

Haseko Group Sustainability Action Plan for FY2025

Four main themes	Materiality (material issues)	Vision for 2037 (100th anniversary)	FY2025 Haseko Group initiative items	KPIs/Targets	Results	Main FY2025 Initiatives (Highlights)	Self- evaluation	Scope			
Creating attractive living spaces 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.	Sustainable living and sustainable cities	1	Helping to create disaster-resilient lifestyles and communities	(1) Disaster countermeasures for condominiums from the hardware and software perspectives	• 100% adoption of disaster-resistant condominium specifications in newly built “Renai” properties • 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% • Number of three-piece set disaster prevention equipment adopted — WELL UP — Benches that convert into cooking stoves — Emergency manhole toilets	100% 2 ongoing projects 100% 45 units 59 units 111 toilets	• Continued offering solutions for disaster-resistant condominiums** • Disaster prevention and mitigation solutions for business owners and management associations • Continued offering disaster prevention set* [Hosoda Corporation] • 5 items of equipment that will help improve quality of life in emergencies such as earthquakes and disasters • Implemented initial property damage status confirmation training utilizing a map system during BCP training for earthquakes and disasters [Haseko Group] — Implemented at under-construction, managed, and rental properties, senior care facilities, model rooms, and brokerage offices • Continued registration as an emergency risk assessment officer and disaster prevention volunteer at local governments	☆☆	Haseko Group		
		2	Helping to create communities with easy access to various services related to people’s daily lives, such as childcare, education, nursing care, and welfare services	(1) Complex development with housing at the core	• Number of initiatives taken	1 project	• Ongoing co-creation residence “ComRezi Akabane” project — Multi-purpose development of student dormitories, shared corporate dormitories, and rental apartments • Various ongoing multi-purpose development projects — Kajiwara, Kamakura City Project (tentative name) “HASEKO Well-Doing Smart City” Started construction • Concept of 3 “cycles”: creating value for homes where abundance circulates	☆☆	Haseko Group		
		3	Presenting our approach to solve social issues to wider society	(1) Contributions to regional revitalization	• Number of projects worked on	7 areas	• Continued business expansion in Hokkaido, Tohoku, Hokushinetsu, Chugoku, Shikoku, East Japan, Kyushu, and Okinawa areas • Advanced the “BRANCHERA NANSHUMONZEN DORI” Project in Kagoshima Prefecture, which reuses and reassembles stones from an existing masonry retaining wall using a new construction method (Haseko Real Estate Development) • Main initiatives in Asuka Village — Implemented the “corporate Furusato Nozei (hometown tax donation)” program in 2018 — Held the Asuka Half Marathon 2026 in March (special sponsor) — Operated the rental farm Haseko Asuka Village Community Farm and held events — Opened “BRANCHERA ISHIBUTAI TERRACE” —the second project revitalizing traditional houses, etc. • Continued to hold on-site consultation sessions as the designated operator for Suginami City’s vacant home utilization consultation service [Hosoda]	☆☆	Haseko Group		
		4	Providing the new value of housing and living to support the diverse lifestyles of people, from children to senior citizens	(1) Provision of buildings and services that accommodate diverse lifestyles	• Number of active accounts for lifestyle-oriented products* • UGOCLO, Be-Fit, U’s Style, DELIBOX, Raku-raku table kitchen	5 projects	• Commenced comprehensive collaborative research with Kyoto University (collaboration aimed at creating new cities and revitalizing local areas) • Adopted “Be-Fit” and the “UGOCLO” configurable floor plan system • New floor plans for condominiums • Developed and installed DELIBOX-SMART* across multiple properties • A new type of delivery locker where delivery personnel use the waybill number as the unlock key to deposit packages • Developed and adopted the open-style system kitchen “Raku-raku table kitchen” [Haseko Furnishing] • Concept rental condominium: Promoted “PLAY” and “TRACK” and expanded “WORVE” to local areas [Haseko Real Estate Development][Developed by Haseko Real Estate Development]	☆☆	Haseko Group		
				(2) 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	0 projects	• Ongoing operation of 45 Brancheille (paid nursing homes) facilities and 5 Wellme (group home) facilities [Haseko Senior Well Design] — Began palliative care business at BRANCIELE FUJISAWA • Promoted DX in the nursing care field: Completed summary of implementation and outcomes	☆	Haseko Senior Well Design		
