

Recognized as an Outstanding Company with Barrier-free Mindset by Tokyo Metropolitan Government

Leopalace21 Corporation (headquarters: Nakano-ku, Tokyo, Japan; President and CEO: Bunya Miyao; “the Company”) announced that it was recognized as an outstanding company with barrier-free mindset by the Tokyo Metropolitan Government.

The Company has been taking various initiatives in providing opportunities for diverse human resources. The Company will continue to strengthen its efforts to achieve sustainable growth and contribute to solving social issues.



What it means by barrier-free mindset

The Tokyo Metropolitan Government promotes barrier-free mindset not only to improve facilities, but also to think about a society and environment where all people can participate equally and continue to take necessary actions to develop community where everyone can move smoothly and enjoy various activities.

In order to foster social momentum for barrier-free mindset, the Tokyo Metropolitan Government registers the organizations which work to raise their employees' awareness as barrier-free mindset support companies. The companies that have made particularly outstanding efforts are certified as an outstanding company with barrier-free mindset.

The Company was registered as a barrier-free mindset support company in April 2023. A variety of initiatives by the Company in the fiscal year 2023 entitled it an outstanding company with barrier-free mindset. There are 10 new companies, including the Company, joined in the fiscal year 2023 about 40 companies which had been certified as outstanding companies with barrier-free mindset.

- Please refer to the Tokyo Metropolitan Government's following website for barrier-free mindset support companies: <https://kokorobf-support.tokyo/koujirei/index.html> (Japanese language)

Initiatives for Employment of People with Disabilities

- Operation of Leopalace Smile, a special subsidiary company
- Creation and posting of promotion handbook for retaining employees with disabilities
- Lectures on employment support for people with disabilities at universities
- Follow-up interviews with employees with disabilities
- Conducting a survey for employees with disabilities
- Held a roundtable discussion by employees with disabilities about what it means to work
- Recorded 2.72% employment rate for persons with disabilities as of the end of February 2024 which exceeded the legally mandated 2.30%.

Initiatives for Responding to Foreign National Human Resources

- Establishment of the International Front Centers, a group specialized sections for foreign national tenants
- Conducting a survey for foreign national employees
- Held a roundtable discussion by foreign national employees
- Formed a business alliance with Nankai Electric Railway Co., Ltd. to promote an environment accepting foreign human resources

Promotion of Diversity & Inclusion and LGBTQ+ Initiatives

- Raise awareness of LGBTQ+ basics through inhouse newsletters
- Gender field removed from the job application form
- Establishment of a gender-free restroom
- Conducting E-learning course on LGBTQ+ issues
- Conducting E-learning and employee roundtable discussion on D&I promotion and unconscious bias

■ Company profile

Leopalace21 Corporation

Established: August 17, 1973

Head office: 2-54-11, Honcho, Nakano-ku, Tokyo 164-8622, Japan

Representative: Bunya Miyao, President and CEO

Corporate website: <https://www.leopalace21.co.jp/english/index.html>

Contact for inquiries

■ For the mass media

PR and IR Section, Leopalace21 Corporation

Phone: +81-3-5350-0445 (Business hours: 9:00-18:00; non-business days:
Saturdays, Sundays, and national holidays)

Email address: kouhou@leopalace21.com