

Haseko Group CSR Action Plan for FY2024

\*Items without a company name refer to initiatives by Haseko Corporation.

Four main CSR themes	Materiality (material issues)	Vision for 2037 (100th anniversary)	FY2020–2024 Haseko Group initiative items	KPIs/Targets	Results	Main FY2024 Initiatives (Highlights)	Self-evaluation	Scope		
Creating attractive living spaces  We will create living spaces where people can feel safe, grow, and actively pursue diverse lifestyles. While promoting businesses that enhance the quality of child nursing, education, care, and welfare, we will aim to make safe, secure and environmentally considerate living the new standard.	Sustainable living and sustainable cities	1	Contributing to creating disaster-resilient lifestyles and communities	(1) Disaster countermeasures for condominiums from the hardware and software perspectives	• 100% adoption of (newly built) “Renai” with the specification for the proposal of hazard-resistant condominium	100%	• Continued development of “Disaster-Resistant Apartment Building Proposals” – Standardized specifications of the “three-piece set disaster prevention equipment: waste collection device for emergency manhole toilets (sewage manhole type)” from April 2024 • Continued proposal of disaster prevention set* [Hosoda Corporation] *5 items of equipment that will help improve quality of life in emergencies such as earthquakes and disasters • Implemented initial property damage status confirmation training utilizing a map system during BCP training for earthquakes and disasters [Haseko Group] – Implemented at under-construction, managed, and rental properties, senior care facilities, model rooms, and brokerage offices • Redeveloped a unique earthquake app that shares damage status for Haseko Livenet managed properties [Haseko Livenet] • Held online “Home Disaster Prevention Seminar” to improve disaster prevention knowledge among apartment residents [Haseko Community]	☆☆	Haseko Group	
		2	Contributing to creating communities with easy access to various services related to people's daily lives, such as childcare, education, nursing care, and welfare services	(1) Complex development with housing at the core	• Number of initiatives taken	4 in progress (ongoing)	• Ongoing co-creation residence “ComRezi Akabane” project – Multi-purpose development of student dormitories, shared corporate dormitories, and rental apartments • Various ongoing multi-purpose development projects – Kajiwara, Kamakura City Project (tentative name) “HASEKO Well-Doing Smart City” *Concept of 3 “cycles”: creating value for homes where abundance circulates – Honcho, Naka Ward, Yokohama City Project (tentative name) Multi-purpose development of small offices and apartment complexes – Nagayoshi Nagahara, Hirano Ward, Osaka City Project (tentative name) Multi-purpose development of commercial facilities and condominiums	☆☆	Haseko Group	
		3	Promoting the revitalization of local communities	(1) Business development in local communities	• Number of local areas where we operate our business	7 areas	• Continued business expansion in Hokkaido, Tohoku, Hokushinetsu, Chugoku, Shikoku, East Japan, Kyushu, and Okinawa areas • Advanced projects such as “BRANCHERA Ise-shi Ekimae (first property in Mie Prefecture),” “BRANCHERA Fukuyama,” “The BRANCHERA Naha (first property in The BRANCHERA series), and “BRANCHERA Kokubuchuo” [Haseko Real Estate Development]	☆☆	Haseko Group	
		4	Presenting our approach to solve social issues to wider society	(1) Contributions to regional revitalization	• Number of projects worked on	4 projects	• Main initiatives in Asuka Village – Implemented the “corporate Furusato Nozei (hometown tax donation)” program in 2018 – Held the Asuka Half Marathon 2025 in March (special sponsor) – Operated the rental farm Haseko Asuka Village Community Farm and held events • Selected as Suginami City's vacant home utilization consultation service (as of April 1, 2024) and held on-site consultation sessions [Hosoda Corporation]	☆☆	Haseko Group	
		5	Providing the new value of housing and living to support the sustainable lifestyle of people, from children to senior citizens	(1) Provision of buildings and services that accommodate sustainable lifestyles	• Number of projects developed	19 projects in progress (new and ongoing)	• Commenced comprehensive collaborative research with Kyoto University (collaboration aimed at creating new cities and revitalizing local areas) • Adopted “Be-Fit” and the “UGOCLO” configurable floor plan system *New floor plans for condominiums • Renovated “LIPS” presentation space and opened Haseko Digital Technology Lab (HDTL) • Developed “Raku-raku table kitchen”: Adopted in 30 units at BRANCHIERA Ebina [Haseko Furnishing] • Continued operation of 2 new businesses through FIT-PJ (Fit Project) and ongoing testing of 3 new services, including “POPLICA” [Haseko Anesis] – Introduced 131 “smooth-e” external condominium management services (10,789 units) (as of March 2025) • Promoted metaverse utilization in the DX challenge project: 3 releases [Haseko Anesis] • Concept rental condominium: Promoted “PLAY” and “TRACK” and expanded “WORVE” to local areas [Haseko Real Estate Development] • Ongoing operation of 13 ICT apartment projects [Haseko Anesis]	☆☆	Haseko Group	