				(3) Condominium renewals	• Number of reconstruction projects (cumulative)	47 projects (completed as of the end of March 2026)	• Provided comprehensive solutions and advanced projects for apartment revitalization (reconstruction, life extension) — Began construction on the Ogawa Housing Complex, Narashinodai Block 11 Housing Complex, Narashinodai Block 3 Housing Complex (reserved site), and Wakamatsu 2-chome Housing Complex • Conducted earthquake-resistance projects (seismic diagnosis, reinforcement design, reinforcement construction, etc.) [Haseko Reform] • Reconstruction projects: 4 ongoing [Haseko Real Estate Development] • Actively conducted renovation and resale [Sohgoh Real Estate, Haseko Real Estate]	☆☆	Haseko Corporation Haseko Reform Haseko Real Estate Development Haseko Real Estate		
				(4) Redevelopment business	• Number of redevelopment projects collaborated on (cumulative)	21 projects (completed as of the end of March 2026)	• Redevelopment projects: 16 ongoing [Haseko Corporation] • Redevelopment projects: 2 ongoing [Haseko Real Estate Development]	☆☆	Haseko Corporation Haseko Real Estate Development		
		Product safety (services safety)	5	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 homes covered by Hosoda Corporation’s 35-year warranty system	1 Tokyo: 7,544 units (a cumulative total of 87,451 units) Kansai: 3,249 units (a cumulative total of 34,561 units) 184 units	• Continued and advanced the quality management system [Haseko Corporation, Haseko Reform, Fujikensetsu] • Created checkpoints for various finishing touches, construction manuals, etc. and shared them throughout the company (to ensure high quality and precision) • Maintained and improved construction quality through the “Haseko Value Enhancement Activities” • Collaborative activities with organizations of partner companies • Developed long-term quality housing (“Renai Terrace Higashirinkan,” “Renai Tower Hachioji”) [Sohgoh Real Estate] • Provided comprehensive warranty services for brokered properties and contributed to maintaining and improving the asset value of housing [Haseko Real Estate] • Began the “Gran Neo” series, which has achieved the highest rating in six categories [Hosoda Corporation] • Developed “Mamoruba,” a secure space enclosed by security-conscious doors and walls [Hosoda Corporation]	☆☆	Haseko Group	
			Technological development	6	Providing the new value of housing and living to support the diverse lifestyles of people, from children to senior citizens	(1) Initiatives to realize DX	• Number of initiatives taken	28 initiatives	• Ongoing promotion of various working groups by the DX Promotion Committee	☆☆	Haseko Group
				7	Being a leading company in environmental technologies for housing and living	(2) Promotion of condominium and product planning utilizing ICT	• Continuation of the verification process to establish the LIM Cloud, a housing and living information platform	Ongoing	• Installed ICT apartment services: 12 properties (as of February 2026, excluding properties where pilot programs have ended) [Haseko Anesis] • First-ever demonstration installation in a newly built condominium (BRANCHERA EBINA)	☆☆	Haseko Anesis
	(1) Development and adoption of technologies that minimize environmental burden stemming from condominiums	• Number of environmental burden reduction technologies developed • Number of local environment-conscious technologies developed (Haseko Corporation) • Adoption rate of environment-conscious designs	9 ongoing projects None 96.9%			• Actively adopted H-BA concrete (environmentally friendly concrete) • Ongoing operation of “Sustaina Branche Hongyotoku” — First in Japan to comprehensively renovate an existing housing into a rental condominium while achieving net zero CO₂ emissions — Experimental residential housing incorporating a smart home system to create housing for the future — Incorporates a nighttime dimming system for open corridors — Collaborates with multiple manufacturers to operate experimental residential buildings — Won the Excellence Award at the 23rd Environmental and Equipment Design Award and the 2025 Demand Side Management Award • Continued implementation of environmentally conscious design utilizing the “Environmental Consideration Checklist” and “CO2 Emissions Calculation Sheet” • Continued adoption of Long-Term Quality Housing as the standard for ready-built housing [Hosoda Corporation]	☆☆	Haseko Group			
	Contributing to local community formation	8	Contributing to local community formation	(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)	238 events	• Continued participation in the Kita-Suzurandai area management organization (Kitasuzu-〇(maru)〇(maru) department) in Kobe City • Operated and introduction of “Aru Forum”*: Adopted in all Renai brand properties completed in FY2025 • Community development support service operated by Haseko Community • Continued support for event hosting at managed apartment buildings [Haseko Community] • Implemented grant programs for local and community-related organizations [Housing and Community Foundation]	☆☆	Haseko Property Management Holdings Group Haseko Corporation Haseko Real Estate Development Holdings Housing and Community Foundation		

