

Company Name: **Leopalace21 Corporation**  
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### **Notice Concerning Registration for Whistleblowing Certification Regime**

Leopalace21 Corporation (Headquarters: Nakano-ku, Tokyo; President and CEO: Bunya Miyao; the “Company”) announced that the Company was registered on August 13, 2021 for the self-declaration of conformity system in the whistleblowing compliance management system (“WCMS”) certification regime which the Consumer Affairs Agency introduced.

The Company took it vital to have the whistleblowing system for keeping the sound compliance structure and established a multiple of internal and external contact points including external lawyers. The Company pays due attention to the confidentiality of the information given by whistleblowers and their protection so that the Company can avoid the breach of compliance, or detect the breach at an early stage for corrective actions. Making the importance of whistleblowing known to all employees through formulating compliance manuals and organizing trainings and updating the related internal regulations are the Company’s efforts to ensure proper operation.

The Company continues to keep the effective whistleblowing system and solid compliance structure so that the Company can achieve sound and pleasant work environment, foster business ethics and promote ESG-focused business operation.

#### ■ Outline of the self-declaration of conformity system in the WCMS certification regime

The Consumer Affairs Agency introduced the certification regime in February 2019 in order for companies to establish, maintain and operate a proper whistleblowing system which is essential to have workable internal control and corporate governance. If a company evaluates its own whistleblowing system and it concludes that their system satisfies the certification standards\*, the company may submit an application to the Agency’s designated registration organization. The registration organization will review the application to ensure that it meets the certification requirements and grant the right to use the WCMS symbol.

\* The certification standards are based on the Guidelines for Business Operators regarding the Establishment, Maintenance and Operation of Internal Reporting Systems based on the Whistleblower Protection Act

