we own and operate, we are actively promoting collaboration with tenant companies to advance environmentally conscious facility management. As part of these efforts, we engage in dialogue with relevant facility partners on topics such as waste reduction, optimization of energy use, and reuse and recycling activities within the facility.

In addition, we work together with tenants to plan and implement environmental awareness events and exhibitions within the facility, aimed at raising environmental consciousness among visitors.

These initiatives benefit both the facility owner and the tenants—not only by increasing awareness of environmentally responsible management but also by strengthening ties with the local community and enhancing visitor satisfaction.

Going forward, we will continue to enhance the environmental value of our commercial facilities and work together with our tenants to contribute to the realization of a sustainable society.

## Community Revitalization Initiatives

### Participation in the Nishi-Umeda district development council~Pacific Marks Nishi-Umeda~

MRA is a substantial owner of the Nishi-Umeda District Development Council, which was established to strengthen cultural, international, and informational urban functions in the Nishi-Umeda district of Osaka City, where Pacific Marks Nishi-Umeda is located, as well as to develop a lush urban environment.

In the fall of 2024, as an attempt to create an attractive urban space, we organized a series of events themed around sports-focused activity, musical performance, kitchen car, and other activities under the title of "Nishi-Umeda PARK CARAVAN UMEDA EDGE" and "UMEDA EDGE," at Nishi-Umeda Park, as a new way to utilize Nishi-Umeda Park.



### Participation in the Hokkaido Prefectural Government South Area Study Group~Pacific Marks Sapporo Kita-Ichijo~

In May 2024, MRA participated in the Southern Area Study Group of the Hokkaido Agency in order to consider the future of the city in the southern area of the Hokkaido Agency (hereinafter referred to as the "Southern Area of the Hokkaido Agency") and to make efforts to improve and sustain the value of the Southern Area of the Hokkaido Agency from both the hardware and software aspects.

Based on the "City Development Vision" formulated in March 2022, we have been studying and formulating policies and rules for city development in the area, and conducting social experiments to realize the future of the city. Through these activities, we aim to create a "city where new ways of working and enjoying can be realized" that combines the rich greenery of the surrounding area, historical buildings, and the latest technology.



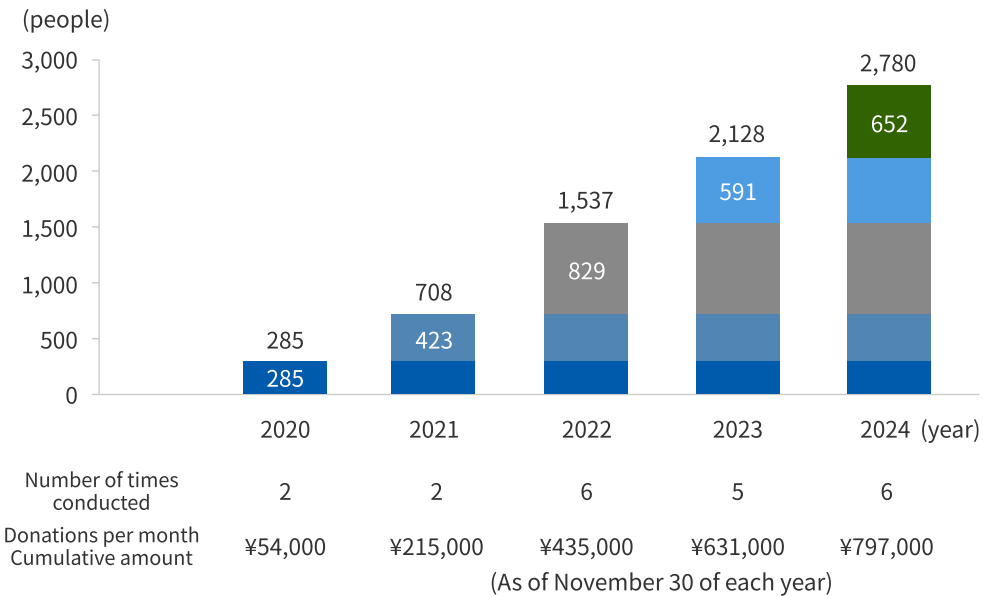
## Support for the Activities of UNHCR

- Since 2020, United Urban has been supporting fundraising activities for the United Nations UNHCR Association.
- The United Nations Association for UNHCR is Japan's official support window for the activities of UNHCR (United Nations High Commissioner for Refugees), the UN's refugee assistance agency.
- As a member of society, we will continue this initiative in 2025.