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Building a company worth working at 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.	Human capital (diversity & inclusion, human resources development)	9	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) Creation of a comfortable work environment	• MOST Activities* * Activities aimed at improving the working environment across the Group (Haseko Corporation) ★ "Two days off a week" at construction sites implementation rate: 100% (FY2027)	Implemented as planned. 78.1%	• Conducted MOST activities* [Haseko Group] *Activities aimed at improving the workplace environment across the Group — Under the theme "Expanding the circle of small transformations and energizing all employees for the future": (1) Strengthened inter-group collaboration on best practices (2) Promoted the creation of opportunities for refreshment — Promoted the taking of leave and established departmental early-departure days; promoted MOST activities at each department and company; raised awareness through MOST reports • Conducted the Haseko Group Engagement Survey covering approximately 8,800 employees (up to department managers) • Promoted work efficiency through DX	☆☆	Haseko Group
				(2) Appointment of women the promotion of their active participation in various workplaces	★Percentage of female managers Haseko Corporation: 6%・Consolidated: 12% or higher (FY2030) • Percentage of female employees Haseko Corporation: 20%・Haseko Group: 35% or higher (FY2030) • Percentage of female hires: Haseko Corporation: 30%・Haseko Group (targets set individually by each company) • Eruboshi certification	Haseko Corporation: 5.2%; Consolidated: 11.5% Haseko Corporation: 17.4% / Consolidated: 33.0% Haseko Corporation: 16.6%; Consolidated: 34.6% Haseko Corporation, Haseko Reform, and Haseko Senior Well Design obtained certification	• Continued operation of the “Haseko Group Diversity & Inclusion Promotion Policy” • Promoted initiatives through the D&I Promotion Office — Implemented D&I training for managers and e-learning for all employees — Operated “Together, we are building a company worth working at”” *Employee-participation internal portal site • Implemented measures through each business unit — Continued implementation of female employee training in divisions responsible for construction and design [Haseko Corporation] — Held career planning training for sales staff and management seminar for managers [Haseko Real Estate]	☆	Haseko Group
				(3) Reinforcement and promotion of childcare and nursing care support systems	• Percentage of male participation in childcare leave systems (childcare leave and spouse maternity leave) Haseko Group: 100% • Percentage of male childcare leave taken Haseko Group: 50% • Kurumin certification	97.2% 76.8% Haseko Group and 5 Haseko Group companies obtained certification	• Promoted initiatives through the D&I Promotion Office — Implemented D&I training for managers and e-learning for all employees — Promoted taking of childcare leave for men — Publicized the “Ikuboss Declaration” by the Haseko Group President as part of the “Together, we are building a company worth working at” • Haseko Corporation and 5 Haseko Group companies (HFH, HFD, SGR, HSW, and HRE) obtained certification • Launched an internal portal site “Nursing Care Support” to support employees in balancing work with nursing care; conducted interviews regarding the use of relevant systems	☆	Haseko Group
				(4) Realization of a workplace where persons with or without disabilities work together	• Percentage of disabled persons employed: 2.7% (2026)	2.70%	• Expanded our satellite offices business for people with disabilities Held a “Satellite Office Information Session” to facilitate the further transfer of tasks [Haseko Corporation] • Continued expansion of job opportunities through participation in farm projects (Funabashi, Kashiwa) [Haseko Links] • Held an internal event (HASEKO Marche) to distribute vegetables harvested from the farm (June 2025 and February 2026)[Haseko Links]	☆☆	Haseko Group
				(5) Support for active participation of senior personnel	• Number of participants in Training Workshops for 60-year-old employees • Number of re-employed retirees	157 persons 347 persons	• Implemented training for employees age of 60 and above (once a year) • Implemented reutilization by rehiring retired employees through fixed-term employment (contract/temporary) as needed • Hired life managers (apartment building managers) to empower seniors — 5,727 individuals aged 60 and above are working as of March 2026 [Haseko Property Management Holdings]	☆☆	Haseko Group
				(6) Development and promotion of a working environment and infrastructure where foreign national employees can play an active role	• Development of relevant systems	Ongoing	• Continued holding “Global Workers Meeting” for foreign employees of companies affiliated with organizations of partner companies “Ken-ei-kai” • Continued making signs (safety signs, waste separation signs, etc.) available in 5 languages at all sites • Continued local employment at overseas businesses in Hawaii and Vietnam • Continued hiring skilled nursing care workers from Vietnam [Haseko Senior Well Design] • Continued employment of foreign technical intern trainees at Group companies and partner companies	☆☆	Haseko Group
