

Company Name: **Leopalace21 Corporation**  
Representative: Bunya Miyao, President and CEO  
Code Number: 8848 (Tokyo Stock Exchange, Prime Market)  
Contact: Shinji Takekura, Director, Chief of the Corporate Management Headquarters  
Tel: +81-50-2016-2907  
E-mail: ir@leopalace21.com

**Leopalace21 Selected as Health & Productivity Stock 2026 for First Time; Certified Among Top 500 Health & Productivity Management Organizations for First Time in Six Years**

Leopalace21 Corporation (headquarters: Nakano-ku, Tokyo; President and CEO: Bunya Miyao; the "Company") is pleased to announce that it has been selected as a Health & Productivity Management Stock 2026, a designation jointly issued by the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange. The Company has also been certified as a 2026 Outstanding Health & Productivity Management Organization in the Large Enterprise Category by METI and the Nippon Kenko Kaigi, the Japanese Health and Productivity Council, and has additionally been designated as part of the White 500, awarded to the top 500 certified organizations.



Beyond maintaining and promoting physical and mental health of its employees, the Company energizes the workplace through vibrant connections among employees and builds positive and enduring relationships with all stakeholders, including customers, business partners, and shareholders, as the Company pursues realizing its purpose for the sustainable growth.

The Company aims for well-being management, which puts priority on elevating well-being for individuals, organizations, and society as a whole as a management challenge.

## **1. The Company's Well-being Management Activities**

### **(i) Non-smoking Promotion**

As of May 1, 2024, the Company issued the Leopalace21 Workplace Smoke-Free Policy Declaration to prevent health damage caused by smoking and secondhand smoke. In addition to smoke-free measures, the Company undertakes a company-wide effort to promote a smoke-free environment and has implemented a complete

smoking ban on the premises—removal of smoking areas, a prohibition on smoking during working hours, added a provision prohibiting smoking to the employment regulations.

(ii) Enlightening activities to raise healthcare awareness

The Company regularly implements activities for the employees across Japan, including walking events, as well as E-Learning and seminars covering nutrition, sleep, and exercise. The Company also runs dietary-improvement programs to encourage breakfast consumption and provide subsidies for the Mental Health Management Certification fees. Furthermore, since 2024 the Company aims to enhance everyone's health literacy through various initiatives such as resuming the Health Forum for head office employees after six years of interval.

(iii) Specialist health support

The Company employs occupational health staff who hold qualifications as public health nurses and clinical psychologists in the Company premises to support employees' health management. For example, public health nurses encourage employees to undergo secondary screening of the periodic health check and provide health guidance, while clinical psychologists conduct mental health training and provide consultations, contributing to the prevention of illness and prevention of progression to more serious conditions. Additionally, the Company collaborates with external medical institutions and occupational physicians to strengthen leave and return-to-work support as well as work-life balance support.

(iv) Measures for employee engagement

The Company uses the Geppo survey system to conduct organizational surveys every six months and pulse surveys every month. Organizational surveys quantitatively monitor employees' engagement, identify characteristics by organizational unit and hierarchical level, for policy revisions and training initiatives. For the pulse surveys, employees answer three simple questions each month, enabling regular monitoring of each employee's condition and facilitating communication between managers and their subordinates.

The Company's Initiatives for Health & Productivity Management

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

## **2. Health & Productivity Management Stocks and Health & Certification Program on Health & Productivity Management**

The Health & Productivity Management Stocks designation is a program that selects from among Tokyo Stock Exchange-listed companies those that promote employee health management from a managerial perspective.

The Certified Health & Productivity Management Outstanding Organization (White 500) designation is not limited to the listed companies; it recognizes the top 500 large companies that demonstrate exceptionally effective health management and strategically advance employee well-being management.

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