				(2) Development and provision of facilities, housing, and nursing care services for elderly to respond to a	• Number of elderly facilities, housing, and services commercialized	None	• Ongoing operation of 45 Brancheile (paid nursing homes) facilities and 5 Wellme (group home) facilities [Haseko Senior Well Design] • Provided unique services aimed at improving quality of life, such as Warai Yoga, web radio, and various events [Haseko Senior Well Design]	☆☆	Haseko Senior Well Design	
				(3) Condominium renewals	• Number of reconstruction projects (cumulative)	45 projects (completed projects)	• Provided comprehensive proposals and implemented business promotion for apartment revitalization (reconstruction, life extension) – Began construction on the Tamagawa residential complex 2-building reconstruction project • Conducted earthquake-resistance projects (seismic diagnosis, reinforcement design, reinforcement construction, etc.) [Haseko Reform] • Reconstruction projects: 8 ongoing, including in Sakuragaoka, Shibuya City [Haseko Real Estate Development] • Actively conducted renovation and resale [Sohgoh Real Estate, Haseko Real Estate]	☆☆	Haseko Corporation Haseko Reform Haseko Real Estate Development Haseko Real Estate	
				(4) Redevelopment business	• Number of redevelopment projects collaborated on (cumulative)	20 projects (completed projects)	• 18 ongoing redevelopment projects [Haseko Corporation] • Began construction on 2 redevelopment projects (1 ongoing) [Haseko Real Estate Development]	☆☆	Haseko Corporation Haseko Real Estate Development	
		Product safety (services safety)	6	Thoroughly pursuing the supply of safe, secure and conformable buildings and services and providing longer-life housing	(1) Quality maintenance and improvement	• Number of matters pointed out in the external ISO 9001 examination: none • Number of housing units that adopted Haseko's Premium After-sales Service Tokyo: 7,155 units (a cumulative total of 79,907 units) Kansai: 2,780 units (a cumulative total of 38,829 units)	None	• Continued and advanced the quality management system [Haseko Corporation, Haseko Reform, Fujikensetsu] • Created checkpoints for various finishing touches, construction manuals, etc. and shared them throughout the company (to ensure high quality and precision) • Maintained and improved construction quality through the “Haseko Value Enhancement Activities” • Developed long-term quality housing (detached houses) (“Renai Terrace Higashirinkan,” “Renai Terrace Motoyawata,” etc.) [Sohgoh Real Estate] • Obtained Long-Term Quality Housing Certification for redevelopment project “Omotecho 1-chome, Okayama City, Okayama Prefecture Project” • Provided comprehensive warranty services for brokered properties and contributed to maintaining and improving the asset value of housing [Haseko Real Estate] • Continued 30-year initial warranty period for custom-built housing constructed by our company [Hosoda Corporation]	☆☆	Haseko Group
					(2) Introduction of ICT-based security and monitoring systems	• Continuation of the verification process to establish the LIM Cloud, a housing and living information platform	Continued the verification	• Continued verification in ICT apartment buildings that have introduced facial recognition systems, smart locks, HEMS, etc.	☆☆	Haseko Anesis
	Technological development	7	Providing the new value of housing and living to support the diverse lifestyles of people, from children to senior citizens	(1) Initiatives to realize DX	• Number of initiatives taken	33 initiatives	• Ongoing promotion of various working groups by the DX Promotion Committee	☆☆	Haseko Group	
		8	Being a leading company in environmental technologies for housing and living	(1) Development and adoption of technologies that minimize environmental burden stemming from condominiums	• Number of environmental burden reduction technologies developed • Number of local environment-conscious technologies developed (Haseko Corporation) ISO 14001 target • Adoption rate of environment-conscious designs	9 ongoing projects  None  Tokyo 98.3%; Kansai 98.7%	• Actively adopted H-BA Concrete (Environmentally-Friendly Concrete) • Ongoing operation of “Sustaina Branche Hongyotoku” – First in Japan to comprehensively renovate an existing housing into a rental condominium while achieving net zero CO2 emissions – Experimental residential housing incorporating a smart home system to create housing for the future – Incorporates a nighttime dimming system for open corridors – Collaborates with multiple manufacturers to operate experimental residential buildings • Continued implementation of environmentally conscious design utilizing the “Environmental Consideration Checklist” and “CO2 Emissions Calculation Sheet” • Continued adoption of Long-Term Quality Housing as the standard for ready-built housing [Hosoda Corporation] • Completed construction of properties (detached houses) with all-solar power generation (“Renai Terrace Kamiyoga” and “Renai Terrace Asagaya”) [Sohgoh Real Estate]	☆☆	Haseko Group	
				(2) Development of disaster countermeasure technologies	• Number of disaster countermeasure technologies developed (for earthquakes [seismic isolation, vibration control, anti-seismic], typhoons, etc.)	1 project completed; 1 ongoing project	• Completed development of SH partition for super high-rise buildings	☆☆	Haseko Group	
