

MIRARTH

HOLDINGS

MIRARTH HOLDINGS Group Sustainability Report 2023

Contents

Sustainability Top Page	2	Social	
		Personnel Management	39
Top Message	5	Promotion of Well-being Policies	43
		Diversity	47
Sustainability Strategies		Health Management	49
Sustainability Management	7	Human Rights	54
Value Creation & Materiality	10	Customer Satisfaction	56
Stakeholder & Initiatives	15	Ethical Action	61
Sustainability Finance	19	Building Value	68
		Safety Management	73
Environment		Disaster Response	77
Environmental Policy	23	Diverse Lifestyles	82
Global Warming	24	Globalization	86
Energy & Resources	26	Aging Society	88
Ecology & Culture	31	City Development	89
Environmental Data	37	Social Contribution	95
		Sponsorship	104
		Shareholders	112
		Social Data	114
		Governance	
		Corporate Governance	116
		Compliance	123
		Risk Management	127
		Third-Party Opinion	132
		Editorial Policy	134



Sustainability

Sustainability Basic Policy

MIRARTH HOLDINGS Group was holds as its purpose: "To design sustainable environments for a happier future for both people and our planet." and contribute to solving social issues and achieving the SDGs by engaging in sustainability activities through our business, such as the supply of housing and the introduction of natural energy, in order to gain the trust of different stakeholders and society and achieve lasting development.

Top Message

[View more](#)



Sustainability Strategies

- ➔ Sustainability Management
- ➔ Value Creation & Materiality
- ➔ Stakeholder & Initiatives
- ➔ Sustainability Finance

Environment

- ➔ Environmental Policy
- ➔ Global Warming
- ➔ Energy & Resources
- ➔ Ecology & Culture
- ➔ Environmental Data



Social

- ➔ Personnel Management
- ➔ Promotion of Well-being Policies
- ➔ Diversity
- ➔ Health Management
- ➔ Human Rights
- ➔ Customer Satisfaction
- ➔ Ethical Action
- ➔ Building Value
- ➔ Safety Management
- ➔ Disaster Response
- ➔ Diverse Lifestyles
- ➔ Globalization
- ➔ Aging Society
- ➔ City Development
- ➔ Social Contribution
- ➔ Sponsorship
- ➔ Shareholders
- ➔ Social Data

Governance

- ➔ Corporate Governance
- ➔ Compliance
- ➔ Risk Management



Third-Party Opinion



Editorial Policy



Download



Integrated Report



Top Message



To be a company that makes people and the earth happy in the future

Representative Director
/ MIRARTH HOLDINGS, Inc.

Kazuichi Shimada

From a comprehensive real estate developer to a "company that designs environments of the future"

On October 1, 2022, Takara Leben, celebrating 50 years in business, transitioned to a holding company structure and began as MIRARTH HOLDINGS, Inc.

The environment surrounding the real estate market is rapidly changing along with various changes, such as a declining domestic population due to the falling birthrate and aging population, depopulation of rural areas due to the concentration of population in urban areas, and outbreaks of pandemics. As new housing needs emerge, such as homes with ample workspace, homes incorporating advanced technology, and homes with low environmental impact, the responsibilities required of us as a housing provider are more diverse than ever.

In the midst of these changes, our group has continued to consider what we should do to address the various issues that society seeks to solve and what we should do to realize the happiness of all people. The conclusion we came to was that we should go beyond being a general real estate developer and evolve into a new company that co-creates with local communities and engages in future urban development, so that we can lead the future of housing and society in a better direction.

The new company name, MIRARTH, is a combination of the words "Mirai (future)" and "Earth." It expresses the Group's determination to evolve into a company that makes people and the Earth happy in the future through contributions to local communities and society. In addition, at the launch of the new organization, we have defined the Group's raison d'etre as it moves toward the next stage of its existence, with a purpose of "To design sustainable environments for a happier future for both people and our planet." We will promote new growth through sustainability management based on the purpose and innovation in our business structure, aiming to become a "company that designs environments of the future" that brings happiness to the future of people and the Earth.

Promoting sustainability activities group-wide

The Group has set "proactive response to ESG" as one of the seven pillars of its medium-term management plan, and has established four key sustainability themes of "Creating Lifestyles with Value," "Providing Comfortable Spaces of High Quality," "Forming Communities," and "Developing Environments and Cultures," and is promoting sustainability initiatives group-wide.

For example, on the environmental front, we are not only promoting our energy business, which we have been focusing on, but also developing environmentally friendly properties, such as "L.Biz NIHOMBASHI," the first in our series of office buildings to receive CASBEE certification A rank. In addition, to achieve carbon neutrality within the Group, we have endorsed the TCFD (Task Force on Climate-related Financial Disclosure) recommendations and are expanding our information disclosure.

On the social front, we have made "human resource development and the creation of a rewarding work environment" a pillar of our medium-term management plan, and we will strengthen our human capital management by promoting career development programs, proactive responses to reforms in work styles, strengthening engagement through the promotion of inner branding, and diversity and inclusion.

We have also established a Regional Strategy Department to accelerate our efforts in regional development nationwide, and are actively participating in redevelopment and reconstruction projects in the Urban Development Department. In the redevelopment project at the site of the former Okajima Department Store (Kofu City, Yamanashi Prefecture), we plan to build the largest tower residence in the prefecture as a catalyst for revitalization of the central city area, along with next-generation commercial facilities, a plaza for events, and a large self-propelled parking facility. The project aims to increase the number of "city dwellers" and attract visitors to the central city area, to serve as a starting point for the circulation of residents and visitors, and to develop the central city area in a way that will lead to the revitalization of the bustling city center.

In terms of governance, MIRARTH HOLDINGS has increased the number of outside directors to at least a majority and actively appointed female directors. We have established the Nominating Committee and the Compensation Committee as voluntary advisory bodies, and aim to be a company that all stakeholders can trust.

Sustainability initiatives are a key strategy for our mid- to long-term growth. While recognizing the importance of disclosing non-financial data, we will engage in sustainability activities through our business and contribute to solving social issues and achieving the SDGs.

A universal determination to consider the happiness of all people

Over the 50 years since its establishment in 1972, our group has evolved while changing its business and structure to keep pace with the changing times. However, at all times, what has remained at the heart of our group's business has been our attitude and determination to conduct our business with the happiness of all people in mind. Under the new organizational structure, we will build on the knowledge, technology, and trust we have accumulated over the past 50 years to move forward toward the realization of a sustainable society in which people can live with peace of mind. We are going to show the future of MIRARTH HOLDINGS Group, which aims for the future happiness of people and the Earth.

Sustainability Management

Sustainability Basic Policy

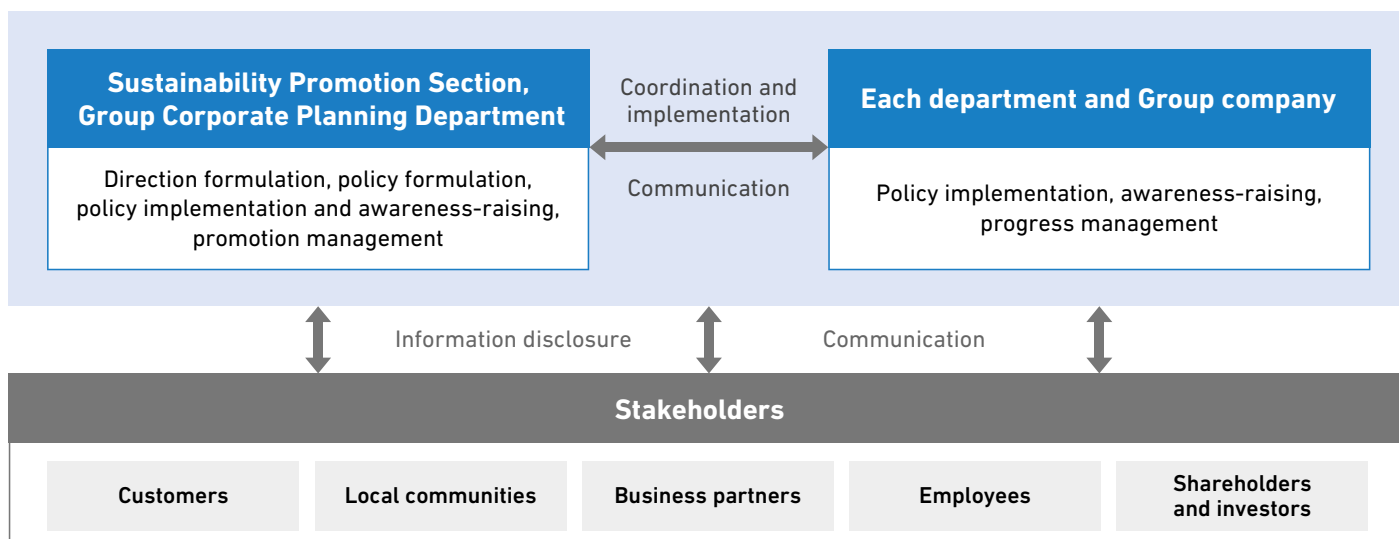
MIRARTH HOLDINGS Group was holds as its purpose: "To design sustainable environments for a happier future for both people and our planet." and contribute to solving social issues and achieving the SDGs by engaging in sustainability activities through our business, such as the supply of housing and the introduction of natural energy, in order to gain the trust of different stakeholders and society and achieve lasting development.



Sustainability Promotion System

The Group has established a sustainability promotion system based on the recognition that "addressing issues surrounding sustainability, including consideration of climate change and other global environmental issues, respect for human rights, consideration of employee health and the working environment and fair and appropriate treatment of employees, fair and appropriate transactions with business partners, and risk management in the event of natural disasters are important management issues."

The Sustainability Committee, chaired by the Representative Director and composed of directors, presidents and division heads of group companies, is responsible for promoting ESG strategies, determining policies and measures concerning sustainability, examining and promoting materiality issues, reviewing progress, and deliberating on improvement plans.





Message from the Director in Charge of Sustainability

Director,
Group CFO and Managing Director
/Executive Officer

Masashi Yamamoto

In recent years, we are faced with major challenges that must be addressed by the entire world as we live on the Earth, including environmental issues such as climate change, the impact of new coronavirus infections, and rising conflicts and tensions in the international community. In addition, as the SDGs, a set of common global goals, become more prevalent, and the role that companies should play and the expectations of their stakeholders rise, we feel that the importance of sustainability initiatives in companies is increasing year by year.

Our Group has been promoting ESG initiatives not only by contributing to urban development and community building through the supply and management of housing, but also by developing businesses in the clean energy field, including the development and operation of mega solar power plants.

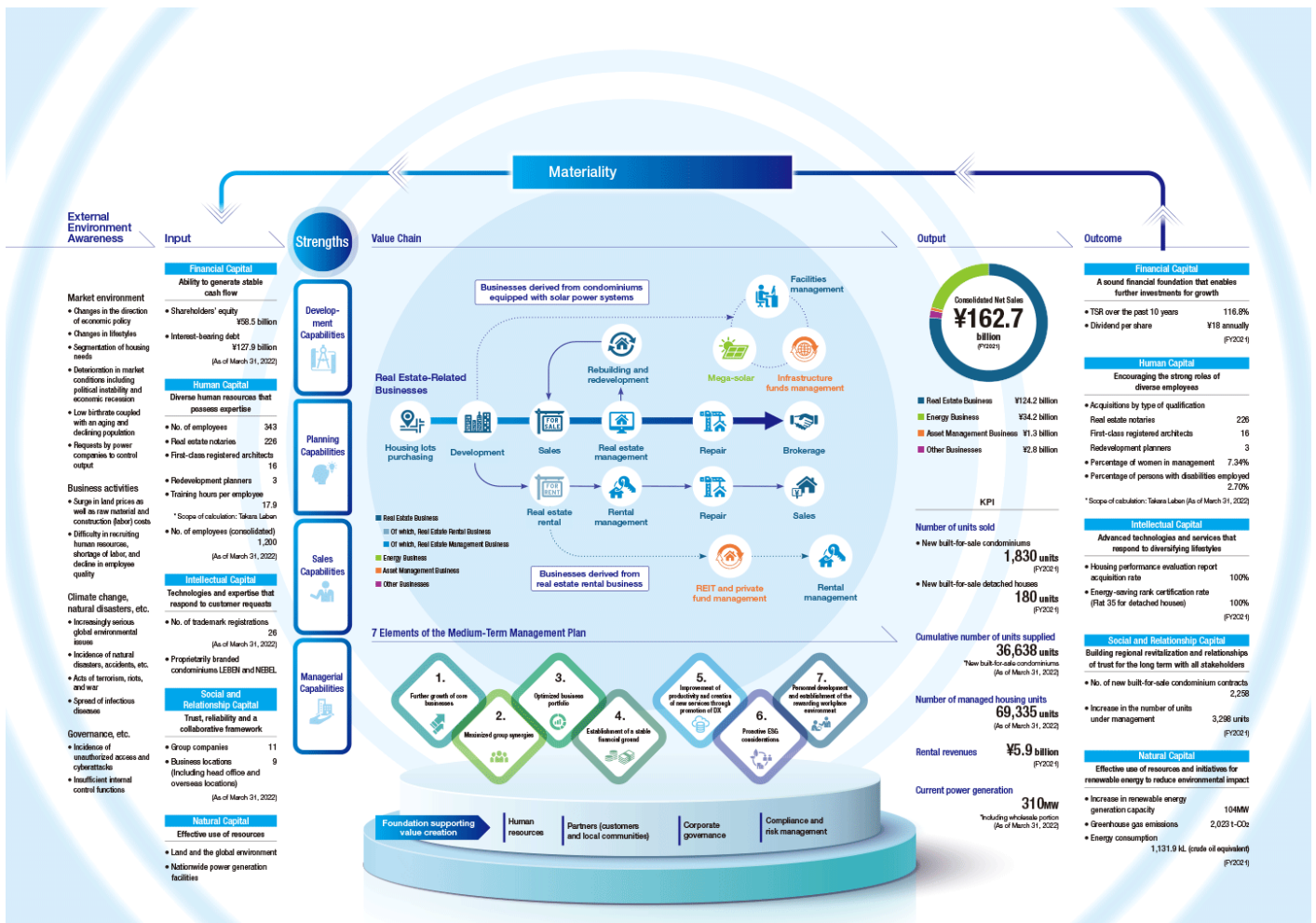
In April 2022, we established the Sustainability Committee with the aim of further strengthening our ESG strategy and building a more cross-functional and agile sustainability promotion system. The Committee meeting was held five times during the last fiscal year, and in addition to deciding on various sustainability-related policies and measures and setting targets for reducing greenhouse gas emissions, the participants discussed various social issues surrounding the Group. In addition, upon transitioning to a holding company structure in October, we are establishing and reorganizing organizations suitable for sustainability-related initiatives and working to unify Group-wide awareness in each of these initiatives.

