

Press Release

May 13, 2025

MITSUI-SOKO HOLDINGS Co., Ltd.

The MITSUI-SOKO Group Successfully Completes Consolidation and Relocation of Head Offices in the Tokyo Area

As part of efforts to improve the workplace environment through office upgrades including those in logistics sites, implement work style reforms, and advance group integration initiatives

MITSUI-SOKO HOLDINGS Co., Ltd. (Chuo-ku, Tokyo; President and CEO: Hirobumi Koga; hereinafter referred to as “we”) has designated “Advancing human capital management” as our Materiality. Our objective is to deliver superior logistics services and enhance organizational capabilities by fostering the active engagement of a diverse workforce. To date, we have already implemented a variety of measures aimed at enhancing the workplace environment, including the renovation of aging logistics site offices and the promotion of work style reforms with the introduction of a flextime system.

We are thrilled to announce the successful consolidation and relocation of five head offices in the Tokyo area as a key part of these efforts. Four operating companies—MITSUI-SOKO, MITSUI-SOKO EXPRESS, MITSUI-SOKO LOGISTICS, and MITSUI-SOKO Supply Chain Solutions—have moved to a new shared location alongside our own head office. This transition was completed on May 12, and we are now fully operational at the MSH Nihonbashi Hakozaeki Building. This relocation, grounded in the new office concept of “transformation through interaction and stimulation,” aims to enhance collaboration among Group employees beyond the confines of their respective operating companies, fostering efficient Group management by enabling quicker decision-making.

The Purpose of this Relocation

The Group sees this consolidation of its Tokyo-area head offices into the new building as a significant turning point for the next phase of the transformation and the challenges ahead. This relocation will enhance Group management by facilitating quicker decision-making and fostering Group integration through the emergence of open communication among employees, breaking down organizational and business barriers. This initiative will provide new possibilities in logistics, fostering the development of innovative businesses and expanding integrated solution services through co-creation efforts, ultimately aimed at enhancing corporate value.

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Key Features of the New Office Environment Designed to Promote Diverse Work Styles

Guided by the concept of “transformation through interaction and stimulation,” the new office space is thoughtfully organized into distinct areas, emphasizing the keywords of “seamless,” “open,” “opportunity,” and “active.” This design fosters an environment that promotes the emergence of vibrant communication and collaboration among Group employees. Furthermore, by implementing the Activity-Based Working (ABW) method*, employees can seamlessly transition to the most appropriate workspace, depending on what they are doing, throughout the day, choosing from various zones, including the Concentration Area, Internal Meeting Areas, and Lounge.

*This method empowers employees to choose the most appropriate workspace for their tasks at any given time, in contrast to the free-address system, where individuals select their seats upon arrival and remain in them throughout the day

No inter-organizational barriers

Consolidate offices in the Tokyo area to physically eliminate barriers between organizations, fostering a mingling of workspaces

Seamless

Open

Conversations are audible

Provide numerous internal meeting spaces without partitions and open workspaces

Abundant opportunities for interaction

Design a system that encourages movement and engagement within the office environment

Opportunity

Active

Promoting independence

Implement ABW throughout the office space with diverse desk designs and layouts

Figure: Four Keywords

Work Areas



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Additionally, a dedicated employee lounge named Hakozaiki CROSS has been established as a symbolic centerpiece of the new office space, accessible to all Group employees. The name CROSS embodies the ideas of “cross” and “interact” among employees, with the goal of expanding opportunities for exchange beyond the boundaries of operating companies and fostering a dynamic hub for active co-creation within the Group.

Hakozaiki CROSS



Since its establishment in 1909, the Group has delivered logistics services for over 115 years, bridging the evolution of society with our customers' businesses. Looking ahead, we aim to adapt to the rapidly changing business landscape by enhancing our Group management structure through this relocation, all while striving to achieve our Group Vision: The co-creative logistics solutions partner. For every day, emergency, and always will be.

[Relocation Overview]

Applicable Companies

- MITSUI-SOKO HOLDINGS Co., Ltd.
- MITSUI-SOKO Co., Ltd.
- MITSUI-SOKO EXPRESS Co., Ltd.
- MITSUI-SOKO LOGISTICS Co., Ltd.
- MITSUI-SOKO Supply Chain Solutions, Inc.

New Head Office Address

MSH Nihonbashi Hakozaiki Building, 19-21 Nihonbashi Hakozaiki-cho, Chuo-Ku, Tokyo 103-0015, Japan

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Access

- 3 minutes on foot from the Suitengu Station on the Tokyo Metro Hanzomon Line
- 8 minutes on foot from the Kayabacho Station on the Tokyo Metro Hibiya and Tozai Lines
- 12 minutes on foot from the Ningyocho Station on the Tokyo Metro Hibiya and Toei Asakusa Lines

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