

FOR IMMEDIATE RELEASE

March 30, 2023

Company Name: **Leopalace21 Corporation**
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Notice Concerning Increase in Base Salary and in Initial Salary for New Graduates

Leopalace21 Corporation (Headquarters: Nakano-ku, Tokyo; President and CEO: Bunya Miyao; the "Company") announced that it will implement increase in the salary base for existing employees and initial salary for the new graduates effective from April 1, 2023, so that the Company should create a workplace where employees can work with peace of mind in the face of rising prices and related external factors.



1. Background

Prices have continued to soar in Japan due to the global surge in energy prices and the impact of foreign exchange rates. In order to protect the employees' living from these external factors and create a secure work environment, as well as to attract talented human resources in its hiring program, the Company has decided to implement a base increase and raise the initial salary for the new graduates.

2. Base Increase of Salaries

Scope: Regular Employees of Leopalace21 Group*
Details: Increase of 20,000 yen across the board
(Average base increase of 9.4% including annual pay increase)
Effective from: April 2023

* The scope does not include those who are in certain managerial positions and those whose pay structure is different from the one applicable for the regular employees.

3. Increase in Initial Salary of the New Graduates

Details: Increase of 20,000 yen across the board**
(Initial salary becomes 230,000 yen from 210,000 yen for the new university graduates.)

Effective from: April 2023

** It does not apply to a certain job category.

The Company pays attention to its human capital and focuses on providing its employees with a better work environment and growth opportunities. By implementing the salary increase as a part of this effort, the Company materialized improving the work environment. Going forward, the Company will continue its efforts to create an environment in which every employee can grow.

END