### Properties managed by the Fund where fundraising activities were conducted (as of the end of November 2024)

- Luz Funabashi
  - Luz Shonan Tsujido
  - Kururu
  - Shinjuku Washington Hotel Honkan
  - Mallage Kashiwa
  - Luz Fukuoka Tenjin
  - LEVEN Otakanomori
  - OSAKA BAY TOWER

### Total number of visitors who stopped by the fund-raising booth



UNHCR Association member explaining fundraising activities  
Mallage Kashiwa (June 2024)



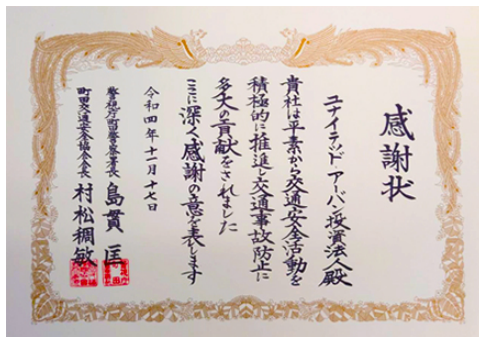
We received a letter of appreciation from the United Nations UNHCR Society.



## Events at Tip's Machida Building

### Traffic Safety Campaign

UUR received a letter of appreciation from the Machida Police Department for its cooperation in conducting a traffic safety campaign sponsored by the department.



## Events at Luz Shonan Tsujido

### TSUJIFES

We hold TSUJIFES in cooperation with local companies and local professional sports teams.

In addition, through collaboration with neighboring universities, we continue to implement industry-academia collaboration-based regional development, such as collaborating on events for the further development of local communities.



## Events at Luz Jiyugaoka

### Ethical Marche

A marche (open-air market) has been held with seven external stores that are conscious of ethical initiatives (ideas and actions that consider people, the global environment, society, and the community) and sustainability.



### Fujisawa City Children's Election

We provide a voting space for the Fujisawa City Children's Election to encourage children to become interested in the mechanism of democracy through mock voting.



## Star Festival Event

In cooperation with local nursery schools, UUR Urban hold a Tanabata (star festival) event where children write their wishes on strips of paper and attach them to bamboo leaves.



Children tie strips of paper with their wishes onto bamboo leaves

## Various Initiatives at Mallage Kashiwa

### Partnership Agreement with the Municipality

- The agreement was concluded with Kashiwa City, Chiba Prefecture and Sojitz Commerce Development Corporation as of January 2023.
- Aim to further revitalize the city and improve the citizen services through mutual cooperation by utilizing each resource.
- Based on the matters to collaborate and work together, United Urban strives to build a stronger relationship with the local community and grow together by contributing to solve social issues.

#### <Overview of the agreed matters to collaborate>

- Thing about dispatch of municipal administration information
- Promotion of education, culture and sports
- Matters related to health promotion, dietary education, and food safety
- Child-rearing support and healthy upbringing of young people
- Matters related to environmental conservation and greening maintenance
- Matters related to welfare for the elderly and persons with disabilities
- Disaster support, disaster prevention, and crime prevention
- Matters related to regional development



Left: Hiroki Kashiwagi, President, Sojitz Commerce Development Corporation  
Center: Kazumi Ota, Mayor of Kashiwa City  
Right: Yoshihiro Itani, Director and CIO, MRA  
(All is as of the date of conclusion of the agreement.)



## fuubo

UUR is working to reduce food loss and CO<sub>2</sub> emissions by installing “fuubo,” unmanned vending machines at which tenant employees can buy products nearing their expiration date that were originally scheduled to be discarded.



## Initiatives to Promote Sports

The sports park on the roof of the property contributes to the promotion of local sports and health through soccer and basketball as a place for interaction among people of all ages.



## Sports Carnival

We co-host sports events with Kashiwa City. Small children and seniors spend meaningful time together, transcending generational barriers, through the experience of soccer, basketball, and various sports.



## Tsunagu Marche - mallage Kashiwa Style -

In addition to Kashiwa City and other municipalities in Chiba Prefecture, municipalities in Saitama Prefecture joined for the first time. The facility periodically holds a resident oriented marche for the purpose of industry and tourism promotion and relationship building among residents in each municipality.





## Kids SDGs Workshop

We have been holding monthly workshops since June 2022 with the expectation of fostering SDGs awareness among children.