	Care of community and engagement	9	Contributing to local community formation	(1) Setting up of the environment to form a community through interaction among residents in the same local community or condominium.	• Holding of events at properties managed by Haseko Community, Inc. (held once a year at properties with 300 or more units for which Haseko Community, Inc. provides comprehensive management services)	238 events	• Continued participation in the Kita-Suzurandai area management organization (Kitasuzu-〇(maru)〇(maru) department) in Kobe City • Operated and introduction of “Aru Forum”*: Adopted in all Renai brand properties completed in FY2024 *Community development support service operated by Haseko Community • Continued support for event hosting at managed apartment buildings [Haseko Community] • Implemented grant programs for local and community-related organizations [Housing and Community Foundation]	☆☆	Haseko Property Management Holdings Group Haseko Corporation Haseko Real Estate Development Holdings Housing and Community	
		10	Providing support for the restoration of daily lives in the event of disaster	(1) Maintenance of facilities that will lead to restoration support	• Number of three-piece set disaster prevention equipment adopted – WELL UP – Benches that convert into cooking stoves – Emergency manhole toilets	42 systems 111 benches 125 toilets	• Continued registration as an emergency risk assessment officer and disaster prevention volunteer at local governments	☆☆	Haseko Group	



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<b>Building a company worth working at</b>  We will nurture a workplace where a diversity of employees can flourish, and where safety and productivity are high. Employees with advanced technological skill and know-how in the field of housing and living will work in passionate teamwork, and in collaboration with our cooperating companies, to create communities today and in the future.	<b>Human capital (diversity &amp; inclusion, human capital)</b>	11 Having put in place an environment where all employees can play an active role by fully demonstrating their capabilities and skills with a rewarding sense of satisfaction while accepting each other's diverse individuality and values.	(1) Promotion of Workstyle reform	• MOST Activities* * Activities aimed at improving the working environment across the Group	Implemented as planned.	•Conducted MOST activities* [Haseko Group] *Activities aimed at improving the workplace environment across the Group –Promoted 1) “My Interval” acquisition and 2) work efficiency and productivity improvements under the theme of “Refresh your mind and body for peak performance!!” –Implemented a group-wide No Overtime Day, conducted departmental and company-specific activities, and raised awareness through MOST reports •Promoted work efficiency through DX	☆☆	Haseko Group
			(2) Appointment of women the promotion of their active participation in various workplaces	• Appointment of female managers (more than the previous year) • Eruboshi certification • Percentage of female employees: 30% or higher (Haseko Corporation) • Percentage of women among new graduates hired: 30% • Annual turnover ratio of female employees of 3% or less	Percentage of female managers: 10.6%  Certified (Level 3) 33.3%  23.7%  3.2%	•Continued operation of the “Haseko Group Diversity & Inclusion Promotion Policy” (common to initiatives (2) to (6) of Vision No. 11) •Promoted initiatives through the D&I Promotion Office –First to acquire 3 Star rating in Eruboshi Certification [Haseko Corporation] –Implemented D&I training for managers and e-learning for all employees –Operated “Together, we are building a company worth working at*” *Employee-participation internal portal site •Implemented measures through each business unit –First to acquire 2 Star rating in Eruboshi Certification [Haseko Reform] –Continued implementation of female employee training in divisions responsible for construction and design [Haseko Corporation] –Held career planning training for sales staff and management seminar for managers [Haseko Real Estate]	☆	Haseko Group
			(3) Reinforcement and promotion of childcare and nursing care support systems	• Kurumin certification (Haseko Corporation) • Percentage of spouse maternity leave taken: 80% • Percentage of childcare leave taken (male): 50%	Not yet certified.  70.9% 60.8% 51.5%	•Promoted initiatives through the D&I Promotion Office –Implemented D&I training for managers and e-learning for all employees –Promoted male childcare leave: Increased acquisition rate from 36.0% to 60.8% –Expanded nursing care support system and established a nursing care information portal in the internal portal site	☆	Haseko Group
			(4) Realization of a workplace where persons with or without disabilities work together	• Percentage of disabled persons employed: 2.5%	2.48%	•Expanded our satellite offices (Marunouchi, Mitaka, Kawagoe, Minami-Sunamachi, Osaka) business for people with disabilities –Consolidated satellite offices into our own operations near our Shiba Head Office •Continued expansion of job opportunities through participation in farm projects (Funabashi, Kashiwa) [Haseko Systems] •Held an internal event (HASEKO Marche) to distribute vegetables harvested from the farm (April 2024 and February 2025) [Haseko Systems]	☆	Haseko Group
			(5) Support for active participation of senior personnel	• Number of participants in Training Workshops for 60-year-old employees • Number of re-employed retirees	158 persons  335 persons	•Implemented training for employees age of 60 and above (once a year) •Implemented reutilization by rehiring retired employees through fixed-term employment (contract/temporary) as needed •Hired life managers (apartment building managers) to empower seniors –5,635 people aged 60 and above are working as of April [Haseko Property Management Holdings]	☆☆	Haseko Group
