

Certified as Employee Welfare Promotion Organization for Two Consecutive Years
in *Hataraku Yell* 2024 Commending and Certifying Program

Leopalace21 Corporation (headquarters: Nakano-ku, Tokyo, Japan; President and CEO: Bunya Miyao; “the Company”) announced that it was certified as an employee welfare promotion organization for the second year in a row for 2024 in recognition of the importance the Company place on welfare and the use of welfare as a means of management.



Outline of *Hataraku Yell*, the Employee Welfare Commending and Certifying Program

The Welfare Award and Certification Scheme Executive Committee commends companies, organizations and municipalities that make efforts to enhance and utilize welfare benefits. The program aims to further promote the penetration and utilization of welfare benefits in the workplace, and to commend the legal entities which have implemented excellent welfare benefits and certify those entities which are motivated to improve their welfare benefits in the future.

For further information, please refer to the following URL:

<https://fukurikosei-hyosyo.com/> (Japanese language)

Major Specific Initiatives and Programs

Organization of health promotion events

The Company organized all-employee events by the slogan of ‘your work and life will become more constructive, when you keep participating with fun.’ and various seminars on health. With regard to smoking, which has a significant impact on health, the Company provided training and awareness programs on smoking cessation, financial assistance and support program to quit the habit.

Various programs with an aim of promoting diversity

The Company has built systems and programs to respond to the diversity of its employees. It offers leaves such as childcare leave for the employees who have up to 3-year-old child, nursing/care giving leave for maximum 10 days, accumulated paid leave for up to 40 days, and other types of leave beyond what is legally mandated. The Company has implemented the programs such as work from home, reduced workhour program to care the child until the end of the third grade of elementary school, subsidy for extended daycare fees, staggered work hours, option to accept transfers only without residential relocation. The Company established a special subsidiary company for employees with disabilities and created a handbook to promote understanding of people with disabilities.

Various programs to relieve financial burdens

The Company made a portion of its rental properties across the country available as company housing to its employees or provide housing subsidies for living in rental properties which are managed by another company. The Company organized programs to improve the financial literacy of its employees and create a stable life foundation, such as employees' stockholding association with 10% of premiums are subsidized, a defined contribution pension plan, arrangement of group insurance, and seminars on asset management.

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 benefit system that allows each employee to demonstrate their aptitude and ability.

■ Company profile

Leopalace21 Corporation

Established: August 17, 1973

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Representative: Bunya Miyao, President and CEO

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