

D&I Roundtable

Employee Individuality and Diverse Work Styles Leading the Way to “Haseko as a 100-Year-Old Company”



Moderator

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The D&I Promotion Office was launched in April 2023, but the Haseko Group has always been a diverse group of individuals working in various fields across the organization, freely voicing our opinions and being respectful of each other, and together we have continued to create quality condominiums. In this sense, we already have a foundation in place for promoting D&I. Let's hear from those who are leading D&I promotion in the Haseko Group.



Promoting the active participation of women
—Manager Hayasaka, as the only female site manager, you have long been a driving force in promoting the active participation of women at Haseko Corporation. What are your thoughts on working in the construction industry, where there are few women?

Hayasaka I had been studying architecture since I was a student, and when I was looking for a job, I wanted to work for a general contractor. Just a few years prior to joining the Company, the Equal Employment Opportunity Act had come into effect. However, major general contractors that would hire women for career-track positions were few and far between; among them, Haseko Corporation was the only one I knew of, which is why I joined. The worksite has a generally friendly atmosphere, and I enjoy my job, which has allowed me to continue working here to this day. I think it is important that young women continue to join the Company, so I



strive to create an environment conducive to this as I carry out my daily duties.

—You have been at the forefront of the Women's Exchange Group since 2013. What kind of activities has it been involved in?

Hayasaka The number of female employees in the Tokyo area now exceeds 60, and with such an increase in the number of young women, the ideas of the younger generation including myself are now being reflected at sites strongly. I feel that this has had a positive impact not only on the women but also on the work styles of young male workers at sites.

—Inclusivity is truly making progress. Ms. Komukai, you are currently working at the same workplace as Manager Hayasaka, right?

Komukai Yes, but I never would have thought that I would end up working at the same site as the “legendary” Manager Hayasaka! It has been a year since I returned to work after taking childcare leave. When I was looking for a job, Haseko Corporation was the only company that prominently highlighted the presence of a female site manager. Since joining the company, I have heard many people say that Haseko Corporation is a good company because it proactively promotes women's active participation and has many female site supervisors. That is all thanks to Manager Hayasaka, and I am truly grateful to her for all the advice she gives me on a daily basis, both professionally and personally.



—How do you view balancing family life and childcare while working at a worksite?

Komukai There are many different ways people work at the Company as a whole, and mine is just one example. In other words, whether one is married or single, has children or not, or is a single parent, Haseko Corporation is a company where people can continue to work, and work in a way that fits their life plans. This is what I tell employees that come to me for advice, who like their site but are struggling to find the right work style. I love my site.

—Manager Tsutsumi, how is the work environment for you, since you are also balancing family life and childcare and are currently working as a manager in the Architecture & Engineering Division?



Tsutsumi After joining the Company, I worked in the Structural Design Office for about 10 years before transferring to the Renewal Design Office within the same structural group, where I am still working to this day. There are certainly challenging aspects to balancing work and childcare while working as a Manager. Fortunately, however, all of my superiors in the structural group are very understanding of the personal and family situations of each of their subordinates, taking into consideration our workloads and allowing us to work from home frequently, which has enabled me to keep working. It is true that when I am unable to work, someone else has to bear that burden, so it is important to always show gratitude to my coworkers. In the future, when the responsibilities of parenting become less demanding, I hope to be the one providing support to others.

Promoting the active participation of people with disabilities

—Manager Shinohara works for Haseko Systems Inc., a special subsidiary that promotes the employment and active participation of people with disabilities. Can you give us an overview of what the work environment is like?

Shinohara As a special subsidiary where people with disabilities work, various adjustments have been made to working environment. For example, employees are allowed to commute by car, and we have installed numerous features such as accessible toilets and ramps, and the doorways are also designed to allow wheelchairs to pass through. Additionally, there are provisions for taking medical appointment leave. In this environment, I am currently in charge of financial management in the Rental & Leasing Division. Work that requires mental effort and administrative tasks does not discriminate between individuals with disabilities and those without, so I am grateful that I get to do a job I find fulfilling every day.



—Do you have any advice for expanding the active participation of people with disabilities throughout the Haseko Group?

Shinohara While it is easy to implement the kind of infrastructure adaptations I just mentioned, when addressing the needs of people with internal diseases and those with mental or intellectual disabilities, it will be necessary to create new job fields where these people can work. Practically speaking, this may pose quite a challenge, but I believe that the employment rate of people with disabilities will increase if we continue to provide these kinds of new job opportunities.

Promoting the active participation of foreign nationals

—Ms. Dung, what kind of work are you currently involved in?

Dung I currently work at Haseko Job Create Co. Ltd., which handles the recruitment and temporary staffing business of the Haseko Group. I support Vietnamese nationals in finding new jobs at companies inside and outside the Haseko Group, and also assist them in their daily lives. In addition, I also provide various support services, including visa-related services, to Japanese companies wishing to hire Vietnamese and other foreign nationals. For two years before coming to Japan, I taught Japanese to nursing trainees at Haseko Senior Well Design Co., Ltd. in Vietnam. It was then that I learned about the Haseko Group. I had a dream of working for the Haseko Group one day, and that dream has come true, bringing me to where I am today.



—What are some of the challenges of working at a Japanese workplace?

Dung The hardest part has definitely been the language barrier. In addition, since Haseko Job Create Co. Ltd. was my first workplace in Japan, I initially faced some difficulties with workplace etiquette. However, it has been about three years since I came to Japan, so I have become more accustomed to this aspect as well. I hope to effectively share what I have learned and what I am currently experiencing in Japan with fellow Vietnamese people and the local community in Vietnam to contribute to the growth of the Haseko Group.

Promoting the active participation of senior employees

—Specially Appointed Manager Narita, you continue to serve as a site manager after your retirement. Can you tell us about a particular hardship you have faced?

Narita I became a manager in 1996, right when the Japanese economic bubble was bursting. It was an extremely challenging time for our business. However, most of our cooperating companies, primarily led by Ken-ei-kai, came together as one and continued to build condominiums relentlessly without stopping, saying, “If Haseko goes under, we'll go down together.” As a result, we somehow managed to repay our debts and resume dividend payments. My impression of those days was that we were simply extremely busy with condominium construction, rather than feeling a sense of desperation.

—I truly feel that the extraordinary efforts of Mr. Narita and others of his generation have brought Haseko Corporation to where it is today. Can you share a few words about what you would like to entrust to the younger generation for the future?

Narita On a personal note, I am now 66 years old, and when I turn 80, the Company will be 100 years old. I hope that the younger generation will continue the legacy of the Company's growth and help it become a 100-year-old company. That is my request to all of you, who are the next generation. A company is a collective unit made up of many employees, so it may be very challenging for each individual to be aware of his or her role in making Haseko Corporation a 100-year-old company. However, the goal is already in sight. I hope that the younger generation will actively voice their opinions and put their thoughts into action for the betterment of the Company, while also respecting each other's perspectives.

