




# Haseko Group CSR Action Plan for FY2022

Four main CSR themes	17 priority sub-themes	Vision for 2037 (100th anniversary)	FY2020–2024 Haseko Group initiative items	KPIs/Targets	Results
<b>Creating attractive living spaces</b> 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. ■ Related SDGs 	<b>Safety, security and comfort</b> 1 Thoroughly pursuing the supply of safe, secure and comfortable buildings and services and providing longer-life housing		(1) Quality maintenance and improvement	<ul style="list-style-type: none"> <li>Number of matters pointed out in the external ISO 9001 examination: none</li> <li>Number of housing units that adopted Haseko's Premium After-sales Service</li> </ul>	None Tokyo: 7,634 units (a cumulative total of 79,447 units) Kansai: 3,750 units (a cumulative total of 33,169 units) 4 projects completed; 5 ongoing projects
			(2) Promotion of condominium renewals	<ul style="list-style-type: none"> <li>Number of technologies developed</li> <li>Number of new initiatives</li> </ul>	11 initiatives (Tokyo and Kansai regions) 8 initiatives (Tokyo and Kansai regions)
	2 Contributing to creating disaster-resilient lifestyles and communities		(3) Promotion of the redevelopment business	<ul style="list-style-type: none"> <li>Number of new initiatives</li> </ul>	11 initiatives (Tokyo and Kansai regions)
			(4) Introduction of ICT-based security and monitoring systems	<ul style="list-style-type: none"> <li>Continuation of the verification process to establish the BIM &amp; LIM Cloud, a housing and living information platform</li> <li>Number of alarms received by the Owl 24 Center; alarms responded 100%</li> </ul>	Continued the verification (8 ICT condominiums in operation) 49,438 cases; 100%
	<b>Enabling diverse lifestyles</b> 3 Providing the new value of homes and lifestyles to support the diverse lifestyles of people, from children to senior citizens		(5) Continuation of the 24-hour emergency response system	<ul style="list-style-type: none"> <li>100% adoption of "Renai" with the specification for the proposal of hazard-resistant condominium</li> <li>Number of disaster countermeasure technologies developed (for earthquakes [seismic isolation, vibration control, anti-seismic], typhoons, etc.)</li> <li>Implementation rate of drills for checking disaster damage to properties and facilities managed by the Group</li> </ul>	100% 4 ongoing projects 100% (three times annually)
			(6) Promotion of disaster countermeasures for condominiums from the hardware and software perspectives	<ul style="list-style-type: none"> <li>Number of the new normal measures taken</li> <li>Number of initiatives taken</li> <li>Number of elderly facilities, housing, and services commercialized</li> <li>Number of consultations handled by the senior life consultation service</li> </ul>	Proposed to some project owners. 43 initiatives 2 cases None
	<b>Community</b> 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) Provision of buildings and services that respond to social needs	<ul style="list-style-type: none"> <li>Number of initiatives taken</li> </ul>	1 ongoing project
(2) Initiatives to realize DX			<ul style="list-style-type: none"> <li>Number of local areas where we operate our business</li> <li>Number of projects worked on</li> </ul>	7 areas 4 projects	
5 Promoting the revitalization of local communities		(3) Development and provision of facilities, housing, and nursing care services for elderly to respond to a super-aging society	<ul style="list-style-type: none"> <li>Number of associations participated in the "Mission Uchimizu (Water Sprinkling)" at condominiums</li> <li>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)</li> </ul>	Not held because of the COVID-19 pandemic. Not held because of the COVID-19 pandemic.	