			(6) Development and promotion of a working environment and infrastructure where foreign national employees can play an active role	• Development of relevant systems	Continued the promotion initiative	•Held “Global Workers Meeting” at 2 sites for foreign employees of companies affiliated with organizations of partner companies “Ken-ei-kai.” •Made signs (safety signs, waste separation signs, etc.) available in 5 languages at all sites •Continued local employment at overseas businesses in Hawaii and Vietnam •Continued hiring skilled nursing care workers from Vietnam and Myanmar [Haseko Senior Well Design] •Continued employment of foreign technical intern trainees at Group companies and partner companies	☆☆	Haseko Group
		12 Providing a variety of education programs to develop personnel involved in businesses related to future housing and living	(1) Development of human resources and organizations that continue to grow, evolve, and take on challenges autonomously Systematic development of candidates for senior management positions Nurturing human resources to implement the new strategies	• Number of employees who participated in self-learning support programs provided by the Haseko Business College • Number of career training course participants • Number of Executive Leader Development Program participants • Number of DX Academy participants • Number of English language education program participants	1,064 persons  167 persons 110 persons  8,016 persons 31 persons	•Continued implementing annual group training and the support program for young employees “Be3” •Continued implementing the “Haseko Business College,” *a self-study program aimed at promoting self-reliant talent and developing diverse skills •Implemented e-learning aimed at raising the literacy level of all group employees through DX Academy. Selected employees undergo a DX skills assessment, and the skill level of the entire group is quantitatively evaluated. •Implemented multiple unique educational programs (training) at each group company	☆☆	Haseko Group
			(2) Technology and skill succession	• Construction career advancement system registration rate • Haseko Group technical training course participants	Tokyo 75%; Kansai 72%  223 persons	•Implemented practical training for each business unit (sales, management, construction, design, technology, and group companies) •Continued operation of “Construction Career-Up System” *System that stores skilled workers’ information in the system via IC cards according to industry-standard rules •Continued implementation of technical education (TOSS, construction drawing exercises, etc.) to young employees by senior employees	☆☆	Haseko Group
	<b>A safe and healthy working environment</b>	13 Providing places and opportunities for learning about life and housing and living to a wide range of people from children to adults	(1) Strengthening of external communications	• Number of visitors to the Haseko Condominium Museum	3,760 persons	•Held collaborative workshops with the Romancearc Museum at the Haseko Mansion Museum (August and December) •Accepted construction site tours (for internships, etc.) •Participated in the “Construction Exploration Team ” (construction site tour event sponsored by the Japan Federation of Construction Contractors) (held at the new construction site Cielia City Hoshida Ekimae) •Continued holding the “Condominium Building Community Festival” (family event for employees: 95 people participated)	☆☆	Haseko Group
			(2) Enlightenment through events, etc.	• Number of events held; number of participants	2 events; 589 persons	•Held the 18th “Haseko Residential Design Competition” •Held the “Haseko Rikochallenge Summer of 2024 – A Complete Tour of Apartment Buildings”	☆☆	Haseko Group
		14 Having realized a safe and healthy working environment at all workplaces	(1) Development of a working environment and ensuring of a thorough safety and health management system	• Meetings of the Safety and Health Central Committee (once a year) (Haseko Corporation) • Zero fatal and serious accidents/disasters • Frequency of occupational accidents: 0.60 or less • Severity of occupational accidents: 0.01 or less	Held once a year.  1 incident 0.28 0.26	•Implemented thorough safety management based on the “Group-wide Basic Policy for Safety and Health Management” and “Safety and Health Management Plan” to eliminate occupational accidents •Implemented heatstroke countermeasures utilizing IT equipment (at a Haseko Corporation construction site) •Received safety and health award for 4 Kansai projects at the National Construction Safety and Health Convention. •Received the “Japan Construction Occupational Safety and Health Association Headquarters Award” Excellence Award for “Brillia City Shakujikoen ATLAS” •Received the “Shinjuku Labour Standards Inspection Office Director’s Award” for “PROUD CITY Honancho”	☆	Haseko Group
			(1) Implementation of health management	• Meeting of the Haseko Group Health Management Promotion Committee (once a year) • Certification under the Health & Productivity Management Outstanding Organizations Recognition Program	Held once a year.  Certified under the program.	•Held the Group Health Management Promotion Committee •Continued to be selected under the “Health & Productivity Management Outstanding Organizations Recognition Program (White 500)”	☆☆	Haseko Group
