

Third-Party Opinion

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Yuuko Miura
Outside Auditor

Takara Leben will celebrate its 50th anniversary this year. At the same time, we will transition to a holding company structure and change our trade name to “MIRARTH HOLDINGS, Inc.” This trade name reflects our desire to “evolve into a company that makes the future of people and the Earth happy by contributing to the community in general.” In order to achieve this aspiration, we believe that it is essential to engage in sustainability activities through our business.

Five years have passed since Takara Leben first published its corporate social responsibility (CSR) Report, and in that time our sustainability promotion system has steadily evolved. In the Mid-Term Management Plan announced in May 2021, we aim to achieve sustainable growth from the perspectives of “Group Synergy,” “Business Portfolio,” “Financial Base,” “DX,” and “ESG,” with “further expansion of our core condominium

business” as the main focus. In particular, I have high expectations for the “development of human resources and the creation of a rewarding work environment,” which is one of the key policies of the medium-term management plan.

With regard to sustainability, we have identified four key themes and 15 key issues. These include “Responding to the diversification and globalization of lifestyles” and “Promoting the success of diverse human resources.” With the increase in the number of working women, many households are now pair-mortgaging, where the mortgage is shared by the couple. It is not uncommon that women have the final say when purchasing a home. In other words, it is essential for Takara Leben’s sustainable growth to create homes that meet the unique perspectives and needs of women. To this end, it is essential that Takara Leben’s female employees play an active role in the company. As a comprehensive real estate developer, there are many areas in which women can play an active role, such as sales and product planning, that take advantage of women’s unique perspectives, and we expect to see further development in the future.

We will actively promote the appointment of female employees, aiming to achieve a “30% female employee ratio” and “ratio of managerial positions among all female employees = ratio of managerial positions among all employees” status by the end of fiscal year 2030. As specific measures, we have introduced a babysitter assistance system, expanded the scope of operation of the telework system, and established a PJ team to promote women’s activities.

The number of female executives has increased from one five years ago to four as of 2022, and the awareness of our management team is also changing. I feel that Takara Leben is in the process of developing its promotion of women’s activities. In this context, in addition to achieving specific ratios, it is also necessary to further promote the creation of a “corporate culture” that encourages women to play an active role. No matter how well the system is set up, it is meaningless unless it is actually put into practice. It is essential to listen to real opinions of female employees and constantly monitor whether established systems have become a mere shall or inaccessible to them. We believe it is also important to regularly measure the effectiveness of current measures to see how they contribute to improving the corporate value of the Takara Leben Group. Setting specific indicators alone is not sufficient; it is necessary to establish a PDCA cycle that includes accurate assessment of the situation, analysis of the current status, and implementation of improvement measures. We are confident that by steadily continuing these efforts, we will move closer to becoming a corporate group that is trusted by all of our stakeholders.

All three of Takara Leben's auditors are outside, full-time auditors, and their areas of expertise are diverse. Our ability to check compliance status on a daily basis from a variety of perspectives is a great strength. We will continue our efforts to contribute to the sustainable development of the Takara Leben Group.

Editorial Policy

○ Editorial Policy of Sustainability Site

This site has been designed to provide stakeholders with a deeper understanding of the Takara Leben Group's responsibilities and initiatives for building a sustainable society and, at the same time, serve as a form of internal and external communication.

The Takara Leben Group has formulated four key sustainability themes to be undertaken in the medium to long term to enhance our sustainability initiatives with the purpose of offering increased, concrete value to society. Based on these four themes, we are creating new value through our businesses to solve various social issues.

Moving forward, we will continue to work on the transparent and timely disclosure of information. We hope you can provide us with your opinions and feedback.

○ Disclaimer

This site was generated based on data as of the end of March 2022. Opinions and forecasts stated in this site are our assessments at the time this site was generated, and thus their accuracy and completeness are not guaranteed.

○ Target Period

While the site covers fiscal year 2021 (April 1, 2021 to March 31, 2022), certain information stated in this site falls outside this time period.

○ Scope

Eleven companies under the Takara Leben Group

○ For Inquiries

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