		(4) Setting up of the environment to form a community through interaction among residents in the same local community or condominium.	<ul style="list-style-type: none"> <li>Number of collective ZEH projects adopted</li> <li>Number of environmental burden reduction technologies developed (Haseko Corporation)</li> <li>Reduction based on the ISO 14001 targets</li> <li>CO<sub>2</sub> reduction rate: 10% or higher (design)</li> <li>Adoption rate of environment-conscious designs</li> </ul>	1 project 4 ongoing projects Tokyo 19.8%; Kansai 22.94% Tokyo 97.6%; Kansai 98.5%	
<b>Environmental consideration in daily life</b> 7 Being a leading company in environmental technologies for housing and living.		(1) Development and adoption of technologies that minimize environmental burden stemming from condominiums	<ul style="list-style-type: none"> <li>Promotion of telework (work-from-home, etc.)</li> <li>Promotion of the appointment of female managers</li> <li>Eruboshi certification</li> <li>Percentage of female employees: 30% or higher (Haseko Corporation)</li> <li>Percentage of women among new graduates hired: 30%</li> <li>Kurumin certification (Haseko Corporation)</li> <li>Percentage of spouse maternity leave taken: 80%</li> <li>Percentage of childcare leave taken (male): 20%</li> <li>Percentage of children leave taken (male): 50%</li> </ul>	Implemented as planned. Continued the initiative. Percentage of female managers 9.8% Not yet certified. 30.5% 24.2% Not yet certified. 44.0% 40.7% 45.4%	
		(2) Promotion of business development in local communities	<ul style="list-style-type: none"> <li>Percentage of disabled persons employed: 2.3%</li> <li>Continuation of Training Workshops for 60-year-old Employees</li> <li>Number of re-employed retirees</li> <li>Development of relevant systems</li> </ul>	2.42% Held in August. 299 persons Continued the promotion initiative.	
<b>Building a company worth working at</b> 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. ■ Related SDGs 	<b>Enabling the flourishing of diverse talent</b> 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	<ul style="list-style-type: none"> <li>Zero fatal and serious accidents/disasters</li> <li>Frequency of occupational accidents: 0.60% or less</li> <li>Severity of occupational accidents: 0.01% or less</li> <li>Meeting of the Safety and Health Central Committee</li> <li>Continuation of the promotion of COVID-19 prevention measures</li> </ul>	Zero 0.28 0.00 Held once a year. Continued the promotion initiative.
			(2) Promotion of the appointment of and the active participation of women in various workplaces	<ul style="list-style-type: none"> <li>Percentage of employees undergoing health checks: 100%</li> <li>Implementation rate of the specific health guidance: 45%</li> <li>Percentage of employees taking stress checks: 100%</li> </ul>	100% 52.3% 97.2%
			(3) Reinforcement and promotion of childcare and nursing care support systems	<ul style="list-style-type: none"> <li>Number of measures taken to improve business operations</li> </ul>	3 measures
			(4) Realization of a workplace where persons with or without disabilities work together	<ul style="list-style-type: none"> <li>Meeting of the Haseko Group Health Management Promotion Committee</li> <li>Certification under the Health &amp; Productivity Management Outstanding Organizations Recognition Program</li> </ul>	Held once a year. Certified under the program.
			(5) Support for active participation of senior personnel	<ul style="list-style-type: none"> <li>Number of employees participated in self-learning support programs provided by the Haseko Business College</li> </ul>	1,397 persons
			(6) Development and promotion of a working environment and infrastructure where foreign national employees can play an active role	<ul style="list-style-type: none"> <li>Number of visitors to the Haseko Condominium Museum</li> </ul>	6,136 persons (a cumulative total of 15,517 persons)
	<b>A safe and healthy working environment</b> 10 Providing support for better physical and mental health to each and every employee		(1) Ensuring a thorough safety and health management system	<ul style="list-style-type: none"> <li>Number of events held; number of participants</li> </ul>	2 events; 667 persons
			(2) Development of a working environment	<ul style="list-style-type: none"> <li>Strengthening and continuation of promotion of cooperation with cooperating companies (continuation of value enhancement activities)</li> <li>Promotion of DX and development of construction automation technologies in cooperation with cooperating companies</li> <li>Risk management measures taken by cooperating companies</li> </ul>	Held. 3 themes completed. Implemented (held once a year).
	<b>Human resources development and technology succession</b> 12 Providing a variety of education programs to develop personnel involved in businesses related to future housing and living		(3) Strengthening of external communications	<ul style="list-style-type: none"> <li>Debriefing Session on Value Enhancement Activities/general meetings of respective organizations of cooperating companies</li> </ul>	Held.
			(4) Enlightenment through events, etc.	<ul style="list-style-type: none"> <li>Number of development themes</li> </ul>	3 themes completed.
	<b>Supply chain</b> 14 Having realized a safe and productive workplace in cooperation with cooperating companies		(1) Strengthening and continuation of promotion of cooperation with cooperating companies (continuation of value enhancement activities)	<ul style="list-style-type: none"> <li>Implementation of an awareness-building activity at a general meeting</li> </ul>	Implemented (held once a year).