		15 Providing support for better physical and mental health to each and every employee	(2) Promotion of physical and mental health among employees	• Percentage of employees undergoing health checks: 100% • Implementation rate of the specific health guidance: 50% • Percentage of employees taking stress checks: 100%	100%  55.6%  99.3%	•Established employee and family health consultation and infection information reporting system •4,152 employees participated in the employee health promotion initiative “Let’s Exercise!!” [Haseko Group] •1,202 employees participated in employee health promotion initiative (exercise habit support) “LIVE RUN Online Team Relay Race” held in May and October [Haseko Group]	☆	Haseko Group
			(1) Strengthening and continuation of cooperation with partner companies (continuation of value enhancement activities)	• Debriefing Session on Value Enhancement Activities/ general meetings of respective organizations of cooperating companies (once a year)	Held once a year.	•Continued to conduct activities (thorough safety management, etc.) with partner companies (Ken-ei-kai, Juyukai, Kenshokai, Koshokai, Shinwakai) –Implemented close information sharing during monthly specialist committee meetings (13 committees) •Held the “Debriefing Session on Value Enhancement Activities” (Theme: Changes and Evolution in Value Enhancement Activities! ~Toward a Future of Four-Pillar Integration~) •Held the “Study Session on Value Enhancement Expansion” (Theme: Raising Awareness and Improvement Proposals for Improving Quality and Construction Efficiency) online, with approximately 2,800 participants primarily from partner companies and organizations •Held various study sessions aimed at improving construction quality and efficiency (exterior construction study session, reinforced bar construction study session)	☆☆	Haseko Corporation Haseko Reform Haseko Property Management Holdings Group Fujikensetsu
		16 Having realized a safe and productive workplace in cooperation with cooperating companies	(2) Promotion of DX and development of construction automation technologies in cooperation with cooperating companies	• Number of development themes	2 themes	•Worked closely with partner companies to actively promote digital utilization, primarily to improve operational efficiency •Information-drive production using BIM and databases: Ongoing testing of a production system that uses digital information transmission other than paper media such as construction drawings •Number of construction automation technology development projects: 2 completed, 5 ongoing	☆☆	Haseko Group
			(3) Risk management measures taken by cooperating companies	• Implementation of an awareness-building activity at a general meeting (once a year)	Held once a year.	•Conducted awareness-raising activities not only at the annual general meeting but also at regular specialist committee meetings	☆☆	Haseko Group
		17 Leading the utilization of advanced technologies that improve operational efficiency and productivity	(1) Labor productivity improvement through the promotion of DX	• Number of measures taken to improve business operations	None (9 projects in progress)	•Obtained DX certification for Haseko Corporation •Established 4 working groups within the DX promotion Committee to establish a promotion system and promote DX utilization in the office •Advanced group data collaboration platform project “GRIP”: Began partial operation at Haseko Real Estate [Haseko Anesis] •Established a generative AI utilization promotion project and deployed Microsoft’s generative AI “Copilot” to all group employees •Continued advancing the “GOKURAKU-DX Project” [Haseko Livenet] *Core system renewal project aimed at improving productivity •Number of labor productivity improvement technology development projects: 1 completed, 5 ongoing •Considered and promoted DX in the nursing care field in the Future Nursing Care Design Office [Haseko Senior Well Design] •Ongoing introduction of electronic contracts (Haseko Urbest/Haseko Real Estate)	☆☆	Haseko Group

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<b>Protecting the precious environment</b>  We will promote environmental consideration throughout the process of providing living spaces and services related to daily life. We are considerate about our impact on the ecosystem, and will pursue further improvements of resource and energy efficiency working with cooperating companies to realize construction sites and workspaces that help protect the natural environment.	<b>Response to climate change</b>	18 Realizing high energy efficiency and high utilization of renewable energy sources in all of our business activities	(1) Continuous management and improvement of the environmental management system	• Number of matters pointed out in the external ISO 14001 examination: none	None	• Continued and advanced environmental management systems [Haseko Corporation, Haseko Reform, Fujikensetsu]	☆☆	Haseko Corporation Haseko Reform Fujikensetsu
			(2) Reduction initiatives aimed at achieving SBT targets	• SBT targets (base fiscal year: FY2020) Scope 1 + Scope 2 FY2030: –42%, FY2050: –100% Scope 3 FY2030: –13%, FY2050: –37%	Carried out the reduction initiatives.	• Continued calculating Scope 1-3 figures • Received third-party certification for the above Scope figures • Actively adopted H-BA concrete (environmentally friendly concrete) • Introduced renewable energy • Continued advancing the ZEH-M project	☆☆	Haseko Group