		10	Providing a variety of education programs to develop personnel involved in businesses related to future housing and living	(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	• CAP 10 (Supervisor-subordinate dialogue) implementation rate: 100% • Number of Executive Leader Development Program participants • “Haseko Business College” self-learning support program participation rate: 30% (FY2030) • Major qualification holding rate: 100% (FY2030) ★Percentage of talent driving DX: 20% or higher (FY2030) • Number of participants in English conversation courses	100% 144 persons Under calculation 85.0% 5.3% 183 persons	• Implemented various education and training measures as planned • Continued implementing the “Haseko Business College,” “a self-study program aimed at promoting self-reliant talent and developing diverse skills • Implemented e-learning course “Introduction to DX Literacy: The First Step Toward Becoming DX Talent” (open to all Group employees) as well as quantitative assessments using a DX skills diagnostic tool in order to develop talent for driving DX • Implemented multiple unique educational programs (training) at each Group company	☆	Haseko Group
				(2) Transfer of technologies and skills	• Haseko Group technical training course participants • Construction career advancement system registration rate	457 persons 78%	• Implemented practical training for each business unit (sales, management, construction, design, technology, and Group companies) • Continued operation of “Construction Career-Up System”” *System that stores skilled workers’ information in the system via IC cards according to industry-standard rules • Continued implementation of technical education (TOSS, construction drawing exercises, etc.) to young employees by senior employees	☆☆	Haseko Group
		11	Providing places and opportunities for learning about life and housing and living to a wide range of people from children to adults	(1) Strengthening of external communications	• Number of visitors to the Haseko Condominium Museum	5,755 persons	• Held workshops for children at Haseko Condominium Museum • Accepted construction site tours (for internships, etc.) • Continued holding the “Condominium Building Community Festival” (family event for employees: 133 people participated • Exhibited “Condominium Construction Site” pavilion where visitors can experience 3 types of jobs at KidZania Tokyo	☆☆	Haseko Group
				(2) Enlightenment through events, etc.	• Number of events held; number of participants	5 events; 1,307 persons	• Held the 18th “Haseko Residential Design Competition” • Held the “Haseko Rikochallenge Summer of 2025 – A Complete Tour of Apartment Buildings” • Held workshops for children at Haseko Condominium Museum • Held the “Condominium Disaster Preparedness Festival 2026” at Haseko Mansion Museum • Held a disaster preparedness fair at Sustaina Branche Hongyotoku	☆☆	Haseko Group
	Work environment, safety and health	12	Having realized a safe and healthy working environment at all workplaces	(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. 0 incident 0.15 0.01	• Implemented thorough safety management based on the “Group-wide Basic Policy for Safety and Health Management” and “Safety and Health Management Plan” to eliminate occupational accidents • Implemented heatstroke countermeasures utilizing IT equipment (at a Haseko Corporation construction site) • Received safety and health award for 4 Kansai projects at the National Construction Safety and Health Convention. • Received the “Japan Construction Occupational Safety and Health Association Headquarters Award” Excellence Award for “Brillia City Shakujikoen ATLAS” • Received the “Shinjuku Labour Standards Inspection Office Director’s Award” for “PROUD CITY Honancho”	☆☆	Haseko Group
				(1) Implementation of health management	• 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. Obtained White 500 certification	• Held the Haseko Group Health Management Promotion Committee • Continued to be selected under the “Health & Productivity Management Outstanding Organizations Recognition Program (White 500)”	☆☆	Haseko Group
		13	Providing support for better physical and mental health to each and every employee	(2) Promotion of physical and mental health among employees	• Percentage of employees undergoing health checks: 100% ★Percentage of individuals eligible for specific health guidance: 15% or less (by FY2030) • Percentage of employees taking stress checks: 100%	100% 15.4% 99.4%	• Established employee and family health consultation and infection information reporting system • 4,056 employees participated in the employee health promotion initiative “Let’s Exercise!!” [Haseko Group] • 642 employees participated in employee health promotion initiative (exercise habit support) “LIVE RUN Online Team Relay Race” held in October [Haseko	☆	Haseko Group