			(2) Promotion of DX and development of construction automation technologies in cooperation with cooperating companies	<ul style="list-style-type: none"> <li>Number of matters pointed out in the external ISO 14001 examination: none</li> <li>Number of external awards received (Haseko Corporation)</li> <li>Reduction based on the ISO 14001 environmental targets</li> <li>Mixed waste: 5 kg/m<sup>2</sup> or less</li> <li>Recycling of mixed waste: 80%</li> </ul>	None 2 awards Tokyo 2.4 kg/m <sup>2</sup> ; Kansai 3.1 kg/m <sup>2</sup> Tokyo 91.8%; Kansai 84.7%
	<b>Environmental consideration in daily life</b> 7 Being a leading company in environmental technologies for housing and living.		(1) Development and adoption of technologies that minimize environmental burden stemming from condominiums	<ul style="list-style-type: none"> <li>Number of matters pointed out in the external ISO 14001 examination: none</li> <li>Number of external awards received (Haseko Corporation)</li> <li>Reduction based on the ISO 14001 environmental targets</li> <li>Reduction of copy paper consumption to a level below the actual consumption in FY2020</li> </ul>	None 2 awards Tokyo 2.4 kg/m <sup>2</sup> ; Kansai 3.1 kg/m <sup>2</sup> Tokyo 91.8%; Kansai 84.7%
			(2) Promotion of business development in local communities	<ul style="list-style-type: none"> <li>Number of matters pointed out in the external ISO 14001 examination: none</li> <li>Number of external awards received (Haseko Corporation)</li> <li>Reduction based on the ISO 14001 environmental targets</li> <li>Reduction of copy paper consumption to a level below the actual consumption in FY2020</li> </ul>	None 2 awards Tokyo 2.4 kg/m <sup>2</sup> ; Kansai 3.1 kg/m <sup>2</sup> Tokyo 91.8%; Kansai 84.7%

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<b>Protecting the precious environment</b> 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. ■ Related SDGs 	<b>Cyclical resource use</b> 15 Thoroughly practicing the 3Rs (Reduce, Reuse, Recycle) in all of our business activities		(1) Continuous management and improvement of the environmental management system	<ul style="list-style-type: none"> <li>Number of matters pointed out in the external ISO 14001 examination: none</li> </ul>	None
			(2) Promotion of the reduction of construction waste	<ul style="list-style-type: none"> <li>Number of external awards received (Haseko Corporation)</li> <li>Reduction based on the ISO 14001 environmental targets</li> <li>Mixed waste: 5 kg/m<sup>2</sup> or less</li> <li>Recycling of mixed waste: 80%</li> </ul>	2 awards Tokyo 2.4 kg/m <sup>2</sup> ; Kansai 3.1 kg/m <sup>2</sup> Tokyo 91.8%; Kansai 84.7%
	<b>Energy &amp; CO<sub>2</sub></b> 16 Realizing high energy efficiency and high utilization of renewable energy sources in all of our business activities		(3) Enhancement of the 3Rs at offices and construction sites	<ul style="list-style-type: none"> <li>Number of matters pointed out in the external ISO 14001 examination: none</li> <li>Number of external awards received (Haseko Corporation)</li> <li>Reduction based on the ISO 14001 environmental targets</li> <li>Reduction of copy paper consumption to a level below the actual consumption in FY2020</li> </ul>	None 2 awards Tokyo 2.4 kg/m <sup>2</sup> ; Kansai 3.1 kg/m <sup>2</sup> Tokyo 91.8%; Kansai 84.7%
			(1) Continuous management and improvement of the environmental management system	<ul style="list-style-type: none"> <li>Number of matters pointed out in the external ISO 14001 examination: none</li> <li>Continuation of responses in accordance with the Climate Change Response Policy</li> </ul>	None Same as on the left
	<b>Pollution prevention and consideration for the local environment</b> 18 Giving thorough consideration for the local environment in all of our business activities		(2) Continuation of responses in accordance with the Climate Change Response Policy	<ul style="list-style-type: none"> <li>SBT targets (base fiscal year: FY2020) Scope 1 + Scope 2 FY2030: -42%, FY2050: -100% Scope 3 FY2030: -13%, FY2050: -37%</li> </ul>	Promoted the reduction initiatives.
			(3) Reduction of CO <sub>2</sub> emissions in the construction stage	<ul style="list-style-type: none"> <li>Reduction based on the ISO 14001 environmental targets</li> <li>Reduction of CO<sub>2</sub> emissions intensity to 10.5 t-CO<sub>2</sub>/¥100 mil. or below (construction activities)</li> </ul>	Tokyo 9.39 t-CO <sub>2</sub> /¥100 mil.; Kansai 7.71 t-CO <sub>2</sub> /¥100 mil.
