

CSR Management of the Haseko Group

We at the Haseko Group adopt a long-term perspective as we aim to address the social issues surrounding our daily lives through business operations.

As a corporate group for housing to create great living, we will promote CSR initiatives based on our CSR vision to fulfill our corporate philosophy and contribute to a sustainable society.



Based on our CSR vision, we, in the Haseko Group, promote CSR activities in accordance with the following policy items:

1. Through a broad range of businesses related to housing and daily life, we will contribute to the realization of a sustainable society.
2. In collaboration with our stakeholders, we will take action to integrate social and environmental concerns into our businesses processes.
3. Utilizing the collective capabilities of our Group, we will strengthen our management ability in order to create new value for society and meet the expectations of our customers and other stakeholders.
4. In all our business activities, we will comply with the law and act on the basis of high ethical standards.
5. We will continue to improve our CSR initiatives, proactively disclose information, and aim to raise transparency throughout the organization.



SDGs (Global Goals) Closely Related to Our Business Operations

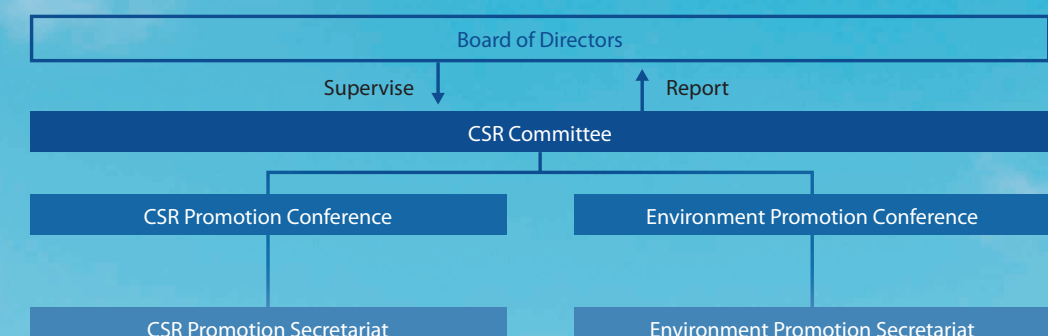
We have identified 10 out of the 17 Global Goals (SDGs) promoted by United Nations with a particular connection to our business. We recognize that the business and operations of the Haseko Group are closely linked to social and environmental challenges, and through solution-oriented business actions, we aim to create synergies between the generation of social value and the growth of the Haseko Group.

Social issues surrounding our daily lives

Response to climate change
Conservation of ecosystem
Safety and security
Disaster prevention and disaster response
Regional revitalization
Response to demographic changes and aging society
Diversity promotion
Active participation of women
Health, medical care, and nursing care
Vocational education and creation of employment opportunities
Childcare and parental care
Sustainable consumption
Cyclical resource use