The participants experienced making seashell wind chimes and glass lights.



## Blood donation site

We are offering a space on the premises for a blood donation venue.



## Hospital Experience Event Natogaya Hospital x Kashiwa City

We also contribute to the health awareness of visitors by cooperating in the implementation of ambulance test rides and simple health consultations.



## Planting Exhibit

We collaborated with local companies to reuse waste materials and created a botanical garden exhibit that embodies a rich, circular society with greenery in our daily lives while considering the environmental impact.



## Childcare Support

Efforts have been made in this property to support children's healthy growth and child-raising mothers by working together with Kashiwa City, civic groups, etc. Seminars on eurhythmics, or massage for babies, a flea market for children's goods, and other events for children have been held on a regular basis in this property. Such seminars or events provide communication opportunities for the child-raising generation.



Supporters of Mama-life "Mallage mama"

## Radio Calisthenics

The events for calisthenics known as "radio taiso" (literally, radio exercise) are held in July and August every year (15-day period) with Kashiwa City and Kashiwa City Social Welfare Council, etc. 3,442 persons in total participated in the events in 2018.



Radio Calisthenics

## Working Together with Fire Department of Kashiwa City

A traditional New Year parade by firefighters known as "dezomeshiki" (held in January) and a general disaster drill (held in November) organized by Fire Department of Kashiwa City are held at a remote parking lot, helping to raise local disaster prevention awareness.

## Mallage Hall and Mallage Room Rentals

"Mallage Hall," which can accommodate 100 persons and "Mallage Room," which can accommodate 30 persons, are located within the property and are made available for lease. These are made soundproof specifications and can be utilized for concerts, recitals, etc.

In March 2021, United Urban leased a part of the inside of the property to Chiba Prefecture as an early voting station for the Chiba Gubernatorial Election for free. More than 6,000 residents of Chiba Prefecture came and voted over 6 days. United Urban owns large retail facilities used by local people and considers the continuous implementation of such initiative as a member shaping the community.



Voting venue



Cue of voters/visitors of the facility

## Local Clean-up Activities

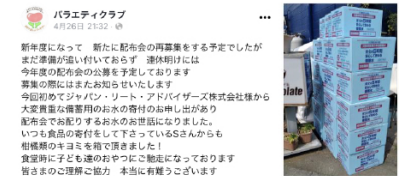
As part of environmental activities at MRA, MRA's employees participate in clean-up activities in Minato-ku, location of MRA's office every month, which are organized by the local administration.



[Left] Participants preparing for "Shiba District Clean Campaign: A Town with Zero Smoking on the Street!" (December 2021).  
[Center & Right] MRA's employees participating in the clean-up activity.

## Donation of Disaster Prevention Stockpiles to the Children's Cafeteria

MRA donated the Disaster Prevention Stockpiles prepared for its employees to the "Kodomo Shokudo" (Children's Cafeteria) of the Variety Club, which is based in Hachioji City, under the theme of "Community Support and Urban Development."



出典：バラエティクラブ様より使用許諾に基づき本頁に掲載。出典：バラエティクラブ様より使用許諾に基づき本頁に掲載。



## Community-oriented Initiatives

### Demand Responses - Rihga Royal Hotel Kokura, Aru Aru City

United Urban's RIHGA Royal Hotel Kokura-ARUARU City participates in a power-saving program (demand response) provided by Enel X Japan K.K., a leading European power company.

Full-scale operation started in April 2024 after the effectiveness test (implemented in December 2022).

Expected to contribute to stable energy supply in the region and enhancement of the awareness on energy saving of the demand side as well as to prevent global warming by controlling excessive power generation.



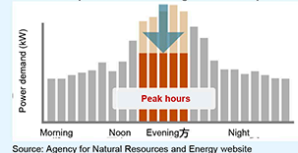
#### Demand Response

A program to eliminate power shortages by controlling power consumption of the demand side (tenants and owners) instead of making the supply side operate the peak power source\* when power demand is at the peak.

\* A power plant using 10% of the entire annual cost for maintenance and management, while its annual operation rate is less than 1%. It is also believed to cause environmental issues as it is an aging thermal power plant.

Source: Enel X Japan K.K.