			(3) Reduction of CO <sub>2</sub> emissions in the design and construction stages	(Haseko Corporation) Reduction based on the ISO 14001 environmental targets • CO <sub>2</sub> reduction rate: 10% or higher (design) • Reduction of CO <sub>2</sub> emissions intensity to 8.5 t-CO <sub>2</sub> /¥100 mil. or below (construction activities)	Tokyo 27.6%; Kansai 29.3% (design) Tokyo 7.66 t-CO <sub>2</sub> /¥100 mil.;Kansai 6.66 t-CO <sub>2</sub> /¥100 mil. (construction activities)	• Number of CO2 reduction technology development projects: 2 completed, 7 ongoing) • Continued use of 100% renewable energy at construction sites • Conducting CO2 reduction initiatives at construction sites – Introduced environmentally friendly fuels (GTL fuel: 21 sites in Tokyo, 4 sites in Kansai; B5 fuel: 129 sites in Tokyo, 3 sites in Kansai) – Ongoing electrification of heavy machinery (electric forklifts: 74 sites in Tokyo, 0 sites in Kansai) – Operated “Waste Cooking Oil Utilization System” *System that utilizes waste cooking oil from the kitchens of elderly care facilities operated by Haseko Senior Well Design to produce biodiesel fuel • Proactively proposed electric vehicle charging equipment during the design phase • Adopted temporary construction materials that contribute to climate change response (e.g. adoption of solar modular housing, GTL fuel, and biodiesel fuel in the construction of the EXPO 2025 pavilion) • Completed wood biomass power plant (Ikoma City, Nara Prefecture) *Haseko Corporation made an anonymous partnership investment • Received the 2024 Minister of the Environment’s Award for Climate Action in the Advanced Introduction and Active Practice category (mitigation field) for Sustaina Branche Hongyotoku	☆☆	Haseko Group
			(4) Energy and power saving at construction sites, offices, etc.	(Haseko Corporation [ISO 14001 location]) Reduction based on the ISO 14001 environmental targets • Reduction of electricity consumption to a level below the actual consumption in FY2023	+2.5% YoY	• Raised awareness of everyday energy-saving practices at construction sites • Implemented company-wide energy-saving activities – Designated summer and winter energy-saving months and turned off lights during lunch breaks	☆☆	Haseko Group
			(5) Active utilization of renewable energy sources in our business activities	• 100% adoption rate in worksites *Including purchases of Non-Fossil Certificates	100% *Haseko Corporation only	• Switched to using 100% renewable energy at Haseko Corporation construction sites (achieved in May 2023) • Promoted renewable energy for office electricity in our company’s own buildings and rented buildings	☆☆	Haseko Group
			(6) Promotion of ZEH business	• Number of collective ZEH projects  • 100% of properties developed by Haseko Corporation to meet ZEH standards	Condominiums: 61; Detached houses: 100 (properties on which construction was begun during the current fiscal year) 100%	• Actively expanded the ZEH business to achieve zero-energy housing – Haseko Real Estate and Sohgo Real Estate continued to be registered as a “ZEH Developer” and Hosoda Corporation as a “ZEH Builder” – Standardized company-developed apartments buildings (condominiums for sale and company-owned rental apartments) as ZEH-M Oriented [Haseko Real Estate, Sohgo Real Estate] – Conducted ZEH construction for company-developed rental apartment building “Live Casa” [Haseko Livenet] • ZEB construction for the wooden office building at the Precast Concrete Plant	☆☆	Haseko Group
		19 Conducting advanced initiatives for wood use in construction of housing complexes	(1) Wood use in construction of housing complexes	• Number of projects utilizing wood for the main structure of condominiums (more than the previous fiscal year)	1 project	• 1 wooden building completed (scheduled for March): BRANSIESTA Meguro Chuocho (first project using a hybrid wood/reinforced concrete construction method for the top 4 floors) • Research and technological development projects aimed at realizing wood construction: 2 completed, 7 ongoing	☆☆	Haseko Group
		20 Thoroughly practicing the 3Rs (Reduce, Reuse, Recycle) in all of our business activities	(1) Reduction of construction waste	(Haseko Corporation) Reduction based on the ISO 14001 environmental targets • Mixed waste: 5 kg/m <sup>2</sup> or less • Recycling of mixed waste: 83% or more	None  Tokyo 1.6 kg/m <sup>2</sup> ; Kansai 2.5 kg/m <sup>2</sup> Tokyo 94.94%; Kansai 88.68%	• Implementing initiatives to recycle wood waste generated at construction sites • Continued waste separation training (Haseko Value Enhancement Activities; at organizations of partner companies) • Continued material waste reduction through a BIM-based production system • Research and technological development projects for construction waste reduction and resource reuse: 2 ongoing	☆☆☆	Haseko Group
			(2) Enhancement of the 3Rs at offices and construction sites	(Haseko Corporation [ISO 14001 location]) Reduction based on the ISO 14001 environmental targets • Reduction of copy paper consumption (number of sheets consumed) to a level below the actual consumption in FY2022	-10.3%	• Continued paperless use at key meetings • Continued collection of PET bottle caps to contribute to CO2 reduction (approximately 581,530 caps (approximately 1,188 kg) collected from offices and construction site = CO2 reduction of approximately 3,743 kg)	☆☆☆	Haseko Group
