



# Haseko Group CSR Action Plan for FY2023

Four main CSR themes	Materiality (material issues)	Vision for 2037 (100th anniversary)	FY2020–2024 Haseko Group initiative items	KPIs/Targets	Results	
<p><b>Creating attractive living spaces</b></p> <p>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.</p> <p>Related SDGs</p> 	<p><b>Enabling diverse lifestyles</b></p>	1	(1) Contribution of 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%	
		2	(1) Promotion of complex development with housing at the core	• Number of initiatives taken	4 in progress (new and ongoing)	
		3	(1) Promotion of business development in local communities	• Number of local areas where we operate our business	7 areas	
		4	(1) Contributions to regional revitalization	• Number of projects worked on	6 projects	
		5	(1) Provision of buildings and services that respond to diverse lifestyles (2) Development and provision of facilities, housing, and nursing care services for elderly to respond to a super-aging society (3) Promotion of condominium renewals (4) Promotion of the redevelopment business	• Number of projects developed • Number of elderly facilities, housing, and services commercialized • Number of reconstruction projects (cumulative) • Number of redevelopment projects collaborated on (cumulative)	6 projects in progress (new and ongoing) 2 projects 42 projects (completed projects) 17 projects (completed projects)	
	<p><b>Safety, security and comfort</b></p>	6	(1) Thoroughly pursuing the supply of safe, secure and comfortable buildings and services and providing longer-life housing (2) Introduction of ICT-based security and monitoring systems	• Number of matters pointed out in the external ISO 9001 examination: none • Number of housing units that adopted Haseko's Premium After-sales Service • Continuation of the verification process to establish the BIM & LIM Cloud, a housing and living information platform	None Tokyo: 8,692 units (a cumulative total of 86,924 units) Kansai: 2,880 units (a cumulative total of 36,049 units) Continued the verification	
		<p><b>Technological development</b></p>	7	(1) Initiatives to realize DX	• Number of initiatives taken	44 initiatives
			8	(1) Development and adoption of technologies that minimize environmental burden stemming from condominiums (2) Development of disaster countermeasure technologies	• 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 • Number of disaster countermeasure technologies developed (for earthquakes [seismic isolation, vibration control, anti-seismic], typhoons, etc.)	3 projects completed; 8 ongoing projects 1 completed Tokyo 98.0%; Kansai 99.3% 2 projects completed; 3 ongoing projects
		<p><b>Care of community and engagement</b></p>	9	(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)	229 events
			10	(1) Maintenance of facilities that will lead to restoration support	• Number of three-piece set disaster prevention equipment adopted —WELL UP (emergency potable water generation system) —Benches that convert into cooking stoves —Emergency manhole toilets	43 systems 88 benches 137 toilets
<p><b>Building a company worth working at</b></p> <p>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.</p> <p>Related SDGs</p> 	<p><b>Human capital (diversity &amp; inclusion, human resources development)</b></p>	<p>11</p> <p>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.</p>	(1) Promotion of workstyle reform	• Promotion of MOST Activities* *Activities aimed at improving the working environment across the Group • Promotion of telework (work-from-home, etc.) • Promotion of the 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 • Kurumin certification (Haseko Corporation) • Percentage of spouse maternity leave taken: 80% • Percentage of childcare leave taken (male): 50% • Percentage of children leave taken (male): 50%	Implemented as planned. Continued the initiative. Percentage of female managers: 10.2% Not yet certified. 31.7% 21.6% 5.3% Not yet certified.	
			(2) Promotion of the appointment of and the active participation of women in various workplaces	• Percentage of disabled persons employed: 2.3%	2.38%	
			(3) Reinforcement and promotion of childcare and nursing care support systems	• Number of participants in Training Workshops for 60-year-old employees • Number of re-employed retirees	139 persons 327 persons (as of March 31, 2024)	
			(4) Realization of a workplace where persons with or without disabilities work together	• Development of relevant systems	Continued the promotion initiative	
			(5) Support for active participation of senior personnel	• 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	2,243 persons 153 persons 120 persons 708 persons 44 persons	
			(6) Development and promotion of a working environment and infrastructure where foreign national employees can play an active role	• Construction career advancement system registration rate • Haseko Group technical training course participants	Tokyo 79%; Kansai 72% 227 persons	
	<p><b>A safe and healthy working environment</b></p>	12	(1) Providing a variety of education programs to develop personnel involved in businesses related to future housing and living (2) Technology and skill succession	• Number of visitors to the Haseko Condominium Museum • Number of events held; number of participants	4,157 persons 1 event; 757 persons	
		13	(1) Strengthening of external communications (2) Enlightenment through events, etc.	• 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.	
		14	(1) Development of a working environment and ensuring of a thorough safety and health management system	• 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.	
		15	(1) Implementation of health management (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% 44.1% 98.2%	
<p><b>A safe and healthy working environment</b></p>	16	(1) Strengthening and continuation of promotion of cooperation with cooperating companies (continuation of value enhancement activities) (2) Promotion of DX and development of construction automation technologies in cooperation with cooperating companies (3) Risk management measures taken by cooperating companies	• Debriefing Session on Value Enhancement Activities/general meetings of respective organizations of cooperating companies (once a year) • Number of development themes • Implementation of an awareness-building activity at a general meeting (once a year)	Held once a year. 2 themes Held once a year.		
	17	(1) Labor productivity improvement through the promotion of DX	• Number of measures taken to improve business operations	3 measures		