In addition to implementing various measures to reduce greenhouse gas emissions, we plan to re-identify key issues (materialities) linked to management strategies and review KPIs in line with the Holdings structure. We will accelerate our company-wide, cross-sectional efforts in our group's business activities. Your continued support will be greatly appreciated.

Value Creation & Materiality

Value Creation Process

MIRARTH HOLDINGS Group has achieved sustainable growth by providing products and services that meet diversifying housing needs. With the transition to a holding company structure, we aim to provide new value by leveraging the strengths of the Group that we have built up over the years and by creating group synergies.



• Click here for a larger PDF. [PDF](#) 843KB

Sustainability Key Themes and Key Issue Identification Process

The Group has identified key sustainability themes and critical issues through the following steps.

- step 1**

Grasp and organize social issues

We identified 31 issues relating to the business environment based on GRI, SDGs, SASB, and other international guidelines, as well as our Group philosophy and Medium-Term Management Plan and requests from our customers, shareholders and investors, local communities, employees, and other stakeholders.
- step 2**

Evaluate the significance from the MIRARTH HOLDINGS Group's perspective

We set priorities by sorting out the results of questionnaires completed by all employees, including the management and officers, and each issue's relation with our business and Group philosophy.
- step 3**

Evaluate the importance from our stakeholders' perspectives

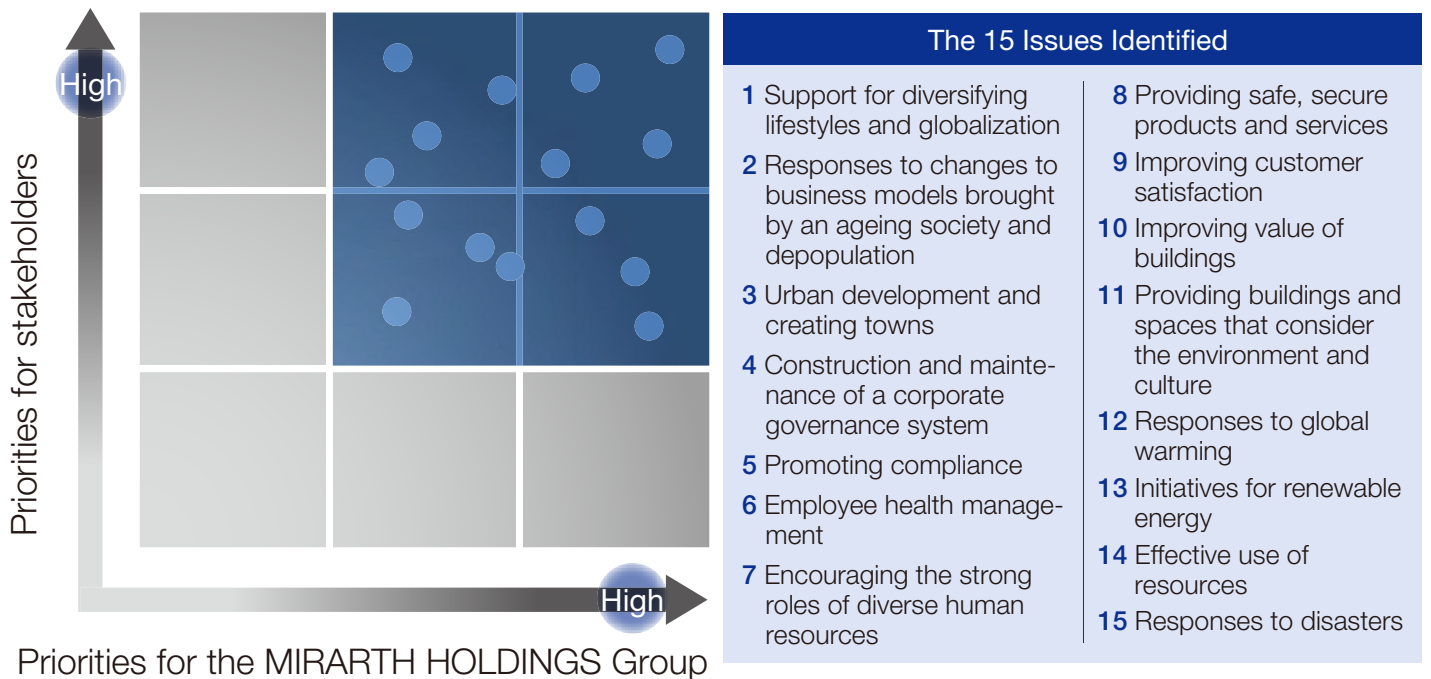
We set priorities by sorting out the results of questionnaires completed by customers, shareholders and investors, and business partners and the requirements based on international guidelines such as the GRI and the SDGs.
- step 4**












Identify key issues

The key issues were identified after the priorities were reconsidered from the perspectives of the Takara Leben Group and our stakeholders, and reviewed by the management.
- step 5**

Policy setting for key sustainability themes

Policies were set for the four key sustainability themes.



Key Sustainability Themes	Related SDGs	Policies	Key Issues
<h3>Creating Lifestyles with Value</h3> <p>We contribute to improving the richness of people's lifestyles by reating new value.</p>	  	<ul style="list-style-type: none"> ● Provide products and services that respond to changing social issues and needs. ● Provide lifestyles that harmonize residents and surrounding environments, such as the LEBEN or NEBEL brands. 	<ul style="list-style-type: none"> ● Support for diversifying lifestyles and globalization ● Responses to changes to business models brought by an ageing society and depopulation
<h3>Forming Communities</h3> <p>We form communities with stakeholders— such as local communities, trading partners, and employees—and aim for growth together.</p>	     	<ul style="list-style-type: none"> ● Contributing to the revitalization of regional areas through our regional city revitalization business, which connects urban and regional areas. ● Improve our ability to respond to risk through thorough risk assessment and management. ● Provide opportunities and environments where a diverse range of people can work energetically. ● Corporate activities that can respond to social needs with an emphasis on dialogues with our stakeholders. 	<ul style="list-style-type: none"> ● Urban development and creating towns ● Construction and maintenance of a corporate governance system ● Promoting compliance ● Employee health management ● Encouraging employment of diverse human resources
<h3>Providing Comfortable Spaces of High Quality</h3> <p>We support the comfortable and safe living of our customers by providing products bringing great satisfaction to our customers.</p>	  	<ul style="list-style-type: none"> ● Improve customer satisfaction levels through the use of our proprietary Service Quality Management System (SQMS®). ● Create housing that combines both design and habitability, pursuing the performance of housing. ● Improve building value through regular repairs and renovations to improve building comfort, functionality, and safety 	<ul style="list-style-type: none"> ● Providing safe, secure products and services ● Improving customer satisfaction ● Improving value of buildings
<h3>Developing Environments and Cultures</h3> <p>We contribute to a sustainable society by actively working on environmental issues, and at the same time, contribute to improving quality of life by providing opportunities for mental activities such as learning and practicing the arts.</p>	   	<ul style="list-style-type: none"> ● Reduce greenhouse gas emissions through supplying housing with high environmental performance and our renewable energy power generation business. ● Provide seismic-resistant and fire-resistant housing that can withstand natural disasters. ● Provide opportunities for cultural activities to our stakeholders. 	<ul style="list-style-type: none"> ● Providing buildings and spaces that consider the environment and culture ● Responses to global warming ● Initiatives for renewable energy ● Effective use of resources ● Responses to disasters

Targets and Achievements

Sustainability Key Themes	KPIs	FY Mar. 2023		FY Mar. 2024
		Targets	Results	Targets
Creating Lifestyles with Value	Propose new lifestyle services	5 projects	13 projects	5 projects
	Supply of new condominiums for sale overseas	3 condos ^{*1}	3 condos	3 projects ^{*1}
	Supply of NEBEL series condominiums	3 condos	3 condos	3 condos
Forming Communities	Redevelopment projects undertaken	2 projects	2 projects ^{*2}	2 projects
	Community sponsorships	10	16	10
	Conduct the board effectiveness assessments		○ ^{*3}	
	Enhancement and strengthening of corporate governance system		○ ^{*4}	
	Consideration of introducing the clawback provisions		△ ^{*5}	
	Implement anti-corruption education and training		△ ^{*6}	
	Promote understanding of human rights issues among officers and employees		○ ^{*7}	
	Number of cases of adverse treatment	0	0	0
	Survey to confirm the recognition rate of the whistle-blowing system		○	
	Percentage of employees receiving health checkups	100%	99.1%	100%
	Stress check examination rate	100%	87.9%	100%
	Percentage of employees taking paid leave	70%	68.7%	70%
	Percentage of employees with disabilities	2.30%	2.0%	2.30%
	Percentage of female managers	9.5% ^{*1}	11.0%	9.5% ^{*1}
	Percentage of employees returning to work after maternity or parental leave	100%	88.9%	100%
	Training hours per employee	24 hours	28.3 hours	24 hours
	Satisfaction rate of sales staff survey	90%	89.3%	90%
	Providing Comfortable Spaces of High Quality	Number of nonconformities related to business processes and quality standards	10 or less	1 project
Implementation of preventive action sharing meetings		5 or more times	7 times	5 or more times
Training of SQMS® masters		2 or more persons	0 ^{*8}	2 or more persons
Acquisition rate of housing performance evaluation certificates		100%	100%	100%
Rate of accidents and lost time injuries (*covered: employees)		0%	0%	0%
Number of lost workday injuries (*covered: employees)		0	0	0
Safety meetings		once a year	once	once a year
Special patrols (safety checks)		4 times a year	3 times	4 times a year
Number of safety and health training sessions (*training targets: employees)		twice a year	once	twice a year
Results of supplier surveys		No plan to implement in FY Mar. 2023	—	A-rank acquisition rate 90%
Rate of accidents and lost time (*target: suppliers)		1.83% or less	0%	1.83% or less

Sustainability Key Themes	KPIs	FY Mar. 2023		FY Mar. 2024
		Targets	Results	Targets
Developing Environments and Cultures	Acquisition and disclosure of CO ₂ emissions		○* ⁹	
	Setting CO ₂ emission reduction targets		○* ⁹	
	Percentage of houses certified for energy efficiency rating (Flat 35)	100% of detached houses	100% of detached houses	100% of detached houses
	Sponsorship for culture fostering events	5	8	5
	Acquisition of ZEH condominium certification	1	1	1
	Acquisition of CASBEE certification with A rank or higher	1	1	1
	New operating generation capacity of power generation facilities from renewable energy sources	20MW	10MW	20MW
	Total power generation	360MW* ¹	360MW	360MW* ¹
	Obtaining quantitative data on resources and water and setting reduction targets		△* ¹⁰	
	Formulation of manuals for BCP measures		△* ¹¹	

*1 Set as a mid-term target for FY March 31, 2025.

*2 Number of new projects participated in. In addition, eight projects are under construction or being promoted.
(Including the Excellent Building Maintenance Project, etc.)

*3 conducted anonymous survey assessments and interviews targeting all directors and auditors, including external directors, utilizing external consulting firms.

*4 In addition to establishing a separate Compliance Committee and Risk Management Committee, and appointing a Group Chief Risk Officer (CRO), the Group implemented measures to strengthen governance within the holding company structure.

*5 Conducted and continued review of the executive compensation system by the Compensation Committee.

*6 Partially implemented through compliance training.

*7 Formulate a group human rights policy and strengthen internal and external dissemination of the policy.

*8 No new recruitment due to promotion of measures by existing members.

*9 Target scope: Scope 1 and Scope 2.

*10 An internal system is being developed to establish data collection and aggregation.

*11 It is being reformulated in line with the holding structure.

Stakeholder & Initiatives

Dialogue with Stakeholders

Main Stakeholders	Expectations and Requests	Major Responses of the Group
Definition		
<p>Customers (corporations and individuals)</p> <p>Contracting parties and tenants of condominiums and detached houses Users of tenant buildings Users, etc. of various services</p>	<ul style="list-style-type: none"> • Supply of valuable products and services • Improvement of customer satisfaction in all areas, including quality and cost • Supply of environmentally friendly products • Provision of accurate and appropriate information concerning products and services 	<ul style="list-style-type: none"> • Introduction of online consultation system • Introduction of online condominium show room system • Provision of "clean air and spaces" • Provision of properties with ZEH-M Oriented certification • Administration of sales staff questionnaire • Publication of "Smilax" quarterly
<p>Local communities</p> <p>Local communities, residents, local governments, etc. related to MIRARTH HOLDINGS Group business</p>	<ul style="list-style-type: none"> • Prevention of accidents and disasters • Collaboration and coordination in solving social issues • Securing of employment • Participation in social contribution activities 	<ul style="list-style-type: none"> • Participation in and sponsorship of local events • Holding of community events at managed properties • Implementation of social contribution activities • Regional revitalization through rebuilding and redevelopment business
<p>Trading partners</p> <p>Construction contractors Business operators etc. related to the provision of various services</p>	<ul style="list-style-type: none"> • Fair and evenhanded transactions • Information sharing and collaboration with the aim of ensuring customer satisfaction and CSR procurement 	<ul style="list-style-type: none"> • Fair and evenhanded transactions • Collaboration and coordination in operations
<p>Employees</p> <p>MIRARTH HOLDINGS Group employees and their families</p>	<ul style="list-style-type: none"> • Creation of prosperous lives for employees and their families • Human resource utilization and development • Appropriate evaluation and compensation • Respect for human rights, personality, and individuality • Creation of workplaces in which diverse personnel can thrive • Attention to occupational health and safety 	<ul style="list-style-type: none"> • Implementation of training programs • Implementation of human resource and evaluation interviews • Operation of help line desks • Introduction of a Telework System • Promotion of staggered commuting times and reduced working hours • Establishment of a Health Committee

Shareholders and investors		
Individual and institutional investors	<ul style="list-style-type: none"> • Maintenance and improvement of corporate value • Securing of stable profits and appropriate return of profits • Enhancement of corporate governance system • Creation of risk management systems • Appropriate disclosure of corporate information at appropriate time 	<ul style="list-style-type: none"> • Holding financial results briefings and general meetings of shareholders • Holding meetings with domestic and overseas institutional investors • Conducting individual meetings with domestic and overseas institutional investors • Conducting shareholder surveys • Holding company-introductory sessions and participating in IR fairs • Disclosing IR information on the website • Obtaining external certification

Initiatives and Participation in Industry Groups

Signing the UN Global Compact

In 2020, Takara Leben (currently MIRARTH HOLDINGS) signed and registered as a participating company in the United Nations Global Compact* proposed by the United Nations. We will continue our efforts to realize the ten principles of the United Nations Global Compact, which comprise the four areas of human rights, labor, environment, and anti-corruption.

* The United Nations Global Compact was proposed by then UN Secretary-General Kofi Annan in 1999 at the World Economic Forum in Davos and was launched in 2000.



