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REIT Issuer

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Asset Management Company

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Notice Concerning Recognition of the Asset Management Company as a “2026 Certified Health & Productivity Management Outstanding Organization (Small and Medium-Sized Enterprise (SME) Category: Bright 500)”

HEIWA REAL ESTATE REIT, Inc. (the “Investment Corporation”) announced today that HEIWA REAL ESTATE Asset Management Co., Ltd. (the “Asset Management Company”), to which the Investment Corporation entrusts its asset management operations, was recognized as a “2026 Certified Health & Productivity Management Outstanding Organization (Small and Medium-Sized Enterprise (SME) Category: Bright 500)” under the Certified Health & Productivity Management Outstanding Organizations Recognition Program promoted by the Ministry of Economy, Trade and Industry (METI) and the Nippon Kenko Kaigi. The Asset Management Company has been continuously certified under the Certified Health and Productivity Management Outstanding Organization recognition program since March 2019, and was also selected as a Bright 500 enterprise for the second consecutive year.

Details

1. Overview of The Certified Health & Productivity Management Outstanding Organizations Recognition Program

The Certified Health & Productivity Management Outstanding Organizations Recognition Program recognizes outstanding large enterprises and SMEs that practice excellent health and productivity management, based on initiatives to address regional health issues and promote health advocated by the Nippon Kenko Kaigi. By increasing the visibility of such enterprises, the program aims to create an environment in which they can be positively assessed by society-including employees, job seekers, business partners, and financial institutions-as enterprises that view employee health management from a business-management perspective and implement strategic initiatives to improve it. For details, please visit the websites below.



\* Ministry of Economy, Trade and Industry website:

[https://www.meti.go.jp/english/policy/mono\\_info\\_service/medical/index.html](https://www.meti.go.jp/english/policy/mono_info_service/medical/index.html)

\* The "KENKO Investment for Health" website of the administrative office of the Certified Health & Productivity Management Outstanding Organizations Recognition Program:

<https://kenko-keiei.jp/en/>

\* Nippon Kenko Kaigi (Japan Health Council), was formed with the full support of the government of Japan, a country facing a rapidly aging population and declining birthrate, to support private-sector organizations in effective activities to extend the healthy lifespans of every citizen and promote appropriate health care.

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

The Asset Management Company, which announced Step 2 of its Healthy Company Declaration in March 2022, has received a Gold certification for three consecutive years, since first receiving it in June 2023. In addition, it received the "Sports Yell Company 2026" certification for the second consecutive year in January 2026.

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." Going forward, the Asset Management Company will continue to proactively create a healthy and comfortable work environment through a range of measures, including maintaining a 100% participation rate in regular health checkups and comprehensive medical checkups, providing health-related training programs, and having HAM Wellness Action Supporters host sports events to promote health.

\* The HAM Wellness Action Supporters is a good health promotion team consisting mainly of young employees. The team was created with the goal of encouraging employees' participation in the employee health promotion and communication stimulation programs. For information about the initiatives, please see the following.

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

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

\* Investment Corporation Website: <https://www.heiwa-re.co.jp/en/>

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