



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>Creating attractive living spaces</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>Enabling diverse lifestyles</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>Safety, security and comfort</p>	6	(1) Quality maintenance and improvement (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
		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
		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>Building a company worth working at</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>Human capital (diversity & inclusion, human resources development)</p>	11	(1) Promotion of workstyle reform (2) Promotion of the appointment of and the active participation of women in various workplaces (3) Reinforcement and promotion of childcare and nursing care support systems (4) Realization of a workplace where persons with or without disabilities work together (5) Support for active participation of senior personnel (6) Development and promotion of a working environment and infrastructure where foreign national employees can play an active role	• 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% • Percentage of disabled persons employed: 2.3% • Number of participants in Training Workshops for 60-year-old employees • Number of re-employed retirees	Implemented as planned. Continued the initiative. Percentage of female managers: 10.2% Not yet certified. 31.7% 21.6% 5.3% Not yet certified. 64.0% 36.0% 46.7% 2.38% 139 persons 327 persons (as of March 31, 2024)
		12	(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 (2) Technology and skill succession	• 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 • Construction career advancement system registration rate • Haseko Group technical training course participants	2,243 persons 153 persons 120 persons 708 persons 44 persons Tokyo 79%; Kansai 72% 227 persons
		13	(1) Strengthening of external communications (2) Enlightenment through events, etc.	• Number of visitors to the Haseko Condominium Museum • Number of events held; number of participants	4,157 persons 1 event; 757 persons
		14	(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. 2 incidents 0.14 0.51
		15	(1) Implementation of health management (2) Promotion of physical and mental health among employees	• Meeting of the Haseko Group Health Management Promotion Committee (once a year) • Certification under the Health & Productivity Management Outstanding Organizations Recognition Program • Percentage of employees undergoing health checks: 100% • Implementation rate of the specific health guidance: 50% • Percentage of employees taking stress checks: 100%	Held once a year. Certified under the program. 100% 44.1% 98.2%
		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	

Promoting health management

Various measures are in place to help officers and employees improve their physical and mental health in line with the Healthy HASEKO Full-of-life Plan under the slogan of “No success without healthy officers and employees.” Under the Haseko Group’s Declaration of Health issued by our president, we have established the Haseko Group Health Management Promotion Committee. Furthermore, with the aim of becoming a company where all employees can stay healthy both mentally and physically, and where each and every one can work with more vitality, we formulated the Haseko Group Health Management Strategy Map in 2021, visualizing the relationship between the management issues to be solved and the investments in health (health promotion measures) required. Through these efforts, we have been practicing health management.

With these efforts paying off, the Company and its affiliates were selected under the “2024 Certified Health & Productivity Management Outstanding Organizations Recognition Program (White 500)” in the large enterprise category hosted by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi.

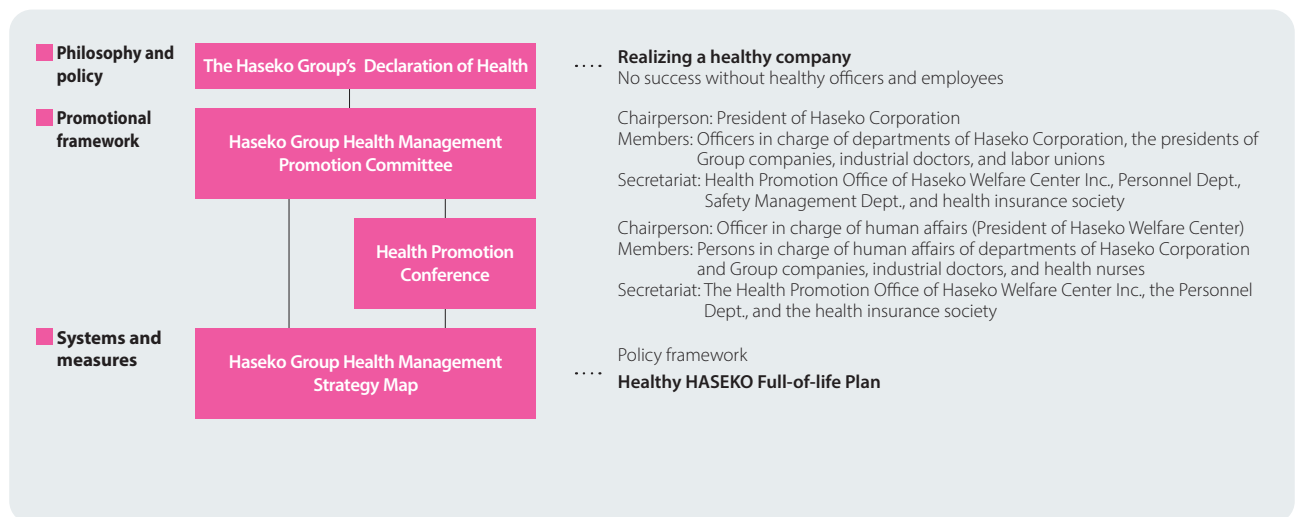


2024
健康経営優良法人
Health and productivity
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Organizational framework for promoting health management

In accordance with the Haseko Group’s Declaration of Health, we established the Haseko Group Health Management Promotion Committee in fiscal year 2018. The Committee makes decisions on company-wide policies, targets, plans and progress on the maintenance and promotion of employees’ health, and shares related information.

As a subordinate organization of the Committee, we have set up the Health Promotion Conference. At the Conference meetings, we work to address health management on a group-wide basis: share the status of seminars and guidance on health, formulate health promotion projects tailored to the circumstances of each Group company, and discuss the results of collective analysis of stress checks.



Ultimate target indicators (KPI)

The Haseko Group Health Management Strategy Map defines the ultimate target indicators. The measurement method and actual results for the last two years are as shown below. To achieve the targets, we are focusing on providing care for high-risk individuals in terms of physical and mental health, through Health Management Committee meetings and personalized follow-up by health staff of the in-house clinic. The target for absenteeism is set with the idea of gradually improving the current score. (Target indicators are for the Group.)

Ultimate target indicators	Measurement method	Unit	Results		Targets
			FY2022	FY2023	FY2023
Absenteeism	Measured by dividing the total number of days of absence or leave due to illness by the number of employees	Day	2.1	2.1	1.6
Presenteeism	Measured using a question in the employee survey, that asks to self-evaluate the past four weeks (out of 100 points), with performance to be demonstrated in the absence of illness or injury at 100%.	Score	76.9	77.1	78
Work engagement	Rate of respondents who answered “Yes” to the question “Do you have interest in your job?” in the employee survey.	%	68.0	66.2	—
	Simple average of scores for the three items of (1) vitality, (2) enthusiasm, and (3) devotion to work in the employee survey (0 = not at all to 6 = feeling always).	Score	3.41	3.37	3.42
Turnover rate	Annual turnover rate of full-time employees	%	5.4	5.7	—