The Ten Principles of the UN Global Compact	
Human Rights	<p>Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2 make sure that they are not complicit in human rights abuses.</p>
Labour	<p>Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4 the elimination of all forms of forced and compulsory labour;</p> <p>Principle 5 the effective abolition of child labour; and</p> <p>Principle 6 the elimination of discrimination in respect of employment and occupation.</p>
Environment	<p>Principle 7 Businesses should support a precautionary approach to environmental challenges;</p> <p>Principle 8 undertake initiatives to promote greater environmental responsibility; and</p> <p>Principle 9 encourage the development and diffusion of environmentally friendly technologies.</p>
Anti-Corruption	<p>Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.</p>

GRESB

Takara Leben (currently MIRARTH HOLDINGS) participated in the 2022 GRESB* Infrastructure Asset Evaluation for the fourth consecutive year. Takara Leben Infrastructure Fund's solar power generation facilities and the Company's policies and performance in addressing ESG issues were evaluated, and as a result, the Company received a higher overall score than last year and was awarded a 3-star rating in the GRESB Rating, a 5-level rating system based on global relative rankings.

Furthermore, Takara Leben Infrastructure Fund received a 4-star rating (the highest being 5-star) in the "GRESB Rating" and was selected as an "Asia Sector Leader."

In addition, Takara Leben Real Estate Investment Corporation received a "Green Star" rating in the 2022 GRESB Real Estate Assessment for the fourth consecutive year, which indicates that the company received high marks for both management and performance with respect to ESG.

* The name of the annual benchmark assessment that measures environmental, social, and governance (ESG) considerations in real estate and infrastructure investments and the organization that administers it, created in 2009 primarily by a group of major European pension funds that led the Principles for Responsible Investment (PRI).



Signing the Principles for Financial Action for the 21st Century

Takara PAG Real Estate Advisory endorses the concept of the Principles for Financial Action Toward a Sustainable Society (the Principles for Financial Action for the 21st Century) and signed on to them in March 2022.

The Principles for Financial Action for the 21st Century were formulated in October 2011 by the "Japanese Environmental Financial Action Principles Drafting Committee," a broad range of financial institutions, based on the recommendations of the Central Environmental Council of the Ministry of the Environment, as action guidelines for financial institutions to fulfill their responsibilities and roles necessary for the creation of a sustainable society.

The company aims to implement initiatives based on the seven principles set forth by the Principles for Financial Action for the 21st Century to help create a sustainable society.



Participation in the Japan Climate Initiative (JCI)

In March 2022, Takara PAG Real Estate Advisory joined the Japan Climate Initiative (JCI) to endorse its declaration, "Japan's participation at the forefront of the global effort to decarbonize."

The JCI was established in July 2018 as a network of Japanese companies, local governments, organizations, and NGOs that are actively working to combat climate change in order to achieve the decarbonized society envisioned by the Paris Agreement.

The company is committed to working with JCI's stakeholders to strengthen the efforts to achieve a decarbonized society.



Participation in Industry Groups and Japan Business Federation, etc.

Member of the Real Estate Companies Association of Japan (a general incorporated association)

Member of National Housing Industry Association (a general incorporated association)

Member of Metropolitan Area Real Estate Fair Trade Council (a local public corporation)

Member of Japan Business Federation (a general incorporated association)

Sustainability Finance


Sustainability Finance Initiatives

MIRARTH HOLDINGS Group aims to further strengthen its power generation business and contribute to achieving the goals of SDGs, including "Goal 7: Affordable and Clean Energy" by utilizing Green Loans, which limit the use of funds to projects that consider environmental factors, and Sustainability Finance, in which funds are raised based on the evaluation of ESG initiatives, information disclosure, and contribution to SDGs achievement, etc.

Green Loan

MIRARTH HOLDINGS has conducted fundraising through the syndication-style "Green Loan" provided by Sumitomo Mitsui Trust Bank. In addition, JCR Green Loan Evaluation by Japan Credit Rating Agency, Ltd. awarded us with the highest rating, "Green1," for this transaction.

The funds raised through this Green Loan have been allocated to the acquisition of a solar power generation facility, "Leben Solar Iwate Hachimantai Power Generation Facility (Hachimantai City, Iwate Prefecture)."

Contract Date	January 27, 2022
Arranger/Agent	Sumitomo Mitsui Trust Bank, Limited
Origination Amount	3.8 billion yen
Use of Fund	Acquisition of Leben Solar Iwate Hachimantai Power Generation Facility
Loaners	The Gunma Bank, Ltd., The San-in Godo Bank, Ltd., The Nanto Bank, Ltd., The Hiroshima Bank, Ltd., Sumitomo Mitsui Trust Bank, Limited
Rating for the Company	Green1 (Highest rating)
News Release (Jan. 2022)	Fundraising through the Green Loan  297KB

Outlines of Leben Solar Iwate Hachimantai Power Generation Facility

- Location: 495-1, Daiichi Chiwari, Matsuoyoriki, Hachimantai City, Iwate Prefecture
- Area: approx. 34ha
- Power generation capacity: approx. 9.8MW
- Estimated annual power generation: approx. 9.76 million kWh
- Unit price of electricity sold: 36 yen/kWh



Sustainability Linked Loan

Sustainability Linked Loans are designed to promote environmentally and socially sustainable economic activities and economic growth by setting Sustainability Performance Targets (SPTs)* based on sustainability strategies and linking loan terms to the achievement of SPTs, thereby motivating the achievement of the targets.

Leben Clean Energy, which is responsible for the Group's energy business division, obtained a second opinion from Rating and Investment Information, Inc. (R&I) to express its endorsement to contribute to the achievement of its sustainability strategy through its business activities, and concluded a "Sustainability Linked Loan" financing agreement with Towa Bank, and also raised funds. The funds raised will be used to finance projects related to renewable energy development, etc.

*SPTs (Sustainable Performance Targets): Ambitious targets that allow businesses to measure their level of achievement with respect to the SDGs.


Date of contract signing	December 27, 2022
Company Name	Leben Clean Energy Co., Ltd.
Loan amount	1 billion yen
Financing period	10 years
Use of Funds	Project financing for the achievement of SDG targets (project financing for renewable energy development, etc.)
SPTs	In the cumulative output (kW) of renewable energy power generation facilities developed in-house and through the acquisition of existing operating properties (1) Increase by 15,000 kW annually (2) Increase the average annual output by 15,000 kW (exceeding the planned cumulative output)
Second Opinion	Rating and Investment Information, Inc.

ESG Management Support Loan

"ESG Management Support Loan" is an ESG evaluation-based financing product provided by Mitsubishi UFJ Bank to support and assist companies in their ESG (Environmental, Social, and Governance) initiatives.

MIRARTH HOLDINGS has raised funds through the "ESG Management Support Loan" provided by Mitsubishi UFJ Bank and received an A rating in the MUFG ESG evaluation conducted for this transaction, indicating that we are "particularly advanced" in our ESG efforts.

The funds raised through this ESG Management Support Loan will be utilized to develop our mega solar power generation business.


News Release (Apr. 2022)	Fundraising through the ESG Management Support Loan  200KB
--------------------------	---

ESG/SDGs Evaluation Syndication

MIRARTH HOLDINGS has raised funds through a syndicated loan based on the "ESG/SDGs Assessment Syndication" provided by Sumitomo Mitsui Banking Corporation under the "ESG/SDGs Assessment Syndication." The "ESG/SDGs Evaluation Syndication" is a loan product that evaluates a company's initiatives and information disclosure on ESG aspects and its contribution to the achievement of the SDGs based on original evaluation criteria developed by SMBC and the Japan Research Institute, and provides a return on the current analysis of the adequacy of initiatives and information disclosure, future issues and examples of initiatives to address the issues.

The results of this evaluation of our company were judged to be of a very high standard in "Corporate Philosophy and Commitment to Sustainability," "Provision of Environmentally Conscious Products and Services," and "Consideration for Local and Global Communities." The evaluation showed that the company has implemented a certain level of ESG initiatives and information disclosure in its corporate management, and that it is highly motivated to contribute to the achievement of the SDGs through its business.

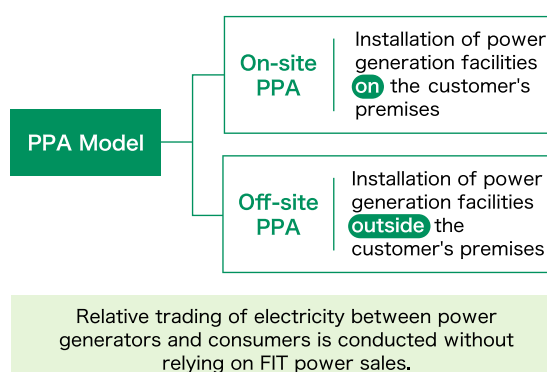
The funds raised will be used for the business development of Leben Clean Energy, which is the energy business arm of our group.

News Release (Oct. 2021)	Fundraising Based on the ESG/SDGs Evaluation Syndication  194KB
--------------------------	--

Business of Leben Clean Energy

Due to the increasing demand for renewable energy in Japan, Leben Clean Energy is developing a business model that is not dependent on the feed-in-tariff (FIT) system, with an eye to promoting on-site and off-site power purchase agreements (PPA) and regional microgrid concepts.

PPA model in brief



Chiba Bank SDGs Friends Loan

Leben Clean Energy, our Group company, has signed a loan agreement for "Chiba Bank SDGs Friends Loan" offered by the Chiba Bank.

The "Chiba Bank SDGs Friends Loan" is a loan program for businesses to apply the Sustainable Development Goals (SDGs) advocated by the United Nations to their own management. The unique "SDGs Check Sheet" enables visualization of the relationship between business activities and management issues and the SDGs.

We aim to further promote SDGs management by utilizing "Chiba Bank SDGs Friends Loan."

Name	Chiba Bank SDGs Friends Loan
Issue Amount	100 million yen
Use of funds	Working capital
Lender	Chiba Bank
Use of funds	Project financing for the achievement of SDG targets (project financing for renewable energy development, etc.)

Positive Impact Finance

MIRARTH HOLDINGS has raised funds through "First Positive Impact Finance" provided by the First Bank of Toyama.

First Positive Impact Finance is a financing product designed to increase positive impact and mitigate negative impact in the economic, environmental, and social aspects of corporate activities. The status of achievement of KPIs (Key Performance Indicators) set for these impacts and the status of initiatives will be monitored on a regular basis.

The impact assessment will be conducted on MIRARTH HOLDINGS through the entire group, and the funds raised will be used to fund Takara Leben's core business, the new condominium business.

It has been confirmed by a second opinion of Rating and Investment Information, Inc. (R&I) that the business processes of the implementation system are applied in accordance with the PIF Principles.



Environmental Policy

Environmental Policy

MIRARTH HOLDINGS Group environmental policy

MIRARTH HOLDINGS Group holds as its purpose: "To design sustainable environments for a happier future for both people and our planet." The Group thinks more positively about the future happiness of people and the earth than anyone else, and proposes the creation of a sustainable environment that is friendly to the earth.

1. Providing environmentally friendly buildings and spaces

We will strive to improve environmental performance, reduce environmental impact, and actively incorporate environmentally friendly technologies and ideas into our products and services to help address global warming and create a recycling-oriented city.

2. Addressing climate change

We will contribute to reducing greenhouse gas emissions and mitigating climate change issues through the efficient use of energy, the development and operation of renewable energy generation facilities, and the utilization of renewable energy.

3. Maintenance and conservation of biodiversity

In all of our business activities, we will strive to reduce the impact on, and conserve, biodiversity by taking into consideration the risks that may affect the surrounding ecosystems and biodiversity, conducting appropriate risk management, and giving due consideration to environmental conservation in accordance with the natural and social conditions of the region.

4. Promotion of resource recycling

We will work to conserve the water environment and reduce waste, and, through the promotion of the 3Rs (reduce, reuse, recycle), we will strive to reduce our environmental impact and contribute to the formation of a recycling-oriented society.

5. Compliance with environmental laws and regulations and environmental education

We will comply with environmental laws, regulations, and other relevant laws and regulations, and we will raise the environmental awareness of our employees through education and awareness activities on the environment.

6. Establishment of environmental management

We will promote appropriate environmental management by setting and periodically reviewing environmental targets.

Global Warming

Climate Change Initiatives

Endorsement of TCFD Recommendations

Group companies Takara Leben, Takara Asset Management, and Takara PAG Real Estate Advisory have expressed their endorsement of the TCFD (Task Force on Climate-related Financial Disclosure) *1 recommendations and joined the TCFD Consortium*2.

MIRARTH HOLDINGS has positioned "proactive response to ESG" as one of the pillars of its medium-term management plan announced in May 2021, and has set KPIs for each of the key issues identified and is promoting group-wide initiatives to resolve these issues. In particular, climate change is a systemic risk in finance, and many stakeholders, including investors, are demanding disclosure of information on climate-related risks and opportunities. Identifying, assessing, and managing the risks and opportunities posed by climate change and enhancing the resilience of our business is essential to ensure our sustainable and stable earnings over the long term.

Going forward, we will strive to foster a relationship of trust with our stakeholders, enhance our corporate value, and contribute to the realization of a sustainable society by expanding our disclosure of information on climate change in line with the TCFD recommendations.



*1 TCFD (Task Force on Climate-related Financial Disclosures): An international initiative established by the Financial Stability Board (FSB) at the request of the G20 to examine how climate-related disclosures and financial institutions should be addressed, recommendations for companies and others to disclose their "governance," "strategy," "risk management," and "indicators and targets" related to climate change-related risks and opportunities.

[TCFD Website](#)

*2 TCFD Consortium: A private-sector initiative established in 2019 to discuss effective disclosure of corporate information and efforts to link disclosed information to appropriate investment decisions by financial institutions and others.

[TCFD Consortium Website](#)

Governance

The following governance structure has been established to address climate-related risks and opportunities.

The Chief Executive Officer for climate-related issues is the Representative Director, and the Executive Officer is the Director in charge of sustainability.

The Chief Operating Officer reports regularly to the Chief Executive Officer on matters related to climate change response, including identification and assessment of climate change impacts, management of risks and opportunities, progress of adaptation and mitigation efforts, and establishment of indicators and targets, at the Sustainability Committee meetings. After deliberation and consideration of each agenda item by the attendees of the Sustainability Committee, decisions are made by the Chief Executive Officer.

Strategies

MIRARTH HOLDINGS establishes a process for identifying, evaluating, and managing the impact of climate-related risks and opportunities on its business activities, strategies, and financial plans and operates it appropriately.

In identifying and assessing climate-related risks and opportunities, we aim to do so systematically and objectively, utilizing scientific and academic knowledge.

As part of our efforts to reduce CO₂ emissions, we entered the energy business in 2013 and have developed a number of mega solar power plants across Japan, promoting solar power generation and other renewable energy projects.

Through the development and operation of solar power generation facilities, we will continue to contribute to regional revitalization, including environmental improvement, energy self-sufficiency, and utilization of idle land, as well as further renewable energy supply to achieve carbon neutrality through initiatives such as wind power and biomass power generation projects.