				(1) Strengthening and continuation of cooperation with partner companies (continuation of value enhancement activities)	• Debriefing Session on Value Enhancement Activities/ general meetings of respective organizations of cooperating companies (once a year)	Once	• Continued to conduct activities (thorough safety management, etc.) with partner companies (Ken-ei-kai, Juyukai, Kenshokai, Koshokai, Shinwakai) — Implemented close information sharing during monthly specialist committee meetings (13 committees) • Held the “Debriefing Session on Value Enhancement Activities” (Theme: Seeking Evolution Through DX to Boost Productivity, Accelerate Work-Style Reform, and Achieve a Schedule of “Two Days Off a Week” at Construction Sites) online, with approximate 3,000 participants primarily from partner companies and organizations (archived version is available) • Held various study sessions aimed at improving construction quality and efficiency (exterior construction study session, etc.)	☆☆	Haseko Corporation Haseko Reform Haseko Property Management Holdings Group Fujikensetsu Hosoda Corporation
		14	Having realized a safe and productive workplace in cooperation with cooperating companies	(2) Promotion of DX and development of construction automation technologies in cooperation with cooperating companies	• Number of development themes	9 themes	• Worked closely with partner companies to actively promote digital utilization, primarily to improve operational efficiency • Information-driven production using BIM and databases: Ongoing testing of a production system that uses digital information transmission other than paper media such as construction drawings • Number of construction automation technology development projects: 9 completed, 6 ongoing	☆☆	Haseko Group
				(3) Risk management measures taken by cooperating companies	• Implementation of an awareness-building activity at a general meeting (once a year)	Held 1 times per year	• Conducted awareness-raising activities not only at the annual general meeting but also at regular specialist committee meetings	☆☆	Haseko Group
	15	Leading the utilization of advanced technologies that improve operational efficiency and productivity	(1) Labor productivity improvement through the promotion of DX	• Number of measures taken to improve business operations	5 projects	• Established 4 working groups within the DX promotion Committee to establish a promotion system and promote DX utilization in the office • Advanced group data collaboration platform project “GRIP” • Continued advancing the “GOKURAKU-DX Project”” [Haseko Livenet] *Core system renewal project aimed at improving productivity • Number of technology development projects for improving labor productivity: 1 completed, 5 ongoing • Promoted the adoption of electronic contracts [Haseko Urbest/Haseko Real Estate] • Developed “Genba No Me”” *Recommends hazard prediction	☆☆	Haseko Group	

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				★: KPIs in the Medium-Term Business Plan "HASEKO Evolution Plan"		*Items without a company name refer to initiatives by Haseko Corporation.		
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Protecting the precious environment 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.	Response to climate change	16Realizing 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	• Number of matters pointed out in the external ISO 14001 examination: none	1	• Continued and advanced environmental management systems [Haseko Corporation, Haseko Reform, Fujikensetsu]	☆☆	Haseko Corporation Haseko Reform Fujikensetsu
			(2) Reduction initiatives aimed at achieving SBT targets	• (SBT targets (base fiscal year: FY2020)) • Scope 1 + Scope 2: FY2030 -42% • Scope 2: FY2026 0 • Scope 3: FY2030 -13%	-21.7% 5,666t-CO ₂ 15.6%	• Continued calculating Scope 1-3 figures • Received third-party certification for the above Scope figures • Actively adopted H-BA concrete (environmentally friendly concrete) • Introduced renewable energy • Continued advancing the ZEH-M project • Implemented a zero-waste initiative (eliminating the use of paper cups, etc.) at the Asuka Village Half Marathon 2026 • Introduced electric vehicles at company buildings	☆☆	Haseko Group
			(3) Reduction of CO ₂ emissions in the design and construction stages	(Haseko Corporation (ISO 14001 Environmental Targets)) ★Adoption rate of H-BA concrete: 50% or higher (by FY2030) • CO ₂ reduction rate: 10% or higher (design) • Reduction of CO ₂ emissions intensity to 8.5 t-CO ₂ /¥100 mil. or below (construction activities)	14.3% 28.2% Tokyo 7.26 t-CO ₂ /¥100 mil.; Kansai 6.86 t-CO ₂ /¥100 mil.	• Number of CO ₂ reduction technology development projects: 2 completed, 7 ongoing) • Continued use of 100% renewable energy at construction sites • Conducting CO ₂ reduction initiatives at construction sites (as of the end of April 2026) — Introduced environmentally friendly fuels (GTL fuel: 20 sites in Tokyo, 0 sites in Kansai; B5 fuel: 132 sites in Tokyo, 1 site in Kansai) — Ongoing electrification of heavy machinery (electric forklifts: 39 sites in Tokyo, 3 sites in Kansai) — Operated “Waste Cooking Oil Utilization System*” *System that utilizes waste cooking oil from the kitchens of elderly care facilities operated by Haseko Senior Well Design and condominiums managed by Haseko Group to produce biodiesel fuel • Began construction of “Bamboo Chip Manufacturing Plant” in Narita City, Chiba Prefecture • Began initiative to process bamboo harvested at Asuka Village into chips for reuse at condominium construction sites • Proactively proposed electric vehicle charging equipment during the design phase	☆☆	Haseko Group