	<b>Corporate ethics and compliance with the Law</b> 19 Ensuring through practice of corporate ethics and compliance with the law as a company with integrity		(4) Setting of the SBT targets and reduction initiatives	<ul style="list-style-type: none"> <li>Reduction based on the ISO 14001 environmental targets</li> <li>Reduction of electricity consumption to a level below the actual consumption in FY2020</li> </ul>	FY2023 (Apr. 2022–Feb. 2023) Tokyo -25%; Kansai -18.7%
(5) Promotion of energy and power saving at construction sites, offices, etc.			<ul style="list-style-type: none"> <li>Number of cases adopting renewable power generation</li> </ul>	Biomass power: 157 cases Solar power: 3 cases	
<b>Nurturing a culture of trust</b> 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.	<b>Respect for human rights</b> 20 Having established and practicing mechanisms for respecting human rights		(6) Active utilization of solar power and other renewable energy sources in our business activities	<ul style="list-style-type: none"> <li>Quantification of CO<sub>2</sub> reduction through the activities</li> </ul>	Conducted forest maintenance activities by "Haseko no Mori (Tatehina and Shitahama)"
			(7) Biodiversity conservation activities (Haseko no Mori)	<ul style="list-style-type: none"> <li>Number of projects utilizing wood for the main structure of condominiums</li> </ul>	1 project
<b>Information disclosure and stakeholder engagement</b> 21 Carrying out the CSR management by using information obtained from diverse stakeholders		(8) Wood use in construction of housing complexes	<ul style="list-style-type: none"> <li>Compliance with environmental regulations, etc.</li> <li>Consideration for biodiversity</li> <li>Consideration for residents living near the construction site</li> <li>Development of local environment-conscious technologies</li> </ul>	Zero serious soil, water, dust, and other pollution incidents Number of external awards received (incl. ABINC Certification) Awareness-building through the value enhancement activities Number of technologies developed	None 4 projects Implemented. 1 project under consideration
		(1) Reinforcement of risk management including environmental and social risk management	<ul style="list-style-type: none"> <li>Meeting of the Risk Management Committee</li> <li>Continued operation of the BCP (incl. disaster response and prevention measures for infectious diseases)</li> <li>Percentage of internal audit coverage</li> </ul>	Held four times. Continued the operation. 100%	
<b>CSR education and training</b> 23 Providing individual employees with CSR education required for their position or level and implementing the CSR management		(2) Thorough compliance	<ul style="list-style-type: none"> <li>Compliance lecture participation rate</li> <li>Meeting of the Compliance Committee</li> <li>100% participation in the e-learning course</li> </ul>	100% Held six times. 100%	
		(3) Strengthening of the governance structure	<ul style="list-style-type: none"> <li>Outside directors comprising at least one third of the total number of directors</li> </ul>	38.5% (5 out of 13 directors)	
<b>Promotion of social contribution activities</b> 24 Presenting our approach to solve social issues to wider society		(2) Promotion of information disclosure to meet the expectations of stakeholders and their needs for information relevant to their identified issues	<ul style="list-style-type: none"> <li>Formulation of the Human Rights Policy and development of the human rights due diligence</li> <li>Enhancement of education and mechanisms for eliminating harassment</li> </ul>	Formulated a human rights agenda	
		(1) Implementation of internal dissemination measures by systematically providing CSR education, and surveys on employees' understanding	<ul style="list-style-type: none"> <li>Communication activities with institutional investors, analysts, media, end users, etc.</li> <li>Timely update of our corporate website</li> <li>Periodical publication of reports</li> <li>Improvement of the results of an external ESG disclosure evaluation</li> </ul>	Implemented 212 times in total. Timely updated. Improved.	
<b>Supply chain</b> 26 Having realized CSR procurement		(2) Promotion of social contribution activities	<ul style="list-style-type: none"> <li>CSR lecture participation rate; number of participants</li> <li>100% participation in the CSR e-learning course</li> </ul>	80.1%; 872 persons 99.46%	
		(3) Consideration and establishment of the disaster assistance system and policy	<ul style="list-style-type: none"> <li>Contribution to the revitalization of Asuka Village</li> <li>Promotion of social contribution activities</li> <li>Formulation of the Social Contribution Activities Policy</li> </ul>	Holding of events 728 persons Continued the formulation.	

10 SDGs closely related to Haseko Group CSR initiatives