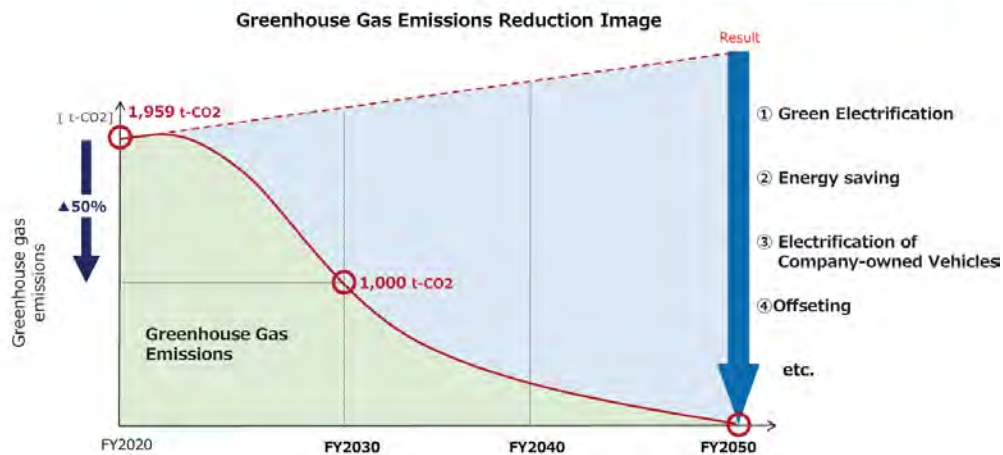
Managing Risks and Opportunities


By managing identified climate-related risks/opportunities and promoting resilience initiatives, MIRARTH HOLDINGS aims to reduce business risks and realize value creation opportunities to ensure sustainable and stable earnings over the long term.

Indicators and Targets

In order to achieve carbon neutrality by 2050, we have set a target to reduce greenhouse gas emissions (Scope-1 and 2) from business activities of MIRARTH HOLDINGS Group by 50% (compared to FY2020) by FY2030 and to net zero by FY2050.

For Scope3, we are currently compiling energy data and plan to release our greenhouse gas emissions of this category in FY2023.



• [Click here to read the full text](#)  553KB

Repeal and Revision

The Sustainability Committee approves this policy and any amendments or revisions to its content.

At least once a year, the Sustainability Committee reviews the content of this policy to ensure that it is appropriate for our approach to climate-related issues.

Energy & Resources

Energy Business

Renewable Energy Initiatives

MIRARTH HOLDINGS Group promotes energy projects that utilize renewable energy sources that contribute to the reduction of CO₂ emissions. Since 2013, when we entered the energy business, we have been developing mega solar power plants and small- and medium-scale solar power plants on idle land and other sites across Japan, with a total generation capacity of approximately 360 MW as of March 31, 2023.

In addition, we are also involved in other renewable energy projects other than solar power generation, such as wind power and biomass.

Tohoku

Aomori Prefecture

- LS Aomori Hiranai Power Generation Facility

Miyagi Prefecture

- LS Miyagi Osato Power Generation Facility
- LS Miyagi Sendai A & B Power Generation Facility
- LS Miyagi Osato 2 Power Generation Facility
- LS Miyagi Ohira Power Generation Facility
- LS Miyagi Matsushima Power Generation Facility

Fukushima Prefecture

- LS Fukushima Yamatsur Power Generation Facility
- LS Fukushima Kagamiishi 1 and 2 Power Generation Facility
- LS Fukushima Tamura Power Generation Facility

Iwate Prefecture

- LS Iwate Hirono Power Generation Facility
- LS Iwate Hachimantai Power Generation Facility

Kanto-Koshinetsu

Ibaraki Prefecture

- LS Koga Onanuma Power Generation Facility
- LS Tone A, B, and C Power Generation Facility
- LS Chikusei Power Generation Facility
- LS Tsukuba Bouchi Power Generation Facility
- LS Miho Power Generation Facility
- LS Mito Takada Power Generation Facility
- LS Tone Fukawa Power Generation Facility
- LS Sakuragawa 3 Power Generation Facility
- LS Kamisu Hasaki Power Generation Facility
- LS Hokota Power Generation Facility
- LS Sakuragawa 2 Power Generation Facility
- LS Inashiki Aranuma 1 Power Generation Facility
- LS Sakuragawa Nakaizumi Power Generation Facility
- LS Sakuragawa 4 Power Generation Facility
- LS Sakuragawa Shimoizumi Power Generation Facility

- LS Sakuragawa 1 Power Generation Facility
- LS Inashiki Aranuma 2 Power Generation Facility
- LS Takahagi Power Generation Facility
- LS Ibaraki Kasumigaura Power Generation Facility
- LS Sakuragawa Makabe Power Generation Facility

Tochigi Prefecture

- LS Shioya Power Generation Facility
- LS Nasu Nakagawa Power Generation Facility
- LS Fujioka A Power Generation Facility
- LS Fujioka B Power Generation Facility
- LS Shioya 2 Power Generation Facility

Nagano Prefecture

- LS Nagano Shiojiri Power Generation Facility

Tokyo Metropolitan Area

Saitama Prefecture

- LS Hanno Misugidai Power Generation Facility

Chiba Prefecture

- LS Chiba Wakaba-ku Power Generation Facility
- LS Sosa Power Generation Facility
- LS Chiba Sammu East and West Power Generation Facility
- LS Chiba Narita Power Generation Facility
- LS Chiba Katsuura Power Generation Facility

Chubu

Shizuoka Prefecture

- LS Shizuoka Omaezaki Power Generation Facility

Aichi Prefecture

- LS Aichi Toyohashi Power Generation Facility

Mie Prefecture

- LS Mie Yokkaichi Power Generation Facility

Kinki

Wakayama Prefecture

- LS Shirahama Power Generation Facility

Chugoku

Hiroshima Prefecture

- LS Hiroshima Mihara Power Generation Facility

Tottori Prefecture

- LS Tottori Daisen Power Generation Facility

Okayama Prefecture

- LS Okayama Tsuyama Power Generation Facility

Kyushu and Okinawa

Nagasaki Prefecture

- LS Nagasaki Isahaya Power Generation Facility
- LS Nagasaki Sasebo Power Generation Facility
- LWP LWP Nagasaki Tsushima Power Generation Facility

Kagoshima Prefecture

- LS Kirishima Kokubu Power Generation Facility
- LS Kagoshima Kanoya Power Generation Facility
- LS Kirishima Kokubu 2 Power Generation Facility
- LS Kagoshima Tanegashima Power Generation Facility

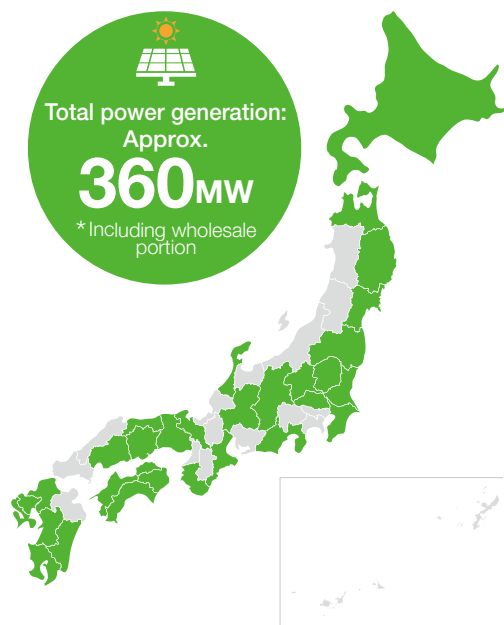
Miyazaki Prefecture

- LS Miyazaki Miyakonojo Power Generation Facility

Okinawa Prefecture

- LS Miyakojima Gusukube Power Generation Facility

etc.



- Other Group Achievements [↗](#)

Leben Solar Tottori Daisen Power Plant

In August 2022, Takara Leben, which has been developing mega solar power plants by installing solar panels on sites unsuitable for building construction or idle land, held a completion ceremony for the Leben Solar Tottori Daisen Power Plant, which utilizes a former golf course site in Saihaku-gun, Tottori Prefecture.

The plant is the largest power plant developed by the our group in the Chugoku region, generating approximately 16.5 million kWh of electricity per year, which is equivalent to the electricity supply for approximately 4,800 households. In addition to the longer mounting piles to prevent snow damage, double-sided power generation modules are used to convert reflected light from the ground surface onto the back of the panels as well as the front of the panels, resulting in greater power generation even in a limited space.

Property Name	LS (Leben Solar) Tottori Daisen Power Plant
Location	339-2, Fukukane, Hoki-cho, Saihaku-gun, Tottori, etc.
Area	Approx. 254,645 m ²
Generating capacity	Approx. 14MW
Estimated annual power generation	Approx. 16.5 million kWh
Unit price of electricity sold	24 yen/kWh

Efforts to promote PPA

MIRARTH HOLDINGS and Leben Clean Energy have signed a memorandum of understanding (MOU) on solar power generation business with Mitsui & Co. Plant Systems to jointly develop Offsite Corporate PPA* to realize a decarbonized society.

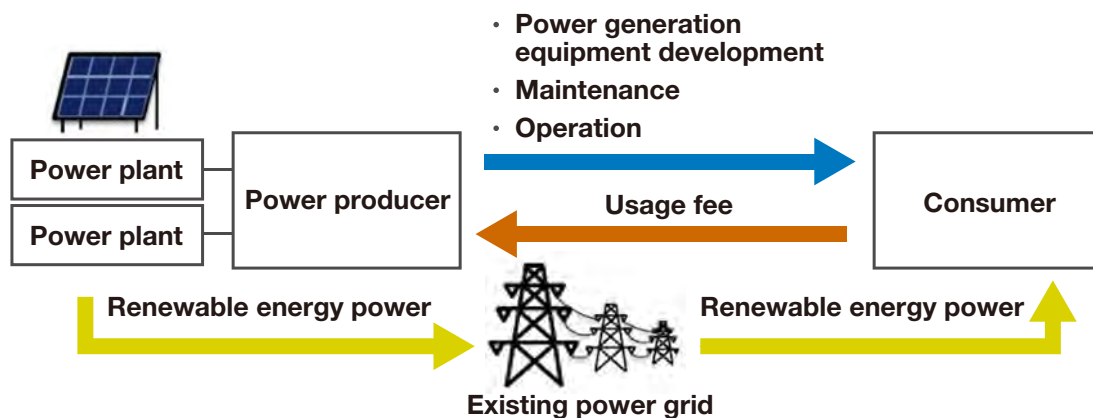
With a track record of developing more than 200 high-voltage solar power plants nationwide, Leben Clean Energy is the core company in the renewable energy business of MIRARTH HOLDINGS Group. We are developing renewable energy, particularly solar power, to meet the growing decarbonization needs of our customers while building a business model that does not depend on feed-in tariffs (FITs). In recent years, the number of large-scale solar power generation sites has been on the decline, and we have been speeding up the development of medium- and small-scale solar power plants across Japan. This collaboration with Mitsui & Co. Plant Systems is part of our efforts to quickly build a development system and commercialization of such plants.

In addition, MIRARTH HOLDINGS is also promoting activities with a view to supplying post-FIT renewable energy by conducting a tender offer for units of Takara Leben Infrastructure Fund through a limited liability company it has established. By actively and continuously developing projects through Leben Clean Energy, we will work to develop more non-FIT solar power plants, etc.

Going forward, the company plans to continue to provide solutions to a large number of customers through the project development capabilities of Leben Clean Energy, the project management capabilities of Mitsui & Co. Plant Systems, and the extensive network of the Mitsui & Co. group.

*Offsite Corporate PPA: A system in which solar power plants are installed on idle land, etc., in remote areas throughout Japan, outside customer demand areas, and electricity or environmental value is supplied using the existing power grid owned by a general transmission and distribution utility.

PPA Scheme Image



Biomass Power Generation

In 2021, MIRARTH HOLDINGS entered the biomass power generation business for the first time in the company's history. The Fuji Asagiri Biomass Power Plant (Fujinomiya City, Shizuoka Prefecture), which is currently in trial operation to start selling electricity in FY2022, generates biomass power using cattle manure collected from members of the Fuji Kaitaku Agricultural Cooperative Association. The power plant generates electricity by burning biogas generated from the fermentation process of cattle manure, which emits less CO₂ than the direct combustion of wood waste and combustible waste. The liquid fertilizer produced with the biogas will be marketed as Fuji Asagiri Biomass Liquid Fertilizer.

This project follows our solar power initiative as the second renewable energy venture. It aims to create a regional, recycling-oriented symbiotic zone, supplying clean energy through effective waste material utilization and addressing the issue of cattle manure disposal.



LS Chiba Sammu East & West Power Plants Sign Specified Wholesale Supply Agreement with Minna Denryoku Co.

Green Energy, a limited liability company whose asset management is entrusted to Takara Asset Management, has concluded a specified wholesale supply contract with Minna Denryoku (currently UPDATER Inc.) for the LS Chiba Sammu East and West Power Plants. Minna Denryoku is developing a service that connects electricity producers and users with renewable energy. Through Minna Denryoku, we aim to promote a decarbonized society and the spread of renewable energy by supplying energy to households that choose energy with low environmental impact and to companies that practice environmentally friendly management.



Measures to Reduce CO₂ Emissions

Takara Leben Infrastructure Fund and Green Energy, a limited liability company, aim to create a sustainable, earth-friendly environment through investment in renewable energy generation facilities and other assets, contributing to the reduction of CO₂ emissions by approximately 76,302 tons per year*.

* Annual amount of reduction of CO₂ emissions compared to fossil fuel-fired thermal power plants based on the output of power generation facility panels.



Takara Leben Sustainability Fund

Takara Leben has begun operation of new means of financing with the aim of encouraging measures that contribute to the global environment. Leben Funding LLC. was established in January 2021, and in collaboration with Funds, Inc., it launched the Takara Leben Sustainability Fund #1~3 and conducted crowdfunding to solicit loan investments from a wide range of investors. The collected funds will be used as working capital for renewable energy projects and Sustainability (CSR) measures.





Ecology & Culture

ZEH Condominium

Takara Leben is committed to supplying environmentally friendly ZEH condominiums.

