

## Notice Concerning Acquisition of “Excellent Health Company Gold Certification”

HEIWA REAL ESTATE Asset Management CO., LTD. (the “Asset Management Company”) has acquired a gold certification as an excellent health company under the Health Company Declaration managed by health insurance associations, etc. (Excellent Health Company Certification System). Details are as follows.

### Details

#### 1. Overview of Health Company Declaration (Excellent Health Company Certification System)

The Health Company Declaration (Excellent Health Company Certification System) certifies enterprises that declare a companywide effort to promote health and that have achieved a certain degree of progress. It has two certification levels, silver and gold, according to initiatives for health-oriented management.

For a Step 1 silver certificate, an enterprise is required to declare that it will ensure that all employees undergo health checkups, in addition to declaring its work on the following six initiatives for no less than six months: (1) use of health checkup results, (2) development of an environment for promoting health, (3) diet, (4) exercise, (5) cessation of smoking, and (6) mental health. When the results of screening satisfy the standards, the enterprise will receive silver certificate as an Excellent Health Company.

For a Step 2 gold certificate, an enterprise is required to declare its work on the following six initiatives for no less than six months: (1) health checkups and prevention of worsening, (2) health management and safety and health activities, (3) measures for mental health, (4) prevention of excessive work, (5) measures for prevention of infections, and (6) health-oriented management. When the results of screening satisfy the standards, the enterprise will receive a gold certificate as an Excellent Health Company.



Excellent Health Company Certificate Number 153

#### 2. Asset Management Company’s initiatives for health-oriented management

The Asset Management Company made the Health Company Declaration Step 1 in 2017, worked on health-oriented management, and received the silver certificate in November 2018. Subsequently, the Asset Management Company has been re-certified each year. In March 2022, the Asset Management Company made the Health Company Declaration Step 2 in order to strive for more active health-oriented management and health promotion. As a result of its efforts, the Asset Management Company received the gold certificate, as described above.

Moreover, on March 8, 2023, the Asset Management Company was certified 2023 Health and Productivity Management Outstanding Organization (SME Category), which is jointly operated by the Ministry of Economy, Trade and Industry (METI) and the Nippon Kenko Kaigi.

Going forward, the Asset Management Company will continue to advance proactive initiatives for developing a healthy and comfortable work environment, aiming to achieve its management philosophy of “Employee Health & Fulfillment in Life”.