

FOR IMMEDIATE RELEASE

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Notice Concerning Certified as Employee Welfare Promotion Organization for 2023

Leopalace21 Corporation (Headquarters: Nakano-ku, Tokyo; President and CEO: Bunya Miyao; the “Company”) announced that it was certified as an employee welfare promotion organization for 2023 by a committee which assesses and recognizes the welfare programs in terms of utilizing them as a part of corporate management.



■ Outline of the Employee Welfare Program Award and Certification Program

The purpose of this private-sector award and certification program is to recognize and certify organizations that aim to enhance and utilize employee welfare benefits. The program aims to deepen understanding of the importance and effectiveness of welfare benefits, to further promote the penetration and utilization of welfare benefits in the workplace, and to provide useful information to human resources (new graduates and mid-career workers) in the labor market in their selection of employment opportunities.

■ Major Specific Initiatives

- Programs to Promote Diversity

The Company offers various leaves including childcare leave (up to 3 years old), nursing care leave (up to 10 days per year), accumulated paid leave (up to 40 days), each of which are beyond what are legally mandated. To support diverse work styles, the Company has established systems such as work from home, shorter working hours for childcare (until the child finishes the third grade of elementary school), subsidies for extended child daycare, staggered working hours, and a system to limit the place of work. In addition, the Company set up a special subsidiary company for hiring disabled persons and created a handbook to promote understanding of people with disabilities so that the Company should accommodate the diversity of the employees.

- Various Programs to Reduce Financial Burdens

The Company offers its employees company housing by utilizing its managed apartment units, or alternatively provides subsidies for living in other companies' rental properties. The Company has established programs to improve the financial literacy of the employees and create a stable life foundation through providing various programs such as an employee stock ownership plan (10% of premiums are subsidized), a defined contribution pension plan, a group insurance, and seminars on asset management.

- Initiatives to Support Skill Development and Career Development

The Company supports employees' skill development by paying examination and course fees for qualifications and providing rewards when they pass the exam. The Company provides training for career development and institutionalizes periodic interviews with superiors using a career sheet which tells individual's qualifications and skills and future career plan.

The Company has been working on various work style reforms to create a comfortable work environment for the employees. The Company will continue to make efforts to operate a welfare program that allows each employee to demonstrate their aptitude and ability.

END