			(4) Energy and power saving at construction sites, offices, etc.	(Haseko Corporation [ISO 14001 location]) • Reduction of electricity consumption to a level below the actual consumption in previous fiscal year	+4.0%	• Raised awareness of everyday energy-saving practices at construction sites • Implemented company-wide energy-saving activities — Designated summer and winter energy-saving months and turned off lights during lunch breaks	☆☆	Haseko Group
			(5) Active utilization of renewable energy sources in our business	• 100% adoption rate in worksites *Including purchases of Non-Fossil Certificates ★Renewable energy adoption rate (including group companies, offices, etc.): 100% (by FY2030)	100% 76.4%	• Continued switching to using 100% renewable energy at Haseko Corporation construction sites (since May 2023) • Switched to using 100% renewable energy at offices in company buildings or entire leased buildings (achieved in April 2025)	☆☆	Haseko Group
			(6) Promotion of ZEH business	★ZEH-M compliance Group-developed properties: 100% (every fiscal year) Group-constructed properties: 100% (by FY2030)	87.5% 92.2%	• Actively expanded the ZEH business to achieve zero-energy housing — Haseko Real Estate and Sohgo Real Estate continued to be registered as a “ZEH Developer” and Hosoda Corporation as a “ZEH Builder” — Standardized company-developed apartments buildings (condominiums for sale and company-owned rental apartments) as ZEH-M Oriented [Haseko Real Estate, Sohgo Real Estate] — Conducted ZEH-M Oriented standardization for company-developed rental apartment building “Live Casa” [Haseko Livenet]	☆☆	Haseko Group
		17Conducting advanced initiatives for wood use in construction of housing complexes	(1) Wood use in construction of housing complexes	• Number of projects utilizing wood for the main structure of condominiums (more than the previous fiscal year)	1 project	• Completed 1 project adopting wooden construction: BRANSIESTA Shinmaruko Riverfront (utilized wooden construction for the loft units on the top 3 floors) • Research and technological development projects aimed at realizing wood construction: 7 completed, 7 ongoing • Began construction on in-house plant for “HS Wood” (Haseko sustainable wood) • Concluded an agreement on the promotion of wooden structures and use of wood in housing with the Ministry of Agriculture, Forestry and Fisheries	☆☆	Haseko Group
		18Thoroughly practicing the 4Rs (Refuse, Reduce, Reuse, Recycle) in all of our business activities	(1) Promotion of waste reduction and recycling at construction sites and offices	• Number of external awards received (Haseko Corporation (ISO 14001 Environmental Targets)) • Mixed waste: 3.4 kg/m ² or less • Recycling of mixed waste: 85% or more • Copy paper consumption at or below the previous fiscal year's actual consumption	None Tokyo 1.2kg/m ² ; Kansai 2.4kg/m ² Tokyo 96.1%; Kansai 89.4% -1.6%	• Implementing initiatives to recycle wood waste generated at construction sites • Continued waste separation training (Haseko Value Enhancement Activities; at organizations of partner companies) • Continued material waste reduction through a BIM-based production system • Research and technological development projects for construction waste reduction and resource reuse: 2 ongoing	☆☆	Haseko Group
	Consideration for biodiversity	19Giving thorough consideration for the local environment in all of our business activities	(1) Continued implementation of biodiversity conservation activities (Haseko no Mori, etc.)	• 4 or more events; 250 or more total participants	4 events; 266 persons	• Held “Haseko no mori (Haseko Forest Conservation Activities)” in Chino City, Nagano Prefecture and Tanabe City*, Wakayama Prefecture *In Tanabe City, approximately 11,130 trees were planted over 8 years • Implemented biodiversity conservation activities — Participated in the TOKYO GREEN SHIP ACTION Kiyose Matsuyama Green Area preservation activities, the Fujimae-higata Cleaning Mission, and held Biodiversity Conservation Activities in Asuka Village	☆☆	Haseko Group
			(2) Contributions to biodiversity	• Renewal of Nationally Certified Sustainably Managed Natural Site certification • Number of external awards received (incl. ABINC Certification)	Ongoing 16 awards	• Disclosed information based on TNFD • Haseko Technical Center registered with OECM and certified as a Nationally Certified Sustainably Managed Natural Site • ABINC certification: 9 projects; Environmental awards: 7 projects [Designed and constructed by Haseko Corporation] — ABINC certification: “Sohgo Real Estate, etc.) Renai Narita Sun Grande” “Chuo Nittochi, etc.) Baus Tokorozawa Kotesashi Tower” “Daiwa House) Tsukuba Gakuen Minami 2-chome Project” “Chuden Real Estate, etc.) Meikita Project (Tentative name)” “Wakamatsu 2-chome Housing Complex Reconstruction Association, etc.) Wakamatsu 2-chome Housing Complex Reconstruction Project (Tentative name)” “Nomura Real Estate, etc.) Funabashi-shi, Yamate 1-chome Project” “Tokyu Land Corporation, etc.) Branz City