	<b>Consideration for biodiversity</b>	21 Giving thorough consideration for the local environment in all of our business activities	(1) Biodiversity conservation activities (Haseko no Mori)	• 4 or more events; 250 or more total participants	4 events; 247 persons	• Held “Haseko no mori (Haseko Forest Conservation Activities)” in Chino City, Nagano Prefecture and Tanabe City”, Wakayama Prefecture *In Tanabe City, approximately 9,700 trees were planted over 7 years • Implemented biodiversity conservation activities – Participated in the TOKYO GREEN SHIP ACTION Kiyose Matsuyama Green Area preservation activities, the Fujimae-higata Cleaning Mission, and held Biodiversity Conservation Activities in Asuka Village	☆☆	Haseko Group
			(2) Contributions to biodiversity	• Number of external awards received (incl. ABINC Certification)	11 awards	• Disclosed information based on TNFD • Haseko Technical Center registered with OECM *Certified as a “nature symbiosis site” by the Ministry of the Environment • ABINC certification: 9 projects; Environmental awards: 2 projects • Continued to calculate CO2 reductions through greening in Haseko Corporation’s design projects	☆☆	Haseko Group
	<b>Pollution prevention and consideration for the local environment</b>	22 Giving thorough consideration for the local environment in all of our business activities	(1) Compliance with environmental regulations, etc.	• Zero violations of laws and regulations concerning soil, water, dust, etc.	None	• Conducted preliminary surveys to check for the presence of hazardous substances and residues • Conducted soil surveys on purchased land and performed soil improvement work when necessary	☆☆	Haseko Group
			(2) Consideration for residents living near the construction site	• Awareness-building through the value enhancement activities	Implemented.	• Continued implementation of countermeasures for noise, vibration, dust, exhaust gas, etc. • Raised awareness of various activities through the Haseko Value Enhancement Activity CSR Subcommittee – Installed digital signage in temporary enclosures at construction sites	☆☆	Haseko Group



Haseko Group CSR Action Plan for FY2024

\*Items without a company name refer to initiatives by Haseko Corporation.

Four main CSR themes	Materiality (material issues)	Vision for 2037 (100th anniversary)	FY2020–2024 Haseko Group initiative items	KPIs/Targets	Results	Main FY2024 Initiatives (Highlights)	Self-evaluation	Scope	
<b>Nurturing a culture of trust</b>  In order to remain a corporate group co-creating value with stakeholders based on strong trust from them, we will implement the required organizational measures rigorously. We will strengthen management that harnesses our collective capabilities as a group, and while staying alert to new social and environmental issues in housing and living, we will constantly expand our ability to contribute to society through our business.	<b>Respect for human rights</b>	23	Having established and practicing mechanisms for respecting human rights	(1) Implementation of human rights due diligence	• 100% implementation rate for the foreign technical intern trainee questionnaire survey (organizations of cooperating companies of the Construction work-related group companies) • 100% participation in the e-learning course	100%  99.7%	•Promoted human rights due diligence based on Haseko Group’s Human Rights Policy •Conducted various surveys of partner companies – Conducted a survey on compliance with Haseko Group’s CSR procurement guidelines (including questions about foreign technical intern trainees) [Ken-ei-kai: Haseko Corporation] [Kenshokai: Fujikensetsu] [Juyukai: Haseko Reform] [Koshokai: Haseko Community] [Shinawakai: Hosoda Corporation] : 866 companies responded •Identified human rights risks in each group company and department as part of its risk prevention activities •Held a sustainability lecture on the theme of business and human rights •Produced a human rights handbook and distributed it to all group employees to raise awareness	☆☆	Haseko Group
				(2) Enhancement of education and mechanisms for eliminating harassment	• Harassment training course participation rate: 100%	100%	•Promoted human rights due diligence based on Haseko Group’s Human Rights Policy •Held harassment prevention training sessions •Implemented e-learning, including harassment prevention content, for all executives and employees •Raised awareness through compliance newsletters, morning compliance activities, and the Haseko Group Compliance Book •Formulated a “Basic Policy on Customer Harassment” [Haseko Community, Haseko Real Estate]	☆☆	Haseko Group
	<b>Supply chain management</b>	24	Having realized CSR procurement	(1) Complete dissemination of the CSR Procurement Policy to the supply chain	• Questionnaire survey implementation rate: 100%(organizations of cooperating companies of the Construction work-related group companies)	100%	•Conducted various surveys of partner companies – Conducted a survey regarding compliance with the Haseko Group CSR Procurement Guidelines [Ken-ei-kai: Haseko Corporation] [Kenshokai: Fujikensetsu] [Juyukai: Haseko Reform] [Koshokai: Haseko Community] [Shinwakai: Hosoda Corporation]: 866 companies responded •Continued thorough internal and external dissemination of the Haseko Group CSR Procurement Guidelines •Implemented the inclusion of clauses regarding compliance of procurement guidelines in various contracts, working with the Audit Department •Held “Global Workers Meetings” at 4 sites for foreign employees of companies affiliated with organizations of partner companies “Ken-ei-kai”	☆☆	Haseko Group
