

Toward CSR Management —Group Medium-term Business Plan (HASEKO Next Stage Plan)

In February 2020, we formulated the “Haseko Group Long-Term Vision — What the Company Aims to Be for the Fiscal Year Ending March 2030 —” and medium-term business plan for achieving the vision, “HASEKO Next Stage Plan (Plan NS),” which runs until the fiscal year ending March 31, 2025, with the aim of making a further leap forward as a “corporate group for housing to create great living.”

We will aim to achieve sustainable growth of the Haseko Group by including CSR management initiatives in our focused strategies of Plan NS and promoting further links between corporate management and CSR.

We are implementing the following initiatives to make a further leap forward as a corporate group for housing to create great living.

Initiatives of CSR management

- (1) Enhance corporate value by both “creating social value” and “growing the Group” through solving problems regarding business
- (2) Incorporate important ESG factors to pursue for long-term growth and the strengths of the Haseko Group into CSR themes, and promote CSR targets

Our Four Main CSR Themes

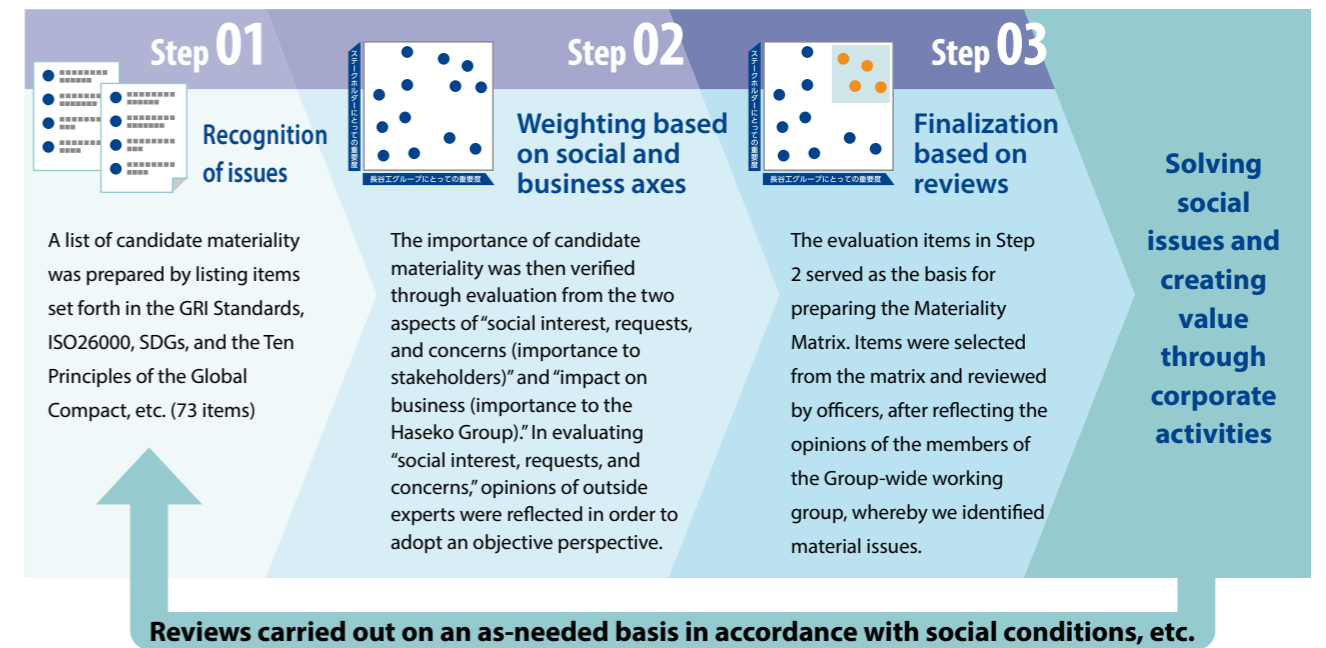
We are promoting initiatives toward realization of the four main CSR themes, which is the goal of the Haseko Group’s CSR.

Our Four Main CSR Themes	Materiality (material issues)	Nurturing a culture of trust*	ESG
Creating attractive living spaces	<ul style="list-style-type: none"> Sustainable living and sustainable cities Product safety (service safety) Technological development Care of community and engagement 		E/S
Building a company worth working at	<ul style="list-style-type: none"> Human capital (diversity & inclusion, human resources development) A safe and healthy working environment 		S
Protecting the precious environment	<ul style="list-style-type: none"> Response to climate change Consideration for biodiversity Pollution prevention and consideration for the local environment 		E
Nurturing a culture of trust	<ul style="list-style-type: none"> Respect for human rights Supply chain management Governance and risk management Information disclosure and stakeholder engagement 		G

Materiality

Amidst accumulating environmental and social issues, including climate change, energy problems, aging society with fewer children, poverty, and human rights issues, corporations have a growing responsibility to solve such issues. The Haseko Group has identified priority issues to be addressed as materiality (material issues) from the perspective of business and social axes, and has incorporated these issues into our guidelines for promoting CSR. After having first identified the details of material issues in 2017, we subsequently revised these details in April, 2020 and again in May, 2023. We will conduct periodic reviews as necessary from a perspective of consistency with the management policy and social conditions.

Materiality Identification Process



Haseko Group’s Materiality

All of the materiality topics identified have been incorporated as components of our four main CSR themes.

Relationship with the four main CSR themes:

■ Creating attractive living spaces ■ Building a company worth working at ■ Protecting the precious environment ■ Nurturing a culture of trust