Funabashi Viale” “Nippon Steel Kowa Real Estate, etc.) Meguro 3-chome Project (Tentative name)” “Hankyu Hanshin Properties, etc.) Geo Musashi-Koganei” — Wood Design Award: “Haseko Corporation) Bransiesta Meguro Chuo” — Shinagawa Ward Greening Recognition Program <Greening Award>: “Mitsui Fudosan Residential) Park Axis Shinagawa Minami-Oi Park Front” — Osaka Excellent Greening Award <Encouragement Award>: “Nomura Real Estate, etc.) Proud Suita” “JR West Properties, etc.) Predear Hirano The Residence” — Nagoya Good Green Award <Category Award>: “Daiwa House, etc.) Premist Fujigaoka” <Award winners>: “Sohgo Real Estate, etc.) MID WARD CITY” “Sohgo Real Estate, etc.) NAGOYA the TOWER” • Continued to calculate CO ₂ reductions through greening in Haseko Corporation’s design projects	☆☆	Haseko Group
	Pollution prevention and consideration for the local environment	20Giving thorough consideration for the local environment in all of our business activities	(1) Compliance with environmental regulations, etc.	• Zero violations of laws and regulations concerning soil, water, dust, etc.	None	• Conducted preliminary surveys to check for the presence of hazardous substances and residues • Conducted soil surveys on purchased land and performed soil improvement work when necessary	☆☆	Haseko Group
			(2) Consideration for residents living near the construction site	• Awareness-building through the value enhancement activities	Implemented.	• Continued implementation of countermeasures for noise, vibration, dust, exhaust gas, etc. • Raised awareness of various activities through the Haseko Value Enhancement Activity CSR Subcommittee — Installed digital signage in temporary enclosures at construction sites	☆☆	Haseko Group

Haseko Group Sustainability Action Plan for FY2025

★: KPIs in the Medium-Term Business Plan "HASEKO Evolution Plan"									
*Items without a company name refer to initiatives by Haseko Corporation.									
Four main themes	Materiality (material issues)	Vision for 2037 (100th anniversary)	FY2025 Haseko Group initiative items	KPIs/Targets	Results	Main FY2025 Initiatives (Highlights)		Self- evaluation	Scope
Nurturing a culture of trust 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.	Respect for human rights	21	Having established and practicing mechanisms for respecting human rights	(1) Implementation of human rights due diligence	★Implementation of human rights due diligence • 100% participation in the e-learning course	98.5%	• Promoted human rights due diligence based on Haseko Group's Human Rights Policy • Conducted various surveys of partner companies — Conducted a survey on compliance with Haseko Group's sustainable procurement guidelines (including questions about foreign technical intern trainees) [Ken-ei-kai: Haseko Corporation] [Kenshokai: Fujikensetsu] [Juyukai: Haseko Reform] [Koshokai: Haseko Community] [Shinwakai: Hosoda Corporation]: 922 companies responded • Identified human rights risks in each Group company and department as part of its risk prevention activities • Produced a human rights handbook and distributed it to all Group employees to raise awareness • Declared "My Declaration of Human Rights"	☆	Haseko Group
				(2) Enhancement of education and mechanisms for eliminating harassment	• Harassment training course participation rate: 100%	100%	• Promoted human rights due diligence based on Haseko Group's Human Rights Policy • Implemented e-learning, including harassment prevention content, for all executives and employees • Raised awareness through compliance newsletters, morning compliance activities, and the Haseko Group Compliance Book • Formulated a "Basic Policy on Customer Harassment" [Haseko Community, Haseko Real Estate, Haseko Urbest]	☆☆	Haseko Group
	Supply chain management	22	Having realized sustainable procurement	(1) Complete dissemination of the Sustainable Procurement Guidelines to the supply chain	★Sustainable procurement survey response rate (construction-related partner companies and organizations): 100% (every fiscal year) ★Engagement implementation rate with foreign workers (based on target partner companies): 100% (every fiscal year)	99.2% 100%	• Conducted various surveys of partner companies — Conducted a survey regarding compliance with the Haseko Group Sustainable Procurement Guidelines [Ken-ei-kai: Haseko Corporation] [Kenshokai: Fujikensetsu] [Juyukai: Haseko Reform] [Koshokai: Haseko Community] [Shinwakai: Hosoda Corporation]: 922 companies responded • Continued thorough internal and external dissemination of the Haseko Group Sustainable Procurement Guidelines • Implemented the inclusion of clauses regarding compliance of procurement guidelines in various contracts, working with the Audit Department • Held "Global Workers Meeting" at 2 sites for foreign employees of companies affiliated with organizations of partner companies "Ken-ei-kai."	☆	Haseko Group