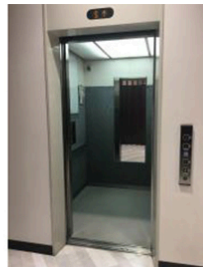
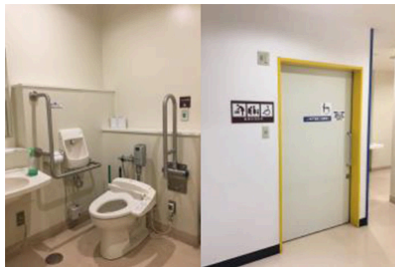
Control power demand through demand response



### Installation of Universal Design

Anticipating that various people will use a property given its characteristics, United Urban seeks to install multipurpose toilets, corridors with sufficient width, slopes and handrails, elevators compatible with wheelchairs, parking space for physically disabled persons, etc., at its properties.

#### Example: Luz Musashikosugi



### Initiatives to Prevent the Spread of COVID-19

#### Receiving patients and medical personnel

In response to requests from local governments to help prevent the collapse of the medical care system caused by the spread of COVID-19, hotels of Urban have been used as a lodging facility for medical treatment for the COVID-19 patients with mild or no symptoms who need medical treatment as well as medical personnel.

#### Offering space for inoculation of the COVID-19 vaccination

COVID-19 vaccination (workplace vaccination and large-scale vaccination at local municipalities) has been sequentially implemented from June 2021 at multiple hotels of United Urban.



### Participation in Social Experiments

- United Urban cooperated in the "improvement of efficiency of intraregional movements using shared electric kickboards and resolution of last one-mile issues (Note1)," an experimental project hosted by mobby ride Inc. certified as a full support business of demonstration by Fukuoka City (Note 2).
- The driving data obtained through the experiments was submitted to the government by mobby and used to consider to formulate traffic rules for various traffic settings including electric kickboards and to realize a society where electric kickboards and people can coexist.
- United Urban offered parts of the sites of our properties to the project for free, and such sites are used as exclusive parking spaces for electric kickboards during the experiment.

Note 1: Implementation period: From April 27, 2021, to October 31, 2021. Sharing services enabling free travel among exclusive parking spaces designated by Fukuoka City was provided using the entire area of Chuo-ku and part of Minami-ku in Fukuoka City as the service area.

Note 2: Fukuoka City solicits demonstration experiment projects that lead to the resolution of social issues and the enhancement of quality of life using cutting-edge technologies including AI and IoT from all over Japan as needed, and fully supports demonstration experiments of excellent projects in the city.

Introduction of sharing services

We are providing convenience for our tenants, facility users, and the local community by providing some of the land within the premises of UUR-owned properties for the installation of shared bicycles and electric kickboard ports.



Toranomon PF Building



Shinjuku Washington Hotel - Main Building

What is an electric kickboard?

The electric kickboard is attracting attention as a one-mile means of transportation in an aging society with a very low birthrate, or as a measure to revitalize the tourism industry. Electric kickboard sharing is expected to be a service that contributes to alleviating local traffic congestion and reducing exhaust gas and environmental pollution.

Facilities for Local Medical Care and Childcare

Attract Medical Institutions, Daycare Centers, etc.

Medical floor within facilities



Luz Shonan Tsujido

Medical Institutions/Clinics



Note: As of November 2024.

Day-care Centers/Nurseries



Note: As of November 2024.

## Attract Municipalities and Public Organization

In UUR-owned properties, some have municipalities and public organizations as tenants, serving as bases for providing various public services. United Urban recognizes that "real estate plays a crucial role in social infrastructure," and collaborates with partner companies in managing these properties.

### Main Properties/Tenants

Mallage Kashiwa	Kitakashiwa No.2 Community Comprehensive Center	<div> <div>7 properties</div> <div>9 tenants</div> <div>Note: Excluding public housing</div> </div>
Pacific Marks Kawasaki	Houterasu Kawasaki	
Pacific Marks Higobashi	Edobori Public Notary Office	
RIHGA Royal Hotel Kokura/Arura City	Kitakyushu Manga Museum	

Note: As of the end of November 2024.

## Disaster Countermeasures / BCP Support

At each of United Urban's properties, emergency power generators have been installed and emergency provisions have been stored in stages. Emergency drill is also conducted annually. As the landlord of real estate, which is believed to be a part of an infrastructure in the local community, United Urban has agreed with some municipalities to open meeting rooms at some properties in case of emergencies.

### Example: SS30

Based on written agreements concerning the support for people who are unable to return home after disasters, SS30 in Sendai City provides space as a shelter. Cooperating with Sendai City, emergency food will be supplied and will become a hub for emergency communication between local citizens.

