



## A Safe and Healthy Working Environment

### “MOST Activities” aimed at improving the working environment across the Group

Since fiscal year 2005, the Haseko Group has been engaging in MOST Activities, with the objective of creating an operating environment where employees can seek physical and mental fulfillment and demonstrate their capabilities through reforming and improving operations, shortening working hours and encouraging employees to take leave, and raising awareness of officers and employees. In FY2023, under the slogan “Promote operational efficiency and have a good work-life balance!” we emphasized raising awareness of the importance of operational

efficiency, improving productivity and striking a good work-life balance. Such initiatives include measures to improve proficiency in IT tools, and promoting the “My Interval” initiative, which encourages employees to take leave on important work milestones and to go home on time. The status of activity is regularly shared and highly effective measures are horizontally rolled out as needed, contributing to the improvement of the workplace environment across the Group.

#### Status of annual paid leave taken at the Haseko Group (FY2023)

	Annual paid leave taken	(Of which, scheduled leave taken)
Haseko Corporation	70.7%	97.0%
Haseko Group	75.5%	96.8%

\*The Haseko Group has designated scheduled leave (10 days) to promote acquisition of paid leave.



Awareness raising poster of the “Group-wide No Overtime Day

### Realizing closure of a construction site for 8 days every 4 weeks

The Haseko Group has been considering and implementing various measures to reduce long working hours and improve productivity. We have been working to introduce more flexible and efficient ways of working, such as by improving the mobile working environment for employees in sales and design roles, introducing staggered work hours, flextime system, and variable working hour systems, etc.

We are working to improve operational efficiency at construction sites by enhancing operational support from the

Head Office, taking steps to reduce the amount of work itself, and introducing various applications. Furthermore, we are working towards the goal of realizing the closure of a construction site for eight days every four weeks (104 days off per year). In FY2024, we have planned the work process around the assumption of eight closures per four weeks, and the executives in charge of the construction divisions have communicated this to the construction sites to ensure strict adherence.



Logo mark representing the initiative to realize two days off every week for the construction industry

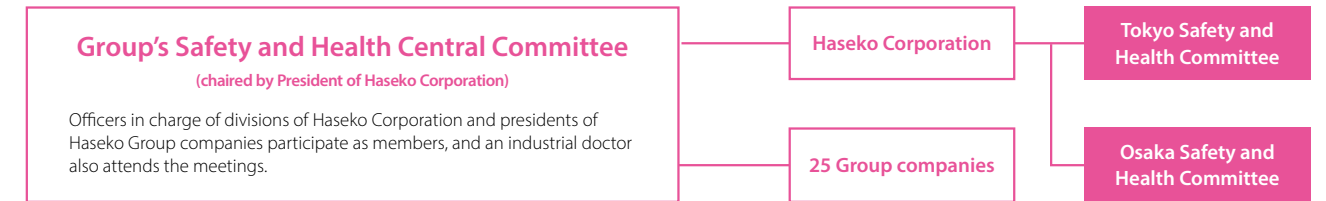
### Toward the realization of a safe and healthy working environment

For more information, please visit ▶

At the Group, we establish a Group-wide Basic Policy for Safety and Health Management each fiscal year, execute thoroughgoing initiatives to eliminate occupational accidents and work to create safe and comfortable workplaces on an ongoing basis. Furthermore, construction sites of the Company establish a safety and health policy and specific implementation measures, which apply also to cooperating companies, for each fiscal year under

the Safety and Health Management Plan. To eliminate occupational accidents as well as achieving “zero” fatal and serious accidents/disasters, we conducted activities by setting the frequency rate of occupational accidents at 0.60% or less and the severity rate of occupational accidents at 0.01% or less as target figures for accidents at construction sites.

#### Haseko Group's organizational framework for promoting health and safety



As of April 1, 2024

### Developing relationships with cooperating companies

For more information, please visit ▶

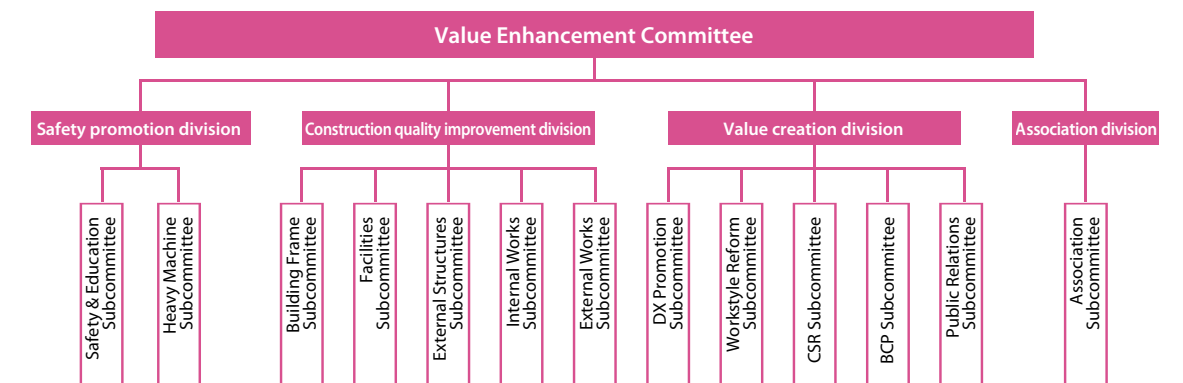
We will continue working to create a safe and productive workplace built on the relationship of trust with our cooperating companies and other suppliers.

Haseko Corporation is in charge of building condominiums with a high degree of precision through the combined efforts of the quaternity (i.e., the construction divisions, architecture & engineering divisions and technological promotion divisions of Haseko Corporation as well as “Ken-ei-kai,” an organization consisting of approximately 300 major cooperating companies). This cooperative relationship has continued for more than 25 years, and our quality control framework built on the strong ties is a strength that no other company has.

In addition, technology-related divisions cooperate with Ken-ei-kai to engage in “HASEKO value enhancement activities” as activities to provide high-quality condominiums with the aim of

clarifying the responsible construction scope, saving labor and improving work efficiency, and improving the Haseko brand. Activities that are currently being promoted include initiatives to improve operational efficiency through the utilization of cutting-edge technologies as well as initiatives to further boost productivity aimed at instilling the activities of the HASEKO Value Enhancement Committee toward workstyle reform, which may be regarded as an industry-wide challenge. In addition, approximately 2,500 people, mainly from cooperating companies, participated in the “Value Up Expansion Study Session” held online. The outcomes of activities are shared at the Debriefing Session on Value Enhancement Activities held once a year, in pursuit of succession, widespread acceptance, and collaboration at a deeper level.

#### Organizational framework of HASEKO Value Enhancement Committee



As of April 1, 2024