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## Notice of Workplace Smoke-free Policy Declaration

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Leopalace21 Corporation (headquarters: Nakano-ku, Tokyo, Japan; President and CEO: Bunya Miyao; “the Company”) announced the issuance of workplace smoke-free policy declaration on May 1, 2024.

### **Workplace Smoke-free Policy Declaration**

Leopalace21 adopted the workplace smoke-free policy and declared its intention of promoting the workplace environment where every employee can work in good physical and mental health conditions so that the Company should be able to contribute to general society by constantly striving to create new value.

Bunya Miyao, President and CEO

The Company has been making efforts in promoting well-being management as a foundation to support invigorating individuals and organizations. The Company has focused not only on maintaining and improving the physical and mental health of each individual employee, but also on creating a framework to promote vigorous workplaces based on good relationships among employees. Well-being management initiatives maintain and enhance corporate value and long-term competitiveness, and provide the foundation for sustainable growth. Through human capital management, the Company aims to utilize the employees to their fullest capabilities, which brings on healthier and more vibrant future to the entire organization.

Smoking is associated with many diseases, including cancer, cardiovascular diseases such as stroke and ischemic heart disease, respiratory diseases such as chronic obstructive pulmonary disease (COPD) and tuberculosis, type 2 diabetes, and periodontal disease. Smoking is known as the greatest cause of preventable death. About 15,000 people die annually from second-hand smoking in Japan, which is a serious hazard to health\*.

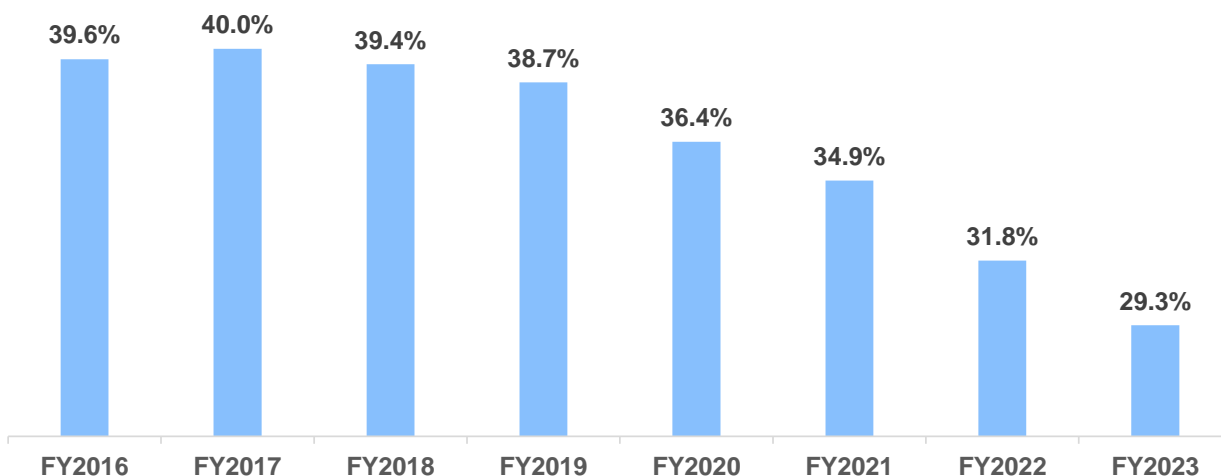
The Company believes that the health detriment caused by smoking on the health of smokers and the colleagues around them cannot be overlooked. The Company made workplace smoke-free policy into a declaration as an important matter for well-being management and keeps it going in the company-wide efforts.

\* Reference is made to the Ministry of Health, Labour and Welfare’s e-health net:  
<https://www.e-healthnet.mhlw.go.jp/information/tobacco> (Japanese language only)

## Changes in smoking rate and target

### ■ Leopalace21 Group's smoking rate

The smoking rate peaked at 40% in FY2017 and has been decreasing every year. The Company aims for 23% by FY2026 by rapidly promoting smoking cessation initiatives.



## Initiatives

### ■ Enforcement actions and environment

- No smoking on the premises (elimination of existing smoking areas)
- No smoking allowed during work hours except for statutory break
- Addition of a section on smoking prohibition in the employee work rules

### ■ Employee support

- Financial assistance for out-of-pocket outpatient smoking cessation services and expenses for smoking cessation medications
- Continuous support by public health nurses through in-house smoking cessation program
- Information and training provision on smoking and smoking cessation for all employees

<Leopalace21's Well-being Management>

<https://www.leopalace21.co.jp/english/sustainability/esg/humancapital/health/index.html>

<Related Press Release>

Announcement Regarding Issuance of Leopalace21 Wellness Report 2023 dated January 23, 2024

<https://www.leopalace21.co.jp/english/news/2024/0123.html>

### ■ Company Profile

Leopalace21 Corporation

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