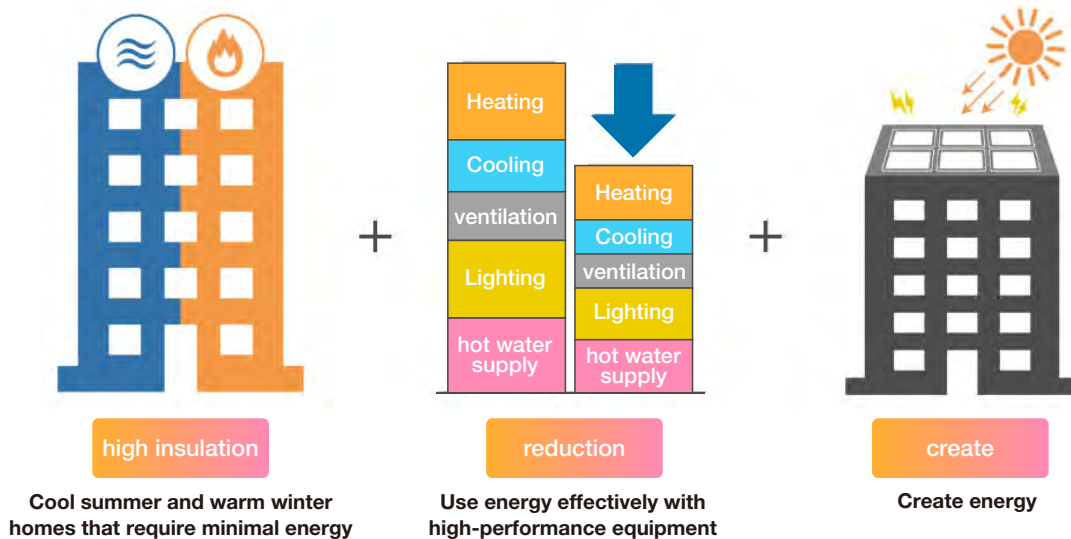
*1 ZEH (Net Zero Energy House): A house that simultaneously achieves a "comfortable indoor environment" and a "net annual residential energy consumption of approximately zero or less."

ZEH Condominium "LEBEN TOYAMA JINZUHONMACHI ONE TOWER"

LEBEN TOYAMA JINZUHONMACHI ONE TOWER (Toyama City, Toyama Prefecture) by Takara Leben is insulated not only on the exterior walls and folded parts but also on the ceiling surface to ensure the high insulation performance required for a ZEH*1 condominium, and metal sashes and double-layer double glazing Low-E glass are used for openings.

The condominium has obtained Grade 4 in the "heat insulation performance grade" of energy conservation measures*2 (whereas ordinary condominiums are rated Grade 3), and Grade 5 in the "primary energy consumption grade."

In addition, the building has received the highest rating of 5 stars (out of 5 scale) under the BELS, an energy efficiency rating system that calculates the primary energy consumption of a house.



*2 Energy measure grade: Established by the Ministry of Land, Infrastructure, Transport and Tourism as a grade that expresses energy-saving performance.



快適で
健康にやさしい



省エネで
家計にやさしい



地球の
未来にやさしい



ZEH Condominium "LEBEN TOYAMA NISHICHO RESONACIA"

LEBEN TOYAMA NISHICHO RESONACIA is the first ZEH (Net Zero Energy House) condominium in Toyama Prefecture. It has obtained the highest rating of 5 stars under the BELS, Energy Saving Performance Indication System, which calculates the primary energy consumption of a house and assigns a 5-star rating.



"L.Biz NIHOMBASHI" Acquired CASBEE Certification "A rank"

At L.Biz NIHOMBASHI (Chuo-ku, Tokyo), an office building developed by MIRARTH HOLDINGS and its Group company, Takara Leben, we are working on heat load control of the building envelope to achieve environmental performance for the realization of a decarbonized society, in line with the Group policy of "providing environmentally conscious buildings and spaces" and working to improve the indoor environment by controlling room temperature and lighting. In addition, to encourage the use of natural energy such as sunlight, the building has a high floor height and curtain walls*1. Also, to conserve water resources, which are non-renewable resources, we are working to reduce water consumption through water-saving devices.

These environmental performances were highly evaluated, and the property was the first in our series of office buildings to receive the "A" rank in CASBEE*2 - Building (New Construction), a comprehensive assessment system for building environmental performance.

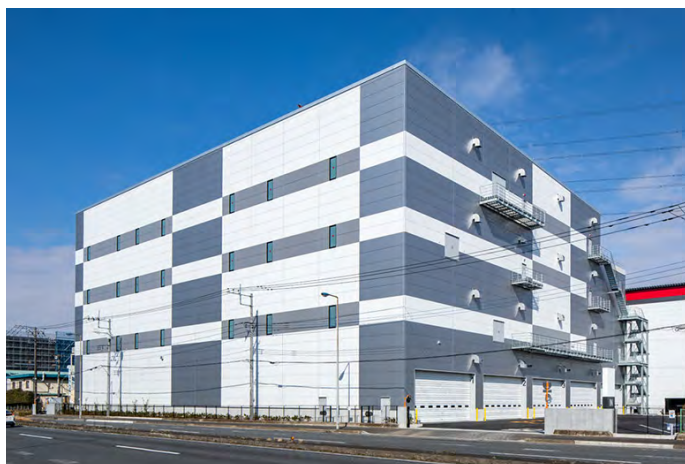
*1 Curtain wall: A lightweight exterior wall that is installed to reduce the load on the building's structure by ensuring wind pressure from the outside and watertightness.

*2 CASBEE: A system for evaluating and rating the environmental performance of buildings. It comprehensively evaluates the quality of buildings, including environmental considerations such as energy conservation and the use of materials and equipment with low environmental impact, as well as indoor comfort and consideration for the landscape.



Noda City Nakasato Logistics Facility Receives 5-Star BELS Certification

Noda City Nakasato Logistics Facility (Noda City, Chiba Prefecture), the first logistics facility built by Takara Leben in March 2022, has a policy of "developing environmentally friendly properties" and has a solar power generation system on the roof. The energy generated is used for a portion of the facility's electricity consumption. In recognition of these environmentally friendly efforts, the facility has received the highest rating of 5 stars under the BELS (Building Energy Efficiency and Low Energy Performance Labeling System).



Environmental Initiatives through ISO 14001 Certification

Recognizing the need to promote environmental friendliness in the general construction industry, Leben Home Build acquired ISO 14001 certification, the international standard for environmental management systems, in 2008. We continue to operate our environmental management system by setting and regularly evaluating targets for reducing industrial waste resulting from our production activities at work sites.

- Separate trash at construction sites and promote recycling
- Separate and reduce waste at each business site.
- Regular cleaning outside the company by employees
- Propose plans and designs for energy conservation



Promotion of LEDs

For the purpose of effective use of resources and reduction of running costs, we are promoting the replacement of lighting installed in managed properties with LED lighting, which has a longer life and consumes less power.

Initiatives of Leben Trust

Leben Trust, a real estate leasing and management company, actively proposes environmentally friendly capital investments to owners, such as the use of LED lighting in common areas of managed properties, to promote energy conservation in buildings.

Takara PAG Real Estate Advisory Initiatives

Takara PAG Real Estate Advisory, which is entrusted with asset management of Takara Leben Real Estate Investment Corporation, has implemented LED lighting in 41 of the properties it owns.

	Number of properties (including some partially implemented)	Percentage of LEDs in portfolio	
LED conversion	41 properties	Total 73.1%	Common areas: 91.1%
			Exclusive areas: 62.1%

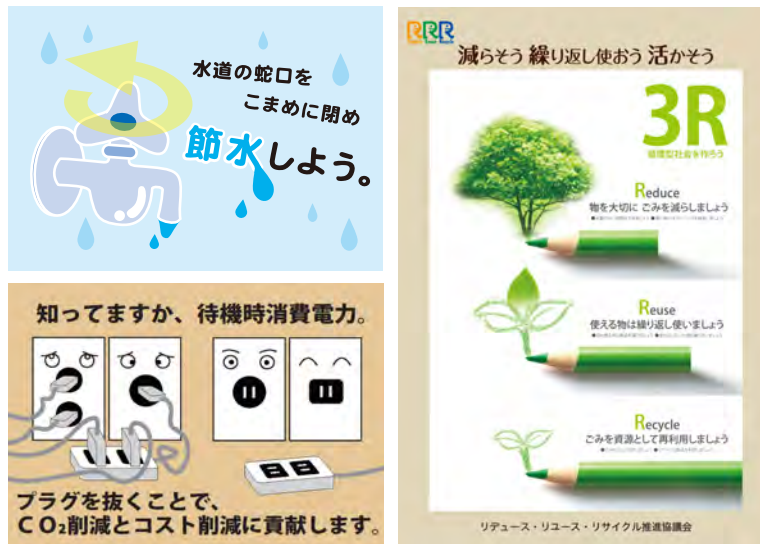
(Based on floor space, as of the end of February 2023)

Environmental Initiatives in Office Buildings

Takara PAG Real Estate Advisory, which is entrusted with asset management of Takara Leben Real Estate Investment Corporation, is promoting environmentally friendly initiatives to reduce environmental impact and improve the indoor environment.

To reduce water consumption in office buildings, we use rainwater for toilet flushing water, conduct awareness raising activities for tenants, and install "water-saving panels" to reduce the amount of water used in the water supply.

In addition, by displaying educational posters in common areas and tenants' private areas, we are promoting the reduction of greenhouse gas emissions and waste by fostering awareness of electricity conservation and the 3Rs.

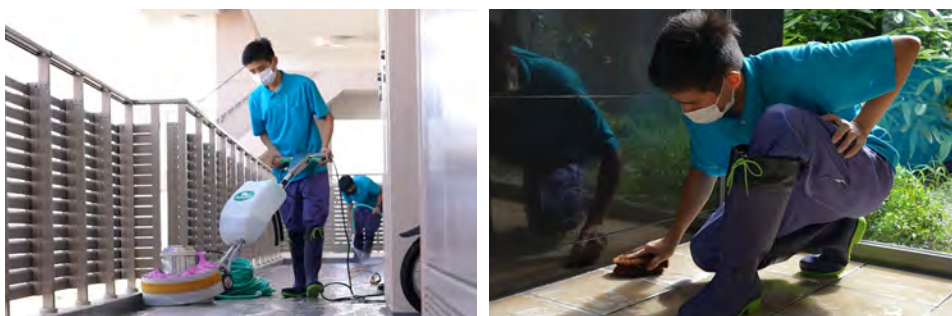


Regular Cleaning Using Environmentally Friendly Detergents

As part of its commitment to environmental friendliness in condominium management services, Leben Community has officially introduced biodegradable plant-derived surfactants since fiscal year 2022.

Although vegetable-based detergents had been introduced on a trial basis at some properties since FY21, the vegetable-based detergents at that time had less cleaning power than conventional detergents and did not meet the quality required for the services. After a number of trials and errors, we have officially introduced a detergent that does not fall under the PRTR system* and that takes environmental recycling into consideration. Currently, the detergent is used at sites where cleaning and janitorial staff belonging to Leben Community work.

*PRTR system: A system under which business operators are required to monitor and report to the government the amount of chemical substances released into the environment (air, water, and soil) from their business sites and the amount transferred out of their business sites in waste materials, which may be harmful to human health or the ecosystem.





Environmental Data

Environmental Data

The Group's Scope 1 and Scope 2 greenhouse gas (CO₂) emissions and energy consumption are shown below:

Greenhouse gas (CO₂) emissions

Unit: t-CO₂

Category	FY2020	FY2021	FY2022	Remarks
Scope1	374	380	610	Combustion of city gas, LP gas, kerosene, gasoline
Scope2	1,585	1,696	3,171	Use of electricity and cold water
Total	1,959	2,076	3,781	

* The scope of environmental data calculation covers MIRARTH HOLDINGS Group (9 consolidated companies).

* The period covered is FY2020 and FY2022 (April 1, 2020 to March 31, 2023).

* The figures for FY2022 are provisional and subject to change.

In addition, from FY2022, with the expansion of the boundary of electricity use, etc., the scope of aggregation of business activities is additionally aggregated.

* The Group excludes greenhouse gases other than CO₂ (chlorofluorocarbons, etc.) because of their extremely small amounts, and it only calculates and reports CO₂ emissions.

Energy consumption

Unit: kL of crude oil equivalent

Energy Type	FY2020	FY2021	FY2022
Electricity	915.2	1,020.8	1,782.5
City gas	3.2	0.5	61.8
LP gas	0.0	0.4	56.1
Gasoline	140.8	145.2	136.7
Kerosene	0.7	0.3	0.1
Light oil	0.0	0.0	3.0
Cold water	1.2	0.4	0.5
Total	1,061.1	1,167.6	2,040.5

* The scope and period covered by the energy data are the same as for CO₂.

* The values for FY2022 are provisional and subject to change.

* Crude oil conversion is a measure to compare the size of different energy sources, such as electricity and gas.



Personnel Management

HR System

Based on the idea that each employee of the MIRARTH HOLDINGS Group is a co-creator of lasting growth for the future, Takara Leben is promoting a new personnel system that will produce the stable human resources needed to achieve its management plan.

Under the new system, evaluation items are set for each grade and job classification based on a "Promise": specific daily actions that employees should take. In addition, in order to realize appropriate, fair, and transparent evaluation and treatment, revisions have been made to the behavioral evaluation, such as aligning evaluation criteria by the evaluation committee. Through these efforts, we aim to provide more convincing feedback to employees and improve evaluation skills by promoting understanding of the significance of the evaluation system and evaluation criteria among managers.

Basic Policy for Personnel System

Personnel system which stably nurture talent required to achieve management plan

- Clearly state the type of people required by the company to build a framework where employees can set out their career vision.
- Review distribution of labor costs to secure and keep talented people as well as improve motivation.
- Conduct training and selection to generate talented people for management positions.
- Ensure evaluation and treatment are highly fair and transparent to nurture employees' sense of acceptance and increase their desire to grow.

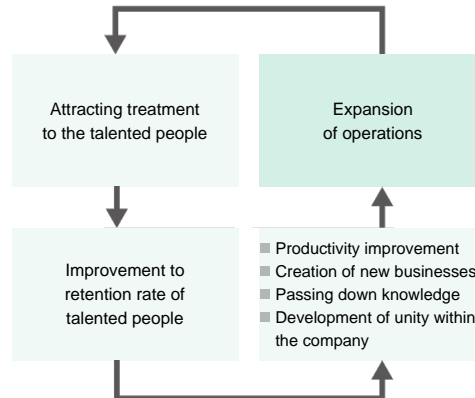
12 Actions for Our Promise

1. Fully engage in work
2. Enjoy work from the heart
3. Speak truthfully from the heart
4. Be serious in each and every task
5. Respect each other
6. Pursue the right things
7. Pay attention to feelings
8. Act swiftly
9. Take initiative to propose, and carry through actions
10. Treat teamwork with importance
11. Remove existing barriers
12. Never give up

Effects of Personnel System Revision

Takara Leben is conducting a detailed analysis of the progress of the new personnel system, which is designed to ensure appropriate, fair, and transparent evaluations and treatment and alignment of evaluation criteria, and will work to make continuous improvements.

As certain problems were pointed out, including an upside trend in evaluation, variations in evaluation criteria, and delays in the acquisition of qualifications, we have considered and implemented changes to resolve these issues including changes to evaluation methods and requirements for promotions.



360 Degree Diagnosis

We conduct 360-degree diagnosis for the purpose of training managers and above and improving the organization. The 360-degree diagnosis is an effective opportunity to learn how one's daily activities are perceived by those around them, to learn about gaps in perception between oneself and others, and to gain an objective view of oneself. The purpose of the 360-degree diagnosis is to understand strengths and weaknesses that you do not recognize by receiving multifaceted feedback from those around you, and to improve your ability to demonstrate your behavior by learning about your own behavioral tendencies.