CSR Organizational Framework



Haseko Group CSR Action Plan for FY2021

Four main CSR themes	18 priority sub-themes	Vision for 2037 (100th anniversary)	FY2020–2024 Haseko Group initiative items	KPI/Target	Result		
<div>Creating attractive living spaces</div> <div>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.</div> <div><div>Related SDGs</div><div><div>3</div>Good health and well-being</div><div><div>7</div>Affordable and clean energy</div><div><div>9</div>Industry, innovation and infrastructure</div><div><div>11</div>Sustainable cities and communities</div><div><div>12</div>Responsible consumption and production</div><div><div>13</div>Climate action</div><div><div>15</div>Life on land</div><div><div>17</div>Partnerships for the goals</div></div>	Safety, security and comfort	1	Thoroughly pursuing the supply of safe, secure and comfortable 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 • Number of technologies developed	None 8,908 units (a cumulative total of 101,232 units) 3 projects completed; 11 ongoing projects	
				(2) Promotion of condominium renewals	• Number of condominium buildings rebuilt; number of consultations on longer-life housing • Number of seminars held in relation to condominium renewals	83 cases (Tokyo and Kansai regions) Not held because of the COVID-19 pandemic	
				(3) Promotion of the redevelopment business	• Number of initiatives taken	13 initiatives (Tokyo and Kansai regions)	
				(4) Introduction of ICT-based security and monitoring systems	• BIM & LIM (building information and living information): Continuation of the verification process to establish the platform	Continued the verification for the Feel Residence series	
				(5) Continuation of the 24-hour emergency response system	• Number of alarms received by the Owl 24 Center; percentage of alarms responded 100%	49,346 cases; 100%	
		2	Contributing to creating disaster-resilient lifestyles and communities	(6) Promotion of disaster countermeasures for condominiums from the hardware and software perspectives	• 100% adoption of "Renai" with the specification for the proposal of hazard-resistant condominium • Number of disaster countermeasure technologies developed (for earthquakes (seismic isolation, vibration control, anti-seismic), typhoons, etc.) • Implementation rate of drills for checking disaster damage to properties and facilities managed by the Group	100% 2 ongoing projects 99.2%	
	Enabling diverse lifestyles	3	Providing the new value of homes and lifestyles to support the diverse lifestyles of people, from children to senior citizens	(1) Provision of buildings and services that respond to social needs	• Promotion of the implementation of COVID-19 countermeasures • Number of projects commercialized	Proposed to some project owners. 5 projects	
				(2) Initiatives to realize DX	• Number of initiatives taken	42 initiatives	
				(3) Development and provision of facilities, housing, and nursing care services for elderly to respond to a super-aging society	• Number of elderly facilities, housing, and services commercialized • Number of consultations handled by the senior life consultation service	1 case None	
		Community	4	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) Promotion of complex development with housing at the core	• Number of initiatives taken	1 ongoing project
					(2) Promotion of business development in local communities	• Number of local areas where we operate our business	5 areas
			5	Promoting the revitalization of local communities	(3) Promotion of Asuka Village projects	• Number of projects worked on	4 projects
	Environmental consideration in daily life	6	Contributing to local community formation	(4) 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 100 or more units for which Haseko Community, Inc. provides comprehensive management services)	Not held because of the COVID-19 pandemic. Not held because of the COVID-19 pandemic.	
				(1) Development and adoption of technologies that minimize environmental burden stemming from condominiums	• Number of collective ZEH projects adopted • Number of environmental burden reduction technologies developed (Haseko Corporation) Reduction based on the ISO 14001 targets • CO ₂ reduction rate: 10% or higher (Design) • Adoption rate of environment-conscious designs	1 project 1 project completed; 5 ongoing projects Tokyo: 10.8%; Kansai: 12.6% Tokyo: 98.4%; Kansai: 98.6%	
