

Haseko Group Diversity & Inclusion Promotion Policy

The source of the Haseko Group's competitiveness is our diverse human resources drawn from a diverse range of professional backgrounds. These human resources share with one another their ideas on "housing to create great living" which the Company then draws upon to create a unique business model.

Each and every employee of the Haseko Group remains committed to putting into practice the five points of the Group's Principles of Conduct* all the while retaining focus on the goal of further enhancing corporate value through the demonstration of diverse sets of values, ways of thinking, individual characteristics, and capabilities that recognize no boundaries in terms of race, nationality, gender, sexual orientation, gender identity, age, religion, or disability, with "getting the most out of their qualities" as a key theme.

【What the Company Aims to Be】

- (1) To promote the development of an environment which can adapt to on-going social changes and in which each and every employee can achieve genuine satisfaction in their work.
- (2) To take the idea born out of collaboration between the Group's diverse human resources and to tie it to the creation of added value in terms of living and lifestyle that the Haseko Group provides.
- (3) To improve the Group working environment, including by helping employees find a balance between work and family, and to expand our workplaces and business areas as places in which employees can thrive so as to ensure continued diversity in our human resources.

Established: April 14, 2023

Partial amendment as of June 29, 2023

* Principles of Conduct

<https://www.haseko.co.jp/hc/english/company/philosophy.html>