				(1) Strengthening of the governance structure	• Outside directors comprising at least one third of the total number of directors • Evaluation of the effectiveness of the Board of Directors	41.7% (5 out of 12 directors) (as of the end of June 2025) Implemented.	• Conducted a survey to evaluate the effectiveness of the Board of Directors • Established a Nomination and Remuneration Committee as an advisory body to the Board of Directors and held meetings • Conducted a meeting to exchange opinions between the representative director and audit & supervisory board members	☆☆	Haseko Group
	Governance and risk management	23	Ensuring thorough practice of corporate ethics and compliance with the law as a company with integrity	(2) Thorough compliance	• Compliance lecture participation rate • Meeting of the Compliance Committee • 100% participation in the e-learning course	100% Held 16 times per year 100%	• Held lectures (twice) in the form of video distribution using an e-learning system (1) Anti-trust law compliance (bid rigging and cartels) (2) Preventing misconduct and scandals • Implemented compliance training (1) New employee training (video) (2) East-West Finance Department 5th year (in-person) (3) Kansai Sales Department 4th year (in-person) • Implemented the following items for all employees, including contract and temporary employees (1) Conducted 3 e-learning training sessions related to compliance (2) Distributed the Haseko Group Compliance Book app and booklet (3) Obtained consent to the Compliance Guidelines (Basic Rules for Conducting Fair and Honest Business Activities)" • Number of internal reporting consultations: 40	☆☆	Haseko Group
				(3) Strengthening risk management including environmental and social risks	• Meeting of the Risk Management Committee (4 times per year) • Continued operation of the BCP (incl. disaster response and prevention measures for infectious diseases) • Percentage of internal audit coverage: 100%	Held 4 times per year Continued the operation. 100%	• Promoted "Risk Prevention Activities" — Conducted consistent activities from risk identification and assessment to risk response plan formulation, risk mitigation measures implementation, internal auditing, and reporting, based on the risk management responsibility system • FY2025 earthquake and disaster preparedness BCP training: implemented once a year — Group employees: Confirmed the safety of employees and their families and checked the damage status of group-related properties — Clients and partner companies: Reported on the safety and damage status of building owners, rental property owners, and condominium management association chairpersons	☆☆	Haseko Group
		24	Providing individual employees with sustainability education required for their position or level and implementing the sustainability management	(1) Implementation of internal dissemination measures by systematically providing sustainability education, and surveys on employees' understandine	• Sustainability lectures held (once a year) • 100% participation in the e-learning course	Yet to be held 98.5%	• Implemented sustainability e-learning twice a year for employees, including contract and temporary employees (1st session's theme: Haseko Group's Basic Approach to Sustainability Promotion/Positioning of Sustainability in the Medium-Term Business Plan) (2nd session's theme: Concrete Examples of Sustainability Initiatives)	☆	Haseko Group
	Information disclosure and stakeholder engagement	25	Carrying out the sustainability management by using information obtained from diverse stakeholders	(1) Stakeholder engagement	• Communication activities with institutional investors, analysts, media, end users, etc.	Meetings held with a total of 299 companies	• Held financial results briefing (twice a year) and post-financial results online conferences (4 times a year) • Held IR meetings and ESG meetings after financial results were announced • Held condominium market briefings (for analysts, media, etc.) twice a year • Held various tours (for analysts) — Held tours of the presentation facility (LIPS) for condominium developers (once) and the Haseko Condominium Museum (once)	☆☆	Haseko Group
		26	Proactively disclosing information to stakeholders	(1) Promotion of Information disclosure to meet the expectations of stakeholders and their needs for information relevant to their identified issues	• Regular website updates • Publication of the integrated report • Improvement of the results of an external ESG disclosure evaluation	Regularly updated Published Haseko Group Integrated Report 2025 CDP: Achieved 'A' score for Climate Change Achieved 'A' score for SEA Continued to be selected for inclusion in five of the ESG indices adopted by GPIF	• Selected for 5 of the 6 GPIF indexes (FTSE Blossom Japan Index, FTSE Blossom Japan Sector Relative Index, MSCI Japan ESG Select Leaders Index, Morningstar Japan ex REIT Gender Diversity Tilt Index (excluding REITs), and S&P/JPX Carbon Efficient Index) • Disclosed information via integrated reports, websites, etc. • Responded to various surveys and assessments — ESG rating agencies (FTSE, MSCI, etc.), Toyo Keizai CSR Survey, Nikkei Smart Work/SDGs Management Survey • Regularly published information related to condominiums on Branchera Club, an official website offering service and information useful for daily life, and our owned media "Mansion Plus"	☆☆☆	Haseko Group