

[Translation for Reference Only]

ENGLISH TRANSLATION OF DOCUMENT IN JAPANESE

This is an English translation of an original document in Japanese and is only provided for convenience. In all cases, the original Japanese version takes precedence.

March 10, 2022

For immediate release

Company Name Seibu Holdings Inc.
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First Section of the Tokyo Stock Exchange)
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Twelve Seibu Group Companies Certified as 2022 Health & Productivity Management Outstanding Organization

Seibu Holdings, Inc. (Headquarters: Toshima-ku, Tokyo; President and CEO: GOTO Takashi) has been certified as one of the 2022 Health & Productivity Management Outstanding Organizations in the large enterprise category for the second consecutive year in recognition of its efforts for health and productivity initiatives.

The Certified Health & Productivity Management Outstanding Organization Recognition Program, administered by the Ministry of Economy, Trade and Industry (METI) and Nippon Kenko Kaigi (health promotion organization), has certified the enterprises engaging in efforts to advance health and productivity management annually.

In addition to Seibu Holdings, its group companies: Seibu Railway Co., Ltd., Seibu Properties Inc. and Seibu Bus Co., Ltd. were also certified in the same category.

Other group companies—Seibu Lions Inc., Seibu Travel Inc., Seibu Recreation Co., Ltd., Seibu Electrical Construction Co., Ltd., Seibu Tetsudo Service Co., Ltd., Seibu Hire Co., Ltd., Seibu Kanko Bus Co., Ltd., and Seibu Sogokikaku Co., Ltd. were also certified as 2022 Health & Productivity Management Outstanding Organization in the small and medium-sized enterprises category.

Based on the Group Vision—Seibu’s management philosophy, we have been working on various initiatives, which we call “Sustainability Actions,” to contribute to achieving a sustainable society. As part of these efforts, Seibu is proactively working to increase employees’ satisfaction, creating a positive work environment and promoting the health and wellbeing for employees and their families to maximize the strengths of each individuals and the organization.

<Major Initiatives of the Seibu Group>

- Promoting smoking cessation
 - Promoting work-life balance
 - Various health promotion events
 - Preventive measures for infectious diseases
 - Specific health guidance recommendations
 - Cancer examinations
- * Some of the initiatives mentioned above are being promoted in cooperation with the Seibu Health Insurance Society.

Seibu will expand its efforts to promote employees’ health and create a pleasant workplace in both mind and body.

[List of Certified Health & Productivity Management Outstanding Organization 2022 Corporates]

2022 Certified Health & Productivity Management Outstanding Organization (large enterprise category)

Seibu Holdings Inc.	[the 2nd consecutive year]
Seibu Railway Co., Ltd.	[the 2nd consecutive year]
Seibu Properties Inc.	[the 3rd consecutive year]
Seibu Bus Co., Ltd.	[the first time]



2022 Certified Health & Productivity Management Outstanding Organization (SME category)

Seibu Lions Inc.	[the 3rd for the second consecutive year]
Seibu Travel Inc.	[the 2nd consecutive year]
Seibu Recreation Co., Ltd.	[the 2nd for the first time in two years]
Seibu Electrical Construction Co., Ltd.	[the 5th consecutive year]
Seibu Tetsudo Service Co., Ltd.	[the 3rd consecutive year]
Seibu Hire Co., Ltd.	[the first time]
Seibu Kanko Bus Co., Ltd.	[the first time]
Seibu Sogokikaku Co., Ltd.	[the first time]

















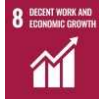


Under the Certified Health & Productivity Management Organization Recognition Program, the Nippon Kenko Kaigi examines large enterprises, SMEs and other organizations engaging in initiatives for promoting health-conscious activities and recognizes outstanding enterprises engaging in efforts for health and productivity management.

<For reference>

Seibu Group Sustainability Action

Based on the Group Vision, Seibu's management philosophy, we are promoting efforts to realize a sustainable society, which we call “Sustainability Actions.” We have established four areas and 12 agendas (important themes) as social values that we create through our business, and are actively working on them.

For details, please see the link: <https://www.seibuholdings.co.jp/en/sustainability/>

Category	Agenda	Related SDGs
Safety	Ensure safety and reliability	   
Environment	Greenhouse gas reduction	     
	Waste reduction	
	Ensuring water supply	
	Protecting forests and species	
Community engagement	Developing rail corridors and invigorating local communities	   
	Creating accessibility through universal design	
	Aging population and low birthrate	
Corporate culture	Work style reforms	    
	Recruiting a diverse workforce	
	Human resource development and human resource management	
	Compliance	