

FOR IMMEDIATE RELEASE

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**Notice Concerning Certified as Outstanding Health & Productivity Management
Organization for Seven Years in a Row**

Leopalace21 Corporation (Headquarters: Nakano-ku, Tokyo; President and CEO: Bunya Miyao; the “Company”) announced that it was certified as an outstanding health & productivity management organization 2023 by the Ministry of Economy, Trade and Industry, and the Nippon Kenko Kaigi, or Japan Health and Productivity Council. It marks the Company’s seventh consecutive certification since fiscal year 2016, when the Certification Program for Outstanding Health & Productivity Management Organizations was established.

**■ Outline of the Certification Program for Outstanding Health & Productivity
Management Organizations**

The program was established to praise large companies and small and medium-sized companies implementing outstanding health and productivity management based on their initiatives to address local health issues and to cooperate with Japan Health and Productivity Council in its health promotion programs. It aims to develop an environment through highlighting such companies in terms of employee health and productivity management from a managerial perspective and strategic engagement so that they can gain enhanced social recognition by employees, employment seekers, related companies and financial institutions.



■ Specific Initiatives

- Employee Health Support by Utilizing Specialists

The Company employs specialists such as public health nurses and licensed psychologists at the head office to support employee healthcare. The public health nurses provide health guidance for secondary checkups and organize preventive measures against diseases and serious illnesses through health guidance. In terms of mental health, the Company has put in place a return to work support program in cooperation with the industrial physicians and licensed psychologists so that employees suffering from mental illness can smoothly return to the workplace, as well as an employee support program for balancing work and medical treatment.

- Non-smoking promotion

The Company has been promoting the non-smoking policy to prevent health hazards caused by smoking and to prevent passive smoking. In addition to awareness activities about smoking cessation, the health committee discusses the environment and rules related to smoking with smokers to create a health-conscious and comfortable work environment.

- Enlightening activities to raise healthcare awareness

The Company organizes E-Learning and web-based seminars on health issues such as diet, sleep, and exercise to promote mental and physical health and a regular habit including encouraging employees to use sneakers to commute to work. In addition, the Company surveys and analyzes the health awareness of the employees and publish a Wellness Report every year. It is aimed to improve the health literacy of every employee by visualizing the state of health as an organization.

Please refer to the following site for further information.

<https://eg.leopalace21.co.jp/corporate/csr/case/workplace.html>

The Company believes that the mental and physical health of every employee is the driving force behind innovation, and has established Declaration to Promote Health and Productivity Management in Leopalace21 Group to support the health of the employees. It maintains work environment and promotes strategy to focus health and productivity with an emphasis on the employees who should be able to use their full capabilities in the workplace.

The Company will continue to make efforts to maintain and promote the health of the employees and related stakeholders.

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