

April 1, 2026

HEIWA REAL ESTATE Asset Management CO., LTD.

Notice Concerning Registration as a “TOKYO Papa Ikugyo Promotion Company”

HEIWA REAL ESTATE Asset Management CO., LTD. (the “Asset Management Company”) was recently registered as a “TOKYO Papa Ikugyo Promotion Company - Bronze Registration” by the Tokyo Metropolitan Government. Details are as follows.

Details

1. Overview of TOKYO Papa Ikugyo Promotion Company

The Tokyo Metropolitan Government is implementing promotional and awareness-raising initiatives aimed at business owners, managers, and employees in Tokyo to foster a workplace environment in which male employees can take childcare leave (“Ikugyo”*) as a matter of course, and in which both men and women can balance work and childcare. As part of these efforts, the Tokyo Metropolitan Government grants the “TOKYO Papa Ikugyo Promotion Company Registration Mark” to companies that achieve a certain level of paternity-leave take-up among their male employees.

* “Ikugyo” is a term created by the Tokyo Metropolitan Government to foster a social environment in which childcare leave can be more easily taken. To change the conventional image of childcare leave as merely “taking time off,” Tokyo invited the public to propose a new name, and from the many submissions received, the term “Ikugyo” was selected.

* Tokyo Metropolitan Government website:

<https://www.katei-ryouritsu.metro.tokyo.lg.jp/danseiikukyu/>

2. Asset Management Company’s initiatives for Health and Productivity Management

The Asset Management Company, which has received a Gold certification for three consecutive years, since first being recognized in June 2023, was also selected for the “Bright 500” under the Certified Health & Productivity Management Organization Program (Small and Medium-Sized Enterprise (SME) Category) for the second consecutive year beginning in 2025.

The Asset Management Company supports employees in maintaining and improving their health by prioritizing employee health and safety, in order to realize its management philosophy, “Employee Health & Fulfillment in Life.” In addition, the Company will continue to promote the development of a work environment that enables employees to better balance childcare and work responsibilities.

* The Health and Productivity Management page on the Asset Management Company's website:

<https://www.heiwa-am.co.jp/en/health/>