	<b>Governance and risk management</b>	25	Ensuring through practice of corporate ethics and compliance with the law as a company with integrity	(1) Strengthening of the governance structure	• Outside directors comprising at least one third of the total number of directors • Evaluation of the effectiveness of the Board of Directors	41.7% (5 out of 12 directors)  Implemented.	•Conducted a survey to evaluate the effectiveness of the Board of Directors •Established a Nomination and Remuneration Committee as an advisory body to the Board of Directors and held meetings •Conducted a meeting to exchange opinions between the representative director and audit & supervisory board members	☆☆	Haseko Group
				(2) Thorough compliance	• Compliance lecture participation rate • Meeting of the Compliance Committee • 100% participation in the e-learning course	100% Held 11 times per year 100%	•Held lectures (twice) in the form of video distribution using an e-learning system (1) Compliance in external transactions (2) Understanding and prevention of harassment •Implemented compliance training (1) New employee training (video) (2) East-West Finance Department 5th year (in-person) (3) Kansai Sales Department 4th year (in-person) •Implemented the following items for all employees, including contract and temporary employees (1) Conducted 2 e-learning training sessions related to compliance (2) Distributed the Haseko Group Compliance Book app and booklet (3) Obtained consent to the Compliance Guidelines (Basic Rules for Conducting Fair and Honest Business Activities)” •Number of internal reporting consultations: 33	☆☆	Haseko Group
				(3) Strengthening risk management including environmental and social risks	• Meeting of the Risk Management Committee (4 times per year) • Continued operation of the BCP (incl. disaster response and prevention measures for infectious diseases) • Implementation rate of drills for checking disaster damage to properties and facilities managed by the Group: 100% • Percentage of internal audit coverage: 100%	Held 4 times per year  Continued the operation.  100%  100%	•Promoted “Risk Prevention Activities” – Conducted consistent activities from risk identification and assessment to risk response plan formulation, risk mitigation measures implementation, internal auditing, and reporting, based on the risk management responsibility system •FY2024 earthquake and disaster preparedness BCP training: implemented once a year – Group employees: Confirmed the safety of employees and their families and checked the damage status of group-related properties – Clients and partner companies: Reported on the safety and damage status of building owners, rental property owners, and condominium management association chairpersons •Obtained ISMS certification to improve information security [Haseko Livenet]	☆☆	Haseko Group
		26	Providing individual employees with CSR education required for their position or level and implementing the CSR management	(1) Implementation of internal dissemination measures by systematically providing CSR education, and surveys on employees’ understanding	• Sustainability lectures held (once a year) • 100% participation in the e-learning course	Held once a year. 99.7%	•Implemented sustainability lectures (Theme: Business and human rights) •Implemented sustainability e-learning twice a year for employees, including contract and temporary employees (1st session’s theme: Basic knowledge of sustainability and Haseko’s approach to sustainability) (2nd session’s theme: Social issues and Haseko’s specific initiatives)	☆☆	Haseko Group
		<b>Information disclosure and stakeholder engagement</b>	27	Carrying out the CSR management by using information obtained from diverse stakeholders	(1) Stakeholder engagement	• Communication activities with institutional investors, analysts, media, end users, etc.	Interviews held with a total of 247 companies	•Held financial results briefing (twice a year) and post-financial results online conferences (4 times a year) •Held IR meetings and ESG interviews after financial results were announced •Held condominium market briefings (for analysts, media, etc.) twice a year •Held various tours (for analysts) – Held tours of the experimental residential building (Sustaina Branche Hongyotoku) (once) and the Haseko Condominium Museum (twice)	☆☆
	28		Proactively disclosing information to stakeholders	(1) Promotion of Information disclosure to meet the expectations of stakeholders and their needs for information relevant to their identified issues	• Timely update of our corporate website • Publication of the integrated report • Improvement of the results of an external ESG disclosure evaluation	Timely as needed. Published. No change	•Selected for 5 of the 6 GPIF indexes (FTSE Blossom Japan Index, FTSE Blossom Japan Sector Relative Index, MSCI Japan ESG Select Leaders Index, Morningstar Japan ex REIT Gender Diversity Tilt Index (excluding REITs), and S&P/JPX Carbon Efficient Index) •Disclosed information via integrated reports, websites, etc. •Responded to various surveys – ESG rating agencies (FTSE, MSCI, etc.), Toyo Keizai CSR Survey, Nikkei Smart Work/SDGs Management Survey •Regularly published information related to apartments on our owned media “Mansion Plus”	☆☆	Haseko Group