

Leopalace21 Is Certified as Employee Welfare Promotion Organization for Three Consecutive Years in *Hataraku Yell* 2025 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 third year in a row for 2025 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

Health promotion measures in place

As of May 1, 2024, the Company issued the Leopalace21 Non-Smoking Declaration to promote the health of our employees. As part of its anti-smoking measures, the Company conducts learn and aware activities related to smoking cessation, financial assistance and smoking cessation support programs to assist employees in quitting the habit. In addition, the Company organized a walking event with voluntary participation of the employees nationwide in the form of team competition based on the offices and other groups. The Company is making company-wide efforts to support health promotion to ensure the physical and mental health of all employees and to create an invigorated work environment.

Various programs for a better balance between work and childcare

To balance between work and childcare, the Company has introduced the *Childcare Mirai Concierge* service as a new benefit program of providing childcare support content as well as nursery school search services. To support diverse work styles, the Company offers telecommuting, subsidies for extended daycare, staggered work hours, and a system of work in the vicinity of original workplace. In addition, the Company has been already operating a program for shorter working hours for employees up to the third grade of elementary school ahead of the revision of the law this year.

Various programs to increase employee engagement and support career development

New initiatives and programs have been introduced, such as holding a periodic quick survey on engagement, financial lectures, and increasing rewards for some qualification allowances. Starting next fiscal year, the Company also plans to introduce a cafeteria plan that can be used for self-development and other purposes to support career development. The Company will continue its efforts to further improve employee engagement.

■ 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>

<For inquiries>

Leopalace21 Corporation PR and IR Section

■ Press

e-mail: kouhou@leopalace21.com

END