In FY2022, a questionnaire was sent to 85 persons at the rank of deputy manager and above, surveying the individual, his/her supervisor, co-workers, and subordinates. Based on the results of the responses, feedback was provided to the individual.

Implementation of Talent Management System

As the group size expanded, it became increasingly difficult to keep track of employees, and personnel information and data were scattered and managed by each group company. Takara Leben implemented a talent management system to solve these problems, manage personnel information effectively and from multiple perspectives, and make the best use of human resources.

A talent management system is a tool that converts various information on each employee's skills, abilities, transfers, and evaluations into data and centrally manages it. The centralized management of disparate information enables multifaceted analysis and visualization of human resource information, leading to strategic utilization of human resource information. Starting with Takara Leben, we plan to gradually roll out the system to our group companies.

Various Training Systems

We offer a variety of training programs aimed at the growth of each employee and the improvement of our overall strength as an organization.

Basic Policy on Education and Training

- Develop human resources not only based on our vision, but also as members of society that we can be proud of to our stakeholders.
- Implement programs that enable each employee to feel a sense of personal growth and design their career.
- Enhance the organization and work management skills necessary for each job rank, including leadership and developmental capabilities and organizational management capabilities, linked with the personnel evaluation systems.
- Support the acquisition of specialized knowledge, skills, and the other business skills necessary for the execution of business.

Entry-Level Employee Training

New employees undergo periodic training for three years after joining the Company to foster awareness as members of society, members of an organization, and employees as well as self-awareness of their own work duties and responsibilities within the Company and to acquire the skills required to produce results as professionals. In accordance with the New Employee Three-Year Educational Program, new employees undergo training in their first, second, and third years of employment to clarify their roles, targets, objectives, and so on and to foster employees who can exercise initiative.

Support for Acquisition of Real Estate Transaction Agent Qualifications

Takara Leben is promoting initiatives to encourage its employees to obtain the Real Estate Transaction Qualification (hereafter referred to as Takken), requiring them to submit a study plan, providing guidance on study materials, and conducting mock tests.

Takara Leben Realnet also provides support for obtaining the Takken qualification by conducting in-house tests twice a week, using exercise books.

DX Internship

Takara Leben conducted a long-term internship program for the purpose of verifying the requirements for recruiting new graduates who will promote DX and to inform universities and technical colleges that train engineers and other external parties of the Company's initiatives related to digital human resources.

In FY2022, two students from Vantan Techford Academy, an educational institution that trains engineers, were invited to the Tokyo Head Office and Group DX & VX Strategy Department for approximately four months to improve operations using low-code development tools and work with the Sustainability Promotion Division on sustainability-related work experience.

Expansion of Educational and Training Programs

Takara Leben is striving to enhance its education and training programs with the aim of improving the growth of each individual employee and the overall strength of the organization. In FY2022, we systematically implemented a year-long program to acquire the knowledge and skills required of each individual, including training for new employees, training by job level, and training for selected personnel.

Training Structure Chart

Grade	Definition	Scope	Company-wide education	Rank-based	Workplace	Selective	Other
Officers	<ul style="list-style-type: none"> Management strategy formulation and decision-making Corporate management 	Company	Vision, Mission and Promise Compliance and Harassment	<ul style="list-style-type: none"> Management strategies Company operation 	Evaluation 360-degree evaluation Feedback Interview on evaluation of results and Conduct On-the-job training Practical knowledge training		
M3	<ul style="list-style-type: none"> Strategy implementation and management in one's organization Achieving group targets Effective organizational operation Department manager development 	Organization		<ul style="list-style-type: none"> Management strategies Business development 		Improving organizations	Housebuilder qualification acquisition support e-learning
M2	<ul style="list-style-type: none"> Strategy implementation and management in one's organization Achieving department targets Effective organizational operation Section manager development 			<ul style="list-style-type: none"> Organizational management 		Improving operations	
M1	<ul style="list-style-type: none"> Strategy implementation and management in one's organization Achieving section targets Effective organizational operation Developing subordinates 	Team		<ul style="list-style-type: none"> Fundamental management skills 			
G3	<ul style="list-style-type: none"> Directing and guiding subordinates Central roles in business execution, improvement, and problem-solving 			<ul style="list-style-type: none"> Leadership Problem-solving 			
G2	<ul style="list-style-type: none"> Performing one's work duties under the general direction of supervisors Business execution, improvement, and problem-solving 			<ul style="list-style-type: none"> Logical thinking abilities Followership 			
G1	<ul style="list-style-type: none"> Performing one's work duties under the detailed direction of supervisors Acquiring business experience and knowledge 	Individual		<ul style="list-style-type: none"> Business stances Business etiquette Fundamental practical skills Listening ability Identifying problems Setting and managing targets 			

Job Rotation

We are promoting the activation of job rotation, which involves regular transfers of workplaces and changes in duties. By having young employees experience transfers across headquarters and divisions, we promote understanding of the company as a whole, the pursuit of their potential, and the strengthening of their ability to adapt to different environments. We will also develop generalists with a wide range of knowledge and skills, and strengthen organizational capabilities by deepening ties between departments.



Promotion of Well-being Policies

Employee Happiness Survey

Takara Leben, whose vision is "THINK HAPPINESS AND MAKE THE HAPPINESS." believes that increasing employee happiness is important for improving corporate value, and conducted a happiness survey of its employees in October 2022. Well-being refers to a state in which one is physically, mentally, and socially all fulfilled, and the importance of well-being has been highlighted in Goal 3 of the SDGs, as well as in terms of securing human resources and maintaining and improving economic vitality.

The Happiness Survey measures and quantifies the current level of employee happiness. We set KPIs by understanding and analyzing "the level of happiness" and "which items are sufficient or insufficient" of our employees, as well as examining future measures.

We will continue to conduct happiness surveys, promote strategic personnel affairs and optimal allocation of human resources to enhance employee happiness, and strengthen the system building associated with the change to a holding company.

Employee Personnel Interviews

In order to improve the working environment and workplace environment, and to create an environment where employees want to work for the company forever, Takara Leben conducts personnel interviews with all employees.

We collect information to reduce overtime hours, and by understanding employees' career plans, we consider improvement measures and aim to build a relationship in which employees feel comfortable discussing these issues with us.

Takara Leben Realnet is also working to improve the workplace environment by conducting personnel interviews with all employees and starting to operate a training system based on employees' opinions and requests.

Return to Employees

Takara Leben implemented a base salary increase of 2.5% on average in FY2023 in order to cope with the historic price increase and to attract, demonstrate, and activate diverse and talented human resources, who are the source of our competitiveness and lead to increased productivity. We will continue to create an environment in which employees can work and live with peace of mind, thereby improving employee engagement and strengthening Takara Leben's corporate competitiveness.

Strengthen Communication with Employees

We are promoting initiatives to listen to the voices of our employees in order to realize a better work environment.

50th Anniversary Event

On September 21, 2022, the anniversary of its founding, Takara Leben held the Takara Leben Group 50th Anniversary Party as its 50th anniversary event. Aiming to make the event "a day filled with much appreciation and excitement, a day to strengthen the sense of unity that has been nurtured over the past 50 years since the company's founding, and a day to make a fresh start toward the future," a variety of programs were implemented. A total of more than 1,200 employees and unofficial employees of group companies participated in the event, deepening communication among employees in preparation for the holding company structure.

In October, we held a "50th Anniversary Celebration - From Takara Leben to MIRARTH HOLDINGS" to which we invited approximately 800 business partners who have shared and supported Takara Leben's growth over the past 50 years. We expressed our gratitude for the past and introduced the new structure of MIRARTH HOLDINGS.



Introduction of 1 on 1 System

One of the seven pillars of Takara Leben's new medium-term management plan is to "develop human resources and create a rewarding work environment." In order to build a better working environment by promoting communication between supervisors and subordinates, we conduct "1 on 1" meetings where supervisors and subordinates meet on a regular basis to discuss open topics. By providing opportunities for dialogue every other week, we aim to avoid miscommunication, promote mutual understanding, and build trust.

Company-wide Morning Meeting and Survey

Since June 2022, Leben Clean Energy has held monthly company-wide morning meetings led by the president for the purpose of sharing the company's direction. In order to help identify and improve questions and concerns raised at that time, a questionnaire is sent to all employees, and the president provides feedback on opinions and questions as appropriate.

Expansion of MIRARTH NOTE

The MIRARTH Group operates an intra-group website, MIRARTH NOTE, to promote information sharing and communication that leads to "maximization of group synergy." MIRARTH NOTE has a function to share information on each company's initiatives and releases among group companies, and to obtain up-to-date information useful for improving operational efficiency, such as manuals and bulletin boards.

In FY2022, the company disseminated the progress of the 50th anniversary project and release the 50th anniversary history to the public, and with the change of holding on October 1, the design was redesigned with a sophisticated MIRARTH-inspired look.

In addition, with the aim of creating a website that contributes to strengthening cooperation among group companies, we regularly distribute video interviews and dialogues with management members as "Top Voice."



Futsal "Kazushi Kimura Cup"

In order to contribute to the community of Yokohama, Kanagawa Prefecture, where our head office is located, and to increase corporate recognition, Leben Trust sponsored the "Kazushi Kimura Cup" futsal tournament held by Comprehensive Community Sports Club in Yokohama City.

The Kazushi Kimura Cup is held at Sports Jungle 10, Comprehensive Community Sports Club produced in 2012 by Kazushi Kimura, former Japanese national soccer team and former coach of Yokohama F Marinos, and is open to all ages and genders. An exhibition match against the Dream Team led by Mr. Kazushi Kimura was also held, and a team of executives and employees from Leben Trust participated in the match, adding to the excitement of the tournament.



Social Baseball Tournament

Leben Home Build held a baseball tournament jointly organized by sales and in-house departments to promote employee ties and communication across departments. After the game, a BBQ was held for all participants. While nourishing their spirits, the participants deepened the friendship between internal and external employees and fostered a sense of unity throughout the organization.



Cycling Shimanami

Takara Leben West Japan (currently Takara Leben) sponsored "Cycling Shimanami 2022" as a Silver Partner to strengthen relationships with the community, support the area, and increase awareness of the company name. Cycling Shimanami is an international cycling event held every two years. All courses include riding on the highway, including the unique bridges connecting the islands, and it is the only time in Japan that the main line of the highway, which is in service, can be ridden. Six employees from Takara Leben West Japan participated in the event.





Diversity

Promoting Diversity

Women Empowerment in the Workforce

As one of the seven pillars of its medium-term management plan, MIRARTH HOLDINGS is committed to "developing human resources and creating a rewarding workplace environment," and is working to create a workplace environment where women can work comfortably and demonstrate their abilities by providing working conditions that are appropriate for their life stages.

Women's Activity Promotion Project

As part of its efforts to develop human resources and create a rewarding work environment, Takara Leben promotes the Women's Activity Promotion Project.

In May 2022, we introduced the Babysitter Usage Discount System to enable employees who are raising children to balance work and child rearing, subsidized by the Babysitter Dispatch Program implemented by the Cabinet Office. In October of the same year, we introduced the Middle Career Track System, a new work style that allows women in sales positions to return to work after maternity or childcare leave while balancing work and childcare with peace of mind.

Leben Clean Energy has also established the Women's Activity Promotion Project Team to consider how changes can be made based on the real voices of female employees, and is working to create a workplace environment where they can continue to work for a long time.

Introduction of Limited Area Employee System

In response to the urgent need to secure a workforce against the backdrop of a declining workforce due to the falling birthrate and aging population, the urgent need to secure personnel in rural areas due to the expansion of business areas, and the growing needs of job seekers, Takara Leben introduced the limited area employee system in FY2022. We aim to facilitate recruitment in local areas and to secure and retain human resources by diversifying work styles.

Employment of Persons with Disabilities

We are committed to the realization of diversity with the aim of becoming a corporate group where a diverse workforce, regardless of gender, age, nationality, or disability, can play an active role. Leben Village, a farm in Chiba City, Chiba Prefecture, employs three people with disabilities and a farm manager to grow a variety of vegetables. In addition to providing an environment where employees can work with peace of mind on a long-term basis, vegetables grown and harvested at the farm are regularly distributed within the company to those who wish to receive them.



Leben Village Vegetable Fair

In June 2022, a direct sale of Leben Village vegetables was held at the entrance of Takara Leben's headquarters. Members of the disabled who grew vegetables at Leben Village, a farm in Chiba City, Chiba Prefecture, visited our headquarters and sold summer vegetables such as cucumbers, zucchini, and shiso leaves. The opportunity to directly purchase vegetables while interacting with members of the production team brought smiles to the faces of employees, and the direct sales event attracted many employees. Many employees visited the direct sales event, and harvested vegetables were mailed to branches and sales offices other than the head office. Proceeds from the vegetable sales were donated to the NPO TABLE FOR TWO.



Health Management

Comfortable Workplace Environment

Introduction of a Telework System

In April 2019, Takara Leben introduced a telework system, supporting more diverse employee work styles. Employees who meet specific conditions, such as those related to the content of their work, or employees who have given birth, are parenting, or who provide nursing care, can work remotely up to three times a week, without coming to the office, after implementing information leakage countermeasures and other measures. We plan to further promote this telework system with the aims of becoming an even more attractive company with flexible work styles that are not fixated on specific locations or times and contributing to our BCP.



Yokohama Good Balance Award*

Leben Home Build has been certified as a "Yokohama Good Balance Award" company under the certification system of Yokohama City, Kanagawa Prefecture.

This certification system supports small- and medium-sized enterprises in Yokohama City that actively promote the creation of a workplace environment in which everyone can work comfortably.

The company has been continuously certified since FY 2017, and in FY 2021 was awarded the "Three-Time Continuous Award" for companies that continuously work to improve their workplaces. The certification period is two years, and the company is judged on six criteria, including "diverse and flexible work styles" and "promotion of women's activities."

* The system was partially revised in FY2023 and changed from the "Yokohama Good Balance Award" to the "Yokohama Good Balance Company Certification."



Workplace Environment

Takara Leben has long held twice-monthly "clean times" to clean and organize offices in an effort to create environments where employees can work comfortably.

At the head office, personnel in charge conduct regular internal patrols to clean conference rooms and other common spaces. In addition, as a unique initiative, the Matsuyama Branch allocates a person in charge of cleaning office spaces and meeting rooms to each department, and all employees have time to clean these spaces four days a week. Each employee working on how to organize and maintain the workplace environment and making efforts for beautification of the branch to keep their office clean and hygienic on a daily basis.

Support for Diverse Work Styles

In light of the "Workplace Reform-Related Legislation" which has been sequentially enforced from April 2019, we are working to "correct long working hours," "realize diverse and flexible work styles," and "ensure fair treatment regardless of employment status."

With regard to long working hours, we are promoting the creation of workplaces where employees do not work long hours by, for example, strictly enforcing "overtime work of 45 hours or less per month in principle and 60 hours or less only six times a year" and considering visualization of actual working conditions to reflect them into personnel evaluations. Employees who work long hours are given "interview guidance by a doctor" and "monitoring of working hours," and information is shared with the Health Committee and industrial physicians to prevent health hazards and occupational accidents.

Regarding the use of paid leave that leads to a flexible work style suited to each employee, we strongly encourage employees to take the annual paid leave granted to each of them, subject to compliance with the "five-day paid leave obligation."

With regard to "equal pay for equal work," which came into effect in April 2020, we are "improving the treatment of contract employees" and "considering the abolition of contract employees" with the aim of creating a workplace that is rewarding for all employees.

Promoting Office Reforms

Leben Clean Energy moved its headquarters to Iidabashi, Tokyo, in November 2022. The new office incorporates a free-address office layout that incorporates ABW (Activity Based Working), a work style strategy for autonomously optimizing the workplace environment and work style. The new office is designed to activate communication among employees that transcends departmental barriers and hierarchies, maximize productivity and efficiency, and conserve resources by eliminating paper.

In addition, a café space has been set up to create a space for communication and work while relaxing, and a library with books recommended by employees has been established to promote the sharing of knowledge and entertainment.

In addition, smoke-free smoking booths are installed to prevent the diffusion of harmful substances and the smell of cigarette" on clothing and bodies, providing an environment that is receptive to the diversity of employees and allows them to refresh themselves efficiently in a short time.



Basic Policy on Health and Safety

The MIRARTH HOLDINGS Group provides proactive support to ensure the safety of employees and maintain and enhance their health. We strive to create work environments where diverse human resources can work to demonstrate their full capabilities. We have established a Health Committee to implement these measures and undertake comprehensive employee health and safety management.

Health Committee

Takara Leben is working to create a workplace environment in which all employees can work with peace of mind, centered on the Health Committee as stipulated by Article 18 of the Occupational Health and Safety Law.

The company's Health Committee considers "traffic accidents," "occupational accidents," and "overtime work" as important risks that threaten the safety and health of employees in the workplace, and holds regular meetings to conduct investigations and reports on the actual situation and discusses ways to solve problems.

Committee members representing different workplaces raised specific issues of workplace environments and practices that hinder the reduction of overtime work and the promotion of leave-taking, and measures to improve them were discussed with management and implemented in turn.

Periodic Medical Examinations

We encourage employees to undergo periodic medical examinations, as specified by laws and regulations, and the Human Resources Department actively reaches out to employees to raise examination rates. We also take measures to establish work environments at each business location that are conducive to undergoing medical examinations. In order to discover various medical conditions at an early stage, those aged 30 and above are able to undergo medical examinations for the prevention of lifestyle diseases, female employees are able to undergo gynecological examinations, and those aged 35 and above can go for a complete medical checkup.

Stress Checks

We conduct stress checks as a form of stress management to prevent mental health issues among employees, and the results are shared at Executive Committee meetings. Moreover, employees can receive free counseling at any time from an independent, third-party organization without the Company's knowledge.

Safe Driving Courses

Takara Leben conducts safe driving courses at the time of entry-level employee training. The courses explain that making an effort to prevent accidents is a part of our CSR and an aspect of corporate activities. Information on accident trends is presented, group work in the form of risk prediction training is conducted, and various other measures are taken to prevent accidents.

Health Care Management

Efforts to Reduce Working Hours

Takara Leben promotes a "time-conscious and efficient work style" with the aim of improving employee health, and in fiscal year 2021, we introduced an "application system for extended PC use" linked to the turning on and off of PCs. The system is expected to reduce overtime hours because if an employee continues to use a PC without requesting extended PC use (overtime work) from the manager, a warning will appear on the screen and the PC will be shut down. On the other hand, it is expected that managers will be able to visualize the details of their subordinates' overtime work, thereby increasing their awareness of the need to manage the organization in a well-balanced manner.

Each company in our group is working to create a workplace environment where employees can work in a relaxed and healthy manner.

Leben Trust is working to resolve issues identified based on an employee awareness survey regarding work-life balance by implementing a no-overtime day twice a month in each section, encouraging staggered work hours and paid holidays, promoting telework, supplementing personnel as needed, and promoting the introduction of DX.

In October 2022, Leben Community started operating a new attendance leaving system, which allows us to extract more accurate figures than before. We will continue to manage the health of our employees by checking the status of leaving work.

Mental Health

Takara Leben conducts stress checks (once a year) to encourage employees to become aware of their own stress, leading to early detection of and response to mental health problems. Employees who have undergone stress checks are provided, according to the results, with learning content that can be used to improve their mental health situation and self-care.

Furthermore, we support mental health care for employees and their families through the establishment of a consultation center outside the company where employees can receive advice from professionals (clinical psychologists, mental health workers, and industrial counselors) according to their wishes.

ADVANTAGE
相談センター

- どのなお悩みも**
ご自身のことも
周りの方のことでも
お気軽にご相談ください
- 秘密は厳守します**
匿名でのご相談も
可能です。
安心してご相談ください
- 自分にあった
相談方法**
対面のほか、電話、
WEB面談、メール
などでも相談可能です
- 医療・公的機関
も紹介可能**
提携の医療機関や
より適した相談機関
のご紹介も承ります



Human Rights

Human Rights Policy

MIRARTH HOLDINGS Group Human Rights Policy

The MIRARTH HOLDINGS Group (hereinafter referred to as "the Group") is committed to solving social issues through its business activities and working with stakeholders to achieve a sustainable society and growth. This Group Human Rights Policy (hereinafter referred to as the "Policy") clarifies the Group's approach to human rights in the course of its business activities, and as a member of society, the Group respects human rights and conducts its activities in accordance with the Policy. The Group also expects all stakeholders involved in its business to understand and practice the respect for human rights in line with the Policy, and to work together to promote the respect for human rights.

1. Respect for International Human Rights Standards

The Group supports and respects human rights as stated in the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights) and the ILO Declaration on Fundamental Principles and Rights at Work, and promotes responsible management based on the UN Guiding Principles on Business and Human Rights and the ten principles of the UN Global Compact.

The Group understands and complies with all relevant laws in all countries and regions where it operates. In the event that there is a conflict between the internationally recognized human rights and the laws of the country or region where the Group conducts business activities, the Group will seek ways to respect the principles of international human rights.

2. Scope of Application

The Policy applies to all officers, employees, temporary staff, and other personnel (hereinafter referred to as "officers and employees") who engage in the Group's operations. As a member of society, the Group strongly recognizes the importance of respecting human rights and provides appropriate education and training to its officers and employees to ensure that the Policy takes root throughout its business activities.

In addition, the Group expects its customers and business partners to support the Policy and work with the Group to promote the respect for human rights.

3. Key Issues Related to Human Rights

As the challenges to be addressed may change due to social trends and the business environment, the Group will review the key issues related to human rights as necessary through dialogues and discussions with stakeholders and external experts.

4. Human Rights Due Diligence and Remedy/Correction

The Group establishes a mechanism for human rights due diligence and understands potential or actual negative impacts on human rights that may arise through its business activities in order to prevent or mitigate them proactively. If its business activities have caused or contributed to negative impacts on human rights, the Group will take measures for remedy and correction.

5. Dialogue and Discussion with Stakeholders

The Group engages in dialogues and discussions with relevant stakeholders such as employees, local communities, business partners, and customers to enhance its understanding of human rights issues and to improve and resolve them.

6. Information Disclosure

The Group will disclose its efforts to respect human rights based on the Policy on its website and other appropriate channels.

Respect for Human Rights

The MIRARTH HOLDINGS Group acts with respect for the fundamental human rights of all stakeholders, including employees, while observing laws and regulations, social ethical norms, and matters specified in ethical rules.

Customer Satisfaction

Customer Satisfaction Improvement Initiatives

Sales Staff Questionnaire

Takara Leben has been conducting a survey of model room visitors since fiscal year 2019 with the aim of understanding customers' images of sales staff and the company, and to ensure greater customer satisfaction. In the survey, we received evaluations on all aspects of the sales staff's response, including whether they were able to make proposals that met customers' needs, whether their explanations were easy to understand and appropriately timed, and whether they treated customers in a caring and courteous manner.

In FY2022, we introduced a survey response method using iPads and QR code readers, and received over 7,000 customer comments. The tally results are fed back to each model room every month and shared within the department to be used for customer service and creating comfortable spaces. When we received a suggestion to incorporate a design that took into account the landscape and history of the area, it was promptly communicated internally to the relevant departments and utilized in the development of condominiums and product planning in the same area.



Regarding response by sales staff responsible for making proposals to customers	FY2021				
	Dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Satisfied
Time required for overall explanation and allocation of time	1%	3%	9%	25%	62%
Explanations and proposals based on understanding of customer needs	0%	1%	6%	25%	68%
Promptness of explanations and responses to customer doubts (concerns)	0%	1%	6%	22%	71%
Amount of information and understandability concerning details of the property and nearby environment	0%	1%	6%	26%	67%
Explanation of financing plans and life plans	0%	1%	17%	25%	57%
Explanation of management and after-sales service	0%	1%	17%	26%	56%
Consideration for the customer and thoroughness of responses	0%	1%	4%	17%	78%



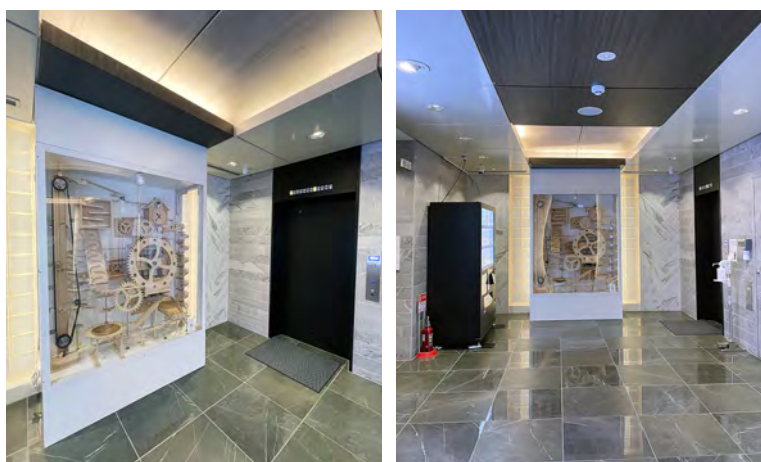
FY2022				
Dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Satisfied
1%	3%	9%	24%	63%
0%	1%	6%	25%	68%
0%	1%	6%	23%	70%
0%	1%	5%	25%	69%
0%	1%	18%	25%	56%
0%	1%	17%	26%	56%
0%	1%	4%	17%	78%

Tenant Survey

Takara Leben Real Estate Investment Corporation conducts surveys of as many tenants as possible as part of its tenant-related initiatives, and strives to consider and implement measures to improve satisfaction levels. We have received valuable opinions from office and commercial properties (10 properties, 127 tenants), including satisfaction/full scores, desired renewal areas, and measures against the new coronavirus, which is expected to lead to the maintenance of good communication in the future.

In FY2022, based on feedback from several tenants at the Kawagoe West Building, we held a dialogue with tenants and installed a "Pythagora device" in the common area on the first floor as a measure to reduce stress caused by elevator waiting time. In addition to questions about commuting time and satisfaction with the management of residential properties, we also received a number of valuable comments that would be helpful for future property management, such as the introduction of renewable energy.

We will continue to conduct surveys on a regular basis and share the results with property management companies in an effort to continuously improve resident satisfaction.



Questionnaire on management operations

Leben Trust, a real estate leasing and management company, conducts surveys of owners of managed properties in order to understand their evaluations of and requests for management services and to provide better services. In the survey, we received evaluations and opinions regarding the overall management services we are entrusted with, including tenant recruitment, income and expense reports, building maintenance, and the responsiveness of our sales and property managers. We will continue to provide more attentive services and improve our operations based on the evaluations and feedback we receive, with the aim of enhancing the value of real estate, which is an important asset for owners.

Establishment of Takara Leben Owners Club "DLPS"

To support the realization of comfortable lifestyles, Takara Leben has established the Takara Leben Owner's Club "DLPS", which provides housing and living services to subscribers of its original condominium brands "LEBEN," "THE LEBEN" and "NEBEL" series, and offers an application exclusively for subscribers.

DLPS is a membership organization that provides a variety of services related to housing and living, and is affiliated with services for advanced credit card members, including "Owner's Elite," which offers a premium experience, and preferential access to hotel facilities operated by DLPS, as well as a variety of other housing and living-related services provided by partner companies. Through the application, the company is working to increase customer loyalty to the Takara Leben brand by providing services such as a repair request service for exclusive areas as part of the "10 for all" peace-of-mind service and an exclusive area repair reserve system using electronic money.



Leben Community's Community Activities

The Great East Japan Earthquake of 2011 prompted us to reassess the importance of community formation in condominiums. Leben Community believes that building direct personal relationships with condominium residents as part of everyday life not only produces greater livability, but also helps prevent crime and fosters greater assistance and support in times of need. This is why it provides support for the creation of communities of condominium residents.



Resident Get-Togethers

As part of its support for community building, Leben Community holds various events, such as "residents' get-togethers," which help residents meet each other for the first time in newly built condominiums, where adults and children can enjoy snacks and games and make connections as a family. In addition, condominiums with multiple buildings support joint summer festival events that provide children with summer vacation memories through games and food stalls as well as workshops. As in the previous year, in fiscal year 2022, we did not hold a residents' get-together in order to prevent the spread of the new COVID-19 infection.



COVID-19 Responses in Community Events

Leben Community, which provides condominium management services, believes that building "face-to-face" relationships among condominium residents on a regular basis not only makes life easier but also leads to crime prevention on a daily basis and mutual assistance in times of emergency, and it supports community building among residents through various events. In fiscal year 2022, we did not hold any events that would attract a large number of residents to prevent the spread of the new COVID-19, but we did hold seasonal and enjoyable events such as the installation of Tanabata and Christmas decorations that would not cause the 3Cs (closed spaces, crowded places, and close-contact settings).



Tenant health and comfort considerations

To improve tenant safety and comfort, Takara Leben Real Estate Investment Corporation is promoting the installation of AEDs, disaster reserves, emergency supplies in elevators, and digital signage to inform tenants of evacuation routes. We also promote tenant communication by displaying posters promoting stairway use and educating tenants about health promotion.



Health Promotion Awareness Poster



Disseminating information on evacuation routes through digital signage







Ethical Action



LEBEN LABO

LEBEN LABO ETHICAL ACTION

LEBEN LABO ETHICAL ACTION is an internal organization established to realize the various suggestions of our customers under the theme of "Doing more good for society." Based on the corporate vision of "THINK HAPPINESS AND MAKE THE HAPPINESS," the Group has received many Good Design Awards for its efforts to seriously consider the happiness of people and their lives. Two projects born of this organization were selected for 2021.