7		Being a leading company in environmental technologies for housing and living.	(1) Promotion of workstyle reform	• Promotion of MōSt Activities • Promotion of telework (work-from-home, etc.) • Promotion of the appointment of female managers • Percentage of female employees: 30% or higher (Haseko Corporation) • Percentage of women among new graduates hired: 30%	Implemented as planned. Continued the initiative. Percentage of female managers: 4.4% Not yet certified. 30.7%		
			(2) Promotion of the appointment of and the active participation of women in various workplaces	• Kurumin certification (Haseko Corporation) • Percentage of spouse maternity leave taken: 80% • Percentage of childcare leave taken (male): 20% • Percentage of children leave taken (male): 50%	28.0% Not yet certified. 42.2% 20.9% 46.8%		
			(4) Realization of a workplace where persons with or without disabilities work together	• Percentage of disabled persons employed: 2.3%	2.20% (as of June 1, 2021)		
<div>Building a company worth working at</div> <div>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.</div> <div><div>Related SDGs</div><div><div>5</div>Gender equality</div><div><div>8</div>Decent work and economic growth</div><div><div>9</div>Industry, innovation and infrastructure</div><div><div>17</div>Partnerships for the goals</div></div>	Enabling the flourishing of diverse talent	8	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	• Continuation of Training Workshops for 60-year-old Employees • Number of re-employment retirees	Held in August. 189 persons (as of April 1, 2021)	
				(2) Promotion of the appointment of and the active participation of women in various workplaces	• Development of relevant systems	Continued the development.	
				(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			
	A safe and healthy working environment	9	Having realized a safe and healthy working environment at all workplaces	(1) Ensuring of a thorough safety and health management system	• Zero fatal and serious accidents/disasters • Frequency rate of occupational accidents: 0.60% or less • Severity rate of occupational accidents: 0.01% or less • Meeting of the Safety and Health Central Committee	Zero 0.22 0.00 Held once a year.	
				(2) Development of a working environment	• Continuation of the promotion of COVID-19 prevention measures	Continued the promotion initiative.	
		10	Providing support for better physical and mental health to each and every employee	(3) Implementation of health management	• Meeting of the Haseko Group Health Management Promotion Committee • Certification under the Health & Productivity Management Outstanding Organizations Recognition Program	Held once a year. Certified under the program.	
				(4) Promotion of physical and mental health among employees	• Percentage of employees undergoing health checks: 100% • Implementation rate of the specific health guidance: 35% • Percentage of employees taking stress checks: 100%	100% 42.4% 96.7%	
Personnel development and technology succession	11	Leading the utilization of advanced technologies that improve operational efficiency and productivity	(5) Improvement of labor productivity by promoting digital transformation (DX)	• Number of measures taken to improve business operations	10 measures		
			(1) Development of personnel and organizations that continue to grow, evolve, and take on challenges autonomously	(Haseko Corporation) • Number of employees participated in self-learning support programs provided by the Haseko Business College	1,790 persons		
	12	Providing a variety of education programs to develop personnel involved in businesses related to future housing and living	(2) Technology and skill succession				
			(3) Strengthening of external communications	• Number of visitors to the Haseko Condominium Museum	1,999 persons (a cumulative total of 12,528 persons)		
	Supply chain	14	Having realized a safe and productive workplace in cooperation with cooperating companies	(4) Enlightenment through events, etc.	• Number of events held; number of participants	2 events; 119 persons	
(1) Strengthening and continuation of promotion of cooperation with cooperating companies (continuation of value enhancement activities)				• Debriefing Session on Value Enhancement Activities/ general meetings of respective organizations of cooperating companies	Held.		
(2) Promotion of DX and development of construction automation technologies in cooperation with cooperating companies				• Number of development themes	4 ongoing themes		
			(3) Risk management measures taken by cooperating companies	• Implementation of an awareness-building activity at a general meeting	Implemented (held once a year).		

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<div>Protecting the precious environment</div> <div>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.</div> <div><div>Related SDGs</div><div><div>7</div>7 Affordable and clean energy</div><div><div>12</div>12 Responsible consumption and production</div><div><div>13</div>13 Climate action</div><div><div>15</div>15 Life on land</div><div><div>17</div>17 Partnerships for the goals</div></div>	Cyclical resource use	15	Thoroughly practicing the 3Rs (Reduce, Reuse, Recycle) in all of our business activities	(1) Continuous management and improvement of the environmental management system (2) Promotion of the reduction of construction waste (3) Enhancement of the 3Rs at offices and construction sites	• Number of matters pointed out in the external ISO 14001 examination: none • Number of external awards received (Haseko Corporation) Reduction based on the ISO 14001 environmental targets • Mixed waste: 6 kg/m ² or less • Recycling rate of mixed waste: 77% (Haseko Corporation) Reduction based on the ISO 14001 environmental targets • Green purchase rate of stationery: 90%	None None Tokyo: 3.1 kg/m ² ; Kansai: 2.85 kg/m ² Tokyo: 88.17%; Kansai: 86.02%				
	Energy & CO ₂	16	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 (2) Continuation of responses in accordance with the Climate Change Response Policy (3) Reduction of CO ₂ emissions in the construction stage	• Number of matters pointed out in the external ISO 14001 examination: none • Same as the SBT targets (Refer to 16-(4) below) (Haseko Corporation) Reduction based on the ISO 14001 environmental targets • Reduction of CO ₂ emissions intensity to 12.7 t-CO ₂ /¥100 mil. or below (construction activities) • SBT targets (Base fiscal year: FY2020) Scope 1 + Scope 2 FY2030: –42%; FY2050: –100% Scope 3 FY2030: –13%; FY2050: –37%	None *Same as on the left				
				(4) Setting of the SBT targets and reduction initiatives		Tokyo: 9.57 t-CO ₂ /¥100 mil.; Kansai: 9.07 t-CO ₂ /¥100 mil.				
				(5) Promotion of energy and power saving at construction sites, offices, etc.	• Not more than the average electricity usage for the period covered by the Plan NBJ (FY2017–FY2019)	Promoted the reduction initiatives.				
				(6) Active utilization of solar power and other renewable energy sources in our business activities	• Number of cases adopting renewable power generation	Tokyo: +8.8%; Kansai: –20.9%				
				(7) Biodiversity conservation activities (Haseko no Mori)	• Quantification of CO ₂ reduction through the activities	Biomass power: 59 cases Solar power: 5 cases				
				Pollution prevention and consideration for the local environment	18	Giving thorough consideration for the local environment in all of our business activities	(1) Compliance with environmental regulations, etc. (2) Consideration for biodiversity (3) Consideration for residents living near the construction site (4) Development of local environment-conscious technologies	• Zero serious soil, water, dust, and other pollution incidents • Number of external awards received (incl. ABINC Certification) Awareness-building through the value enhancement activities (Haseko Reform) • Use of low-vibration and low-noise tools (4 projects for each branch semiannually) • Number of technologies developed	Suspended because of the COVID-19 pandemic.	
									3 projects completed	
	Supply chain	19	Having established a foundation for realizing the reduction of environmental burden on the entire supply chain	(1) Improvement of environmental awareness throughout the supply chain	• Implementation of CSR education at cooperating companies	3 projects				
				(2) Consideration and formulation of the CSR procurement policy	• Consideration and formulation of the CSR procurement policy	Implemented.				
	<div>Nurturing a culture of trust</div> <div>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.</div>	Corporate ethics and compliance with the law	21	Ensuring through practice of corporate ethics and compliance with the law as a company with integrity	(1) Reinforcement of risk management including environmental and social risk management (2) Thorough compliance (3) Strengthening of the governance structure	• Meeting of the Risk Management Committee • Continued operation of the BCP (incl. disaster response and prevention measures for infectious diseases) • Percentage of internal audit coverage • Compliance lecture participation rate • Meeting of the Compliance Committee • 100% participation in the e-learning course • Outside directors comprising at least one third of the total number of directors	Held four times. Continued the operation. 100% 100% Held 12 times. 100% 38.5% (5 out of 13 directors)			
					Respect of human rights	22	Having established and practicing mechanisms for respecting human rights	(1) Formulation of the Human Rights Policy and development of the human rights due diligence (2) Enhancement of education and mechanisms for eliminating harassment	• Formulation of the Human Rights Policy	Formulated the Haseko Group CSR Procurement Guidelines.
		Information disclosure and stakeholder engagement	23	Carrying out the CSR management by using information obtained from diverse stakeholders	(1) Implementation of conversations with stakeholders (2) Promotion of information disclosure to meet the expectations of stakeholders and their needs for information relevant to their identified issues	• Communication activities with institutional investors, analysts, media, end users, etc. • Timely update of our corporate website • Periodical publication of reports. • Improvement of the results of an external ESG disclosure evaluation	Implemented the Haseko Group CSR Procurement Guidelines.			
		CSR education and training	24	Proactively disclosing information to stakeholders	(1) Implementation of internal dissemination measures by systematically providing CSR education and survey on employees' understanding	• CSR lecture participation rate; number of participants • 100% participation in the CSR e-learning course	Formulated the Haseko Group CSR Procurement Guidelines.			
		Promotion of social contribution activities	25	Providing individual employees with CSR education required for their position or level and implementing the CSR management	(1) Contribution to the revitalization of Asuka Village (2) Promotion of social contribution activities	• Holding of events • Number of participants in social contribution activities • Formulation of the Social Contribution Activities Policy	Implemented 198 times in total.			
Strengthening of collective capabilities of the Group		26	Presenting our approach to solve social issues to wider society	(1) Implementation of internal dissemination measures by systematically providing CSR education and survey on employees' understanding	• CSR lecture participation rate; number of participants • 100% participation in the CSR e-learning course	Timely updated. Published. Improved.				
Strengthening of collective capabilities of the Group		27	Providing support for the restoration of daily lives in the event of disaster	(1) Promotion of initiatives to improve customer satisfaction (2) Provision of places for facilitating information sharing and communications within the Group and implementation of such measures	• Promotion of the operation of Haseko Group Call Center • Number of Branchera Club membership • Number of pieces of information shared group-wide; number of contracts closed	Not held to prevent the spread of COVID-19. 99.2%				

10 SDGs closely related to Haseko Group CSR initiatives