 GOOD DESIGN AWARD 2013	<ul style="list-style-type: none"> • "Solar Power" Project • "LUIC" Project
 GOOD DESIGN AWARD 2016	<ul style="list-style-type: none"> • "KOJIN BOSAI KIT (Individual Disaster Preparedness Kit)" Project • "MOTTO ATTARA IINA (We Wish to Have More)" Project
 GOOD DESIGN AWARD 2017	<ul style="list-style-type: none"> • "MOTTO ATTARA IINA (We Wish to Have More)" Project • "SOCOPOS" Project • "LEBEN CRAFT" Project
 GOOD DESIGN AWARD 2018	<ul style="list-style-type: none"> • "Working Point" Project • "Good Working" Project • "SOCOTAKU" Project
 GOOD DESIGN AWARD 2019	<ul style="list-style-type: none"> • "USE OF MODEL ROOMS AND SALES CENTERS AS DISASTER RESPONSE SITES" Project • "MODIFIABLE DESIGN CONDOMINIUM COMMON AREA" Project • Art Biotope "Water Garden" Project
 GOOD DESIGN AWARD 2021	<ul style="list-style-type: none"> • IoT home delivery box "THROUGH TAKU" project • "LEBEN KEMIGAWAHAMA GRANVARDI" Project

"USE OF MODEL ROOMS AND SALES CENTERS AS DISASTER RESPONSE SITES" Project

The model rooms created when selling built-for-sale condominiums show customers what completed built-for-sale condominiums will be like and serve as sales negotiation sites. However, they are frequently built for individual condominiums and torn down after all units are sold. In this project, we outfitted model rooms with supplies and equipment needed in the event of a disaster water (essential for life), charging facilities for mobile phones, etc., using in-house generators, and the like and opened them to the general public as disaster response sites. Efforts began in fiscal year 2019, and installation was complete at all model rooms of condominiums sold by Takara Leben. We will actively use our expertise in efforts such as supplying condominium unit buyers with disaster kits and will expand these sites.



"10 for All" Safety Assurance Service and "KIT+" Personal Disaster Kits

As part of our efforts to ensure that residences are not supplied as mere "boxes" and to progress from "material wealth" to "qualitative wealth," we have begun providing the "10 for All" safety assurance service and "KIT+" personal disaster kits. "10 for All" offers customers support so they can live with peace of mind through extended warranties for residential facilities and equipment, 24-hour emergency response and maintenance support for water leaks, key issues, and glass breakage, inspections of private areas and repair services, and other services for 10 years after property handover. "KIT+" are not kits of disaster response goods for entire households, but instead a concept focused on individual needs. They were the winner of a Good Design Award 2016. Each consists of a compact, A4-sized folder file-like package which individuals supplement with their specific needs in the event of an emergency, to be kept close at hand at all times.



1	<p>Residential Facility and Equipment Extended Warranty (10 Years)</p> <p>Malfunctions and breakage of articles included within the warranty scope are repaired free of charge every time for the entire duration of the warranty</p>
2	<p>24-Hour Emergency Response + Maintenance Support</p> <p>In addition to on-site dispatch and initial response for water leaks, trouble with keys, and glass breakage emergencies, service personnel are also dispatched to handle problems with fixtures, entry doors, sashes, and the like</p>
3	<p>Private Area Inspection + Repair Services (5 Years / 10 Years)</p> <p>Dedicated staff visit customer residences and perform interviews and inspections, repairing any issues that can be immediately addressed (for 5 or 10 years after property handover)</p>

IoT Delivery Box "THROUGH TAKU" Project

With the expansion of online sales and the use of delivery services, issues related to home delivery, including "redelivery due to absence," have arisen. THROUGH TAKU, a delivery box built into the entrance of each condominium unit, offers convenience which is not available in the conventional type of delivery boxes to both residents and delivery persons. Residents can use their smartphones to unlock the digital locks and receive the parcels when they are out of the house, eliminating the need for re-delivery by the courier company. Furthermore, it is possible to ensure the "non-face-to-face communication" required due to the COVID-19 pandemic. In addition, the inconvenience of having to carry heavy delivery items to one's residential unit, or non-availability when all boxes are occupied, as is the case with delivery boxes located in common areas, is eliminated.

 **GOOD DESIGN
AWARD 2021**



Art Biotope "Water Garden" Project

Designed by architect Junya Ishigami, the "Water Garden," created in 2018, is an unprecedented art space with 318 trees and 160 biotopes (ponds) of various sizes, arranged according to precise calculations. It received the Good Design Award Best 100 for 2019, and the judges highly praised the unique beauty of the art biotope, which is not a natural biotope, with expressions such as "the very soul that has been passed down from generation to generation in Japanese gardens."

The "Water Garden" has been introduced in numerous domestic and international media as a special meditation space where people can sharpen their senses and feel the relationship between humans and nature and has become a spot that attracts attention from all over the world.

 **GOOD DESIGN
AWARD 2019**



LUIC Project, a unique water system

The LUIC project is Takara Leben's original water system that provides access to purified water for all aspects of life. Since its launch in 2008, it has been used in all of our own-brand condominium series and has changed the lives of many people by changing the water that is the basis of our daily lives. The LUIC project has continued to evolve while constantly incorporating new technologies. Currently, the project consists of Takara's Water, which provides access to purified and activated water from faucets throughout the house, Takara's Mirabath Vision, which provides cleaning and warming effects of ultra-fine bubbles just by soaking in the bathtub, and Takara's Mirabubble Shower, which conditions skin and hair quality with water containing ultra-fine bubbles. The Takara's Mirabath Vision offers a variety of functions such as fluctuating bath and spot care, and is newly equipped with a micro-ionic function that removes dirt in the bathtub with activated oxygen atoms.

LUIC PROJECT

TAKARA WATER SYSTEM

Takara No Mizu
(Takara Water)

&

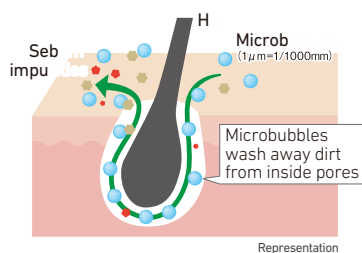
Takara No
Mirabath Vision*

&

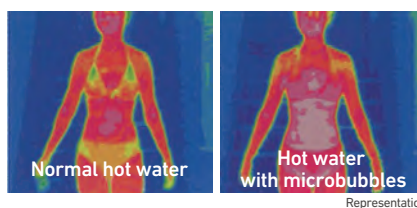
Takara No
Mirable Shower

*Formerly known as Takara No Microbubble Tornado O₂

Cleaning power



Hot bath



Body surface temperatures were photographed using infrared thermography 15 minutes after a five-minute bath in hot water (38°C) with microbubbles.
*Effects and benefits vary among individuals.

NEW MICRO IONY

Microbubbles generated by low-temperature plasma are used to **break down, sterilize, and deodorize** dirt and grime in the bathtub

*Do not use while in the bath.

Before experiment



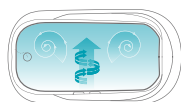
After 15 min.



*In this decoloration experiment, approximately 250 ml was sampled from an aqueous solution consisting of roughly 1,000 ml of mineral water and roughly 0.2 g of methylene blue, and microbubbles were generated using Micro Iony for approximately 15 minutes.

AIRLESS JET

The **circulation bath** uses special nozzles to create a pleasant convection water current that flows throughout the bath.



Spot care allows tornado jets created by special hose nozzles to be applied to specific pinpoint areas.



The specially processed "oxygen ceramic" is simply set in the hot water inlet for enjoyment of an **oxygen bath**.



*Oxygen ceramics are sold separately.

*Effects and benefits vary among individuals.

“LEBEN CRAFT” Project

LEBEN CRAFT is a program that enables urban condominium residents to purchase specialty products from regions where the our group has developed condominiums using a website available only to these residents. Linking residents of city centers with regional communities contributes to regional revitalization. This initiative by the our group, which not only develops urban areas but also works on businesses to revitalize regional cities, is unique even among developers. The project has a framework beneficial for both regional producers and residents of our condominiums all over Japan and received a Good Design Award 2017 in recognition of its merit of improving the added value of condominiums.



Specialty Foods

Seasonal, limited quantities. That is why they are not sold in supermarkets. We search for such ingredients. Our basic idea is that we want everyone to have a healthy life. We carefully select foods that are safe and can be enjoyed by both adults and children.

Information

By sharing with you information on production sites, producers, and products that LEBEN CRAFT has uncovered, and by rediscovering new strengths and attractions in Japan, we hope to help you create a rich lifestyle.

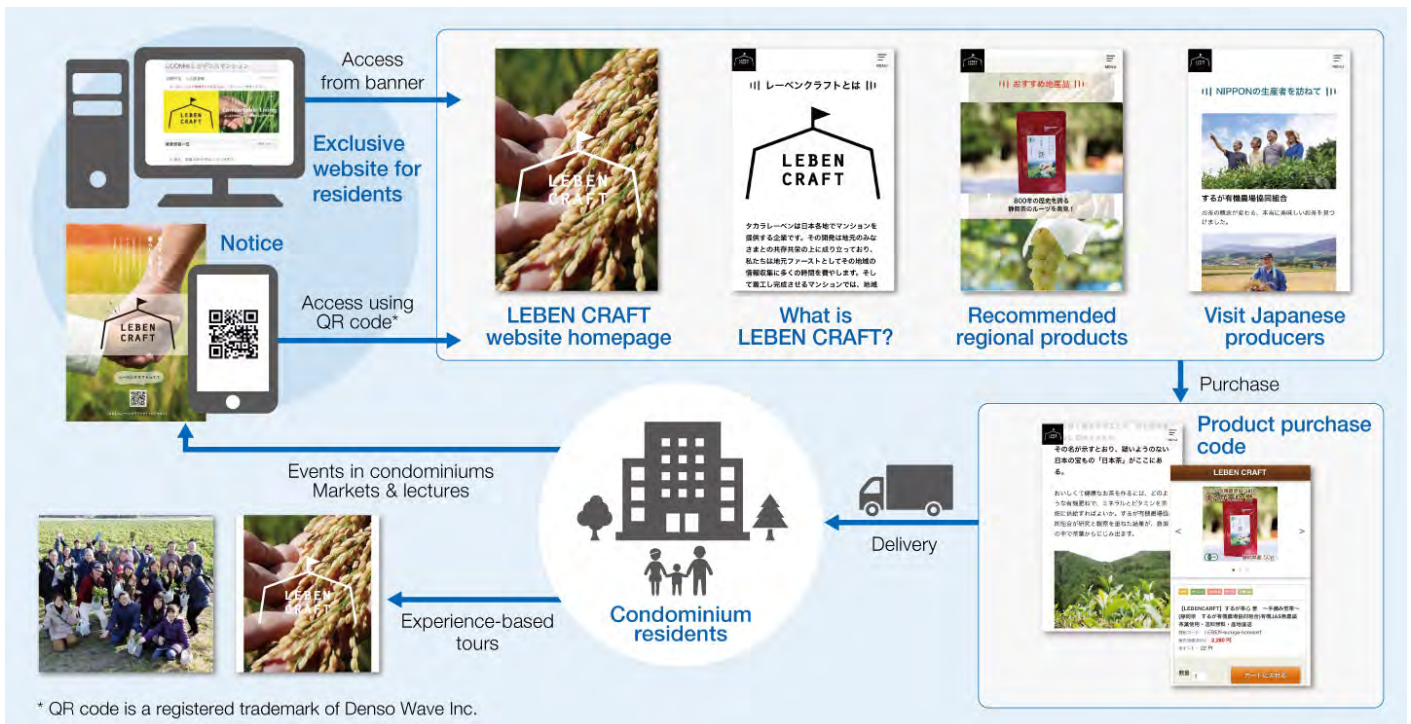
Experience

Visit producers you have met at events to meet them in person. Experience harvesting and try eating freshly picked food. Breathe in the country air and discover a second hometown. We envision a trip like never before.

Markets

LEBEN CRAFT Premium Marché is held to sell excellent products from all over Japan. In addition to creating opportunities for communication with participating producers, more features will also be held.

LEBEN CRAFT Structure





Building Value

Quality & Comfort

Initiative to Improve Quality Through Obtaining ISO 9001 Certification

With the aim of improving quality to comprehensively support the creation of comfortable living environments for customers, Leben Home Build and Leben Community have established a quality management system in accordance with ISO 9001, the international standard for quality management systems established by the International Organization for Standardization, and have obtained certification.

We regularly monitor and improve our management processes and revise our policies and goals as necessary to continue to provide even higher quality services.

Details of Leben Home Build's Initiatives

On-site construction in progress	<ul style="list-style-type: none"> • Quality and process control • Regular construction safety patrols
After delivery of the property	<ul style="list-style-type: none"> • Conduct periodic building inspections • Establishment of after-sales service system • Proposals for large-scale repairs, etc.



Details of Leben Community's Initiative

Comprehensive condominium management	<ul style="list-style-type: none"> • Administrative management • Association accounting • Management and repair of buildings and equipment • Management staff operations
Condominium repair work	<ul style="list-style-type: none"> • Repair of condominium common areas



Service Quality

Service Quality Management System (SQMS®)

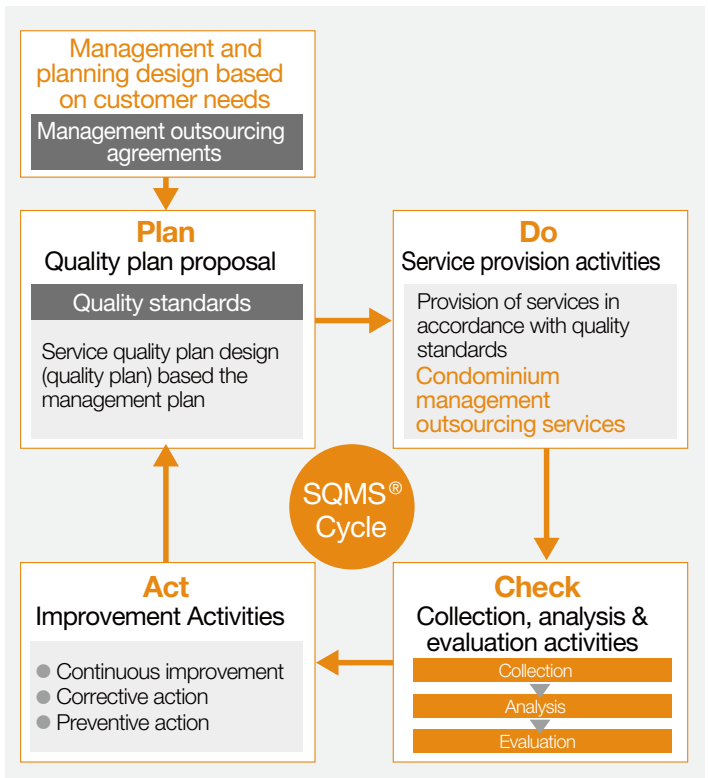
Leben Community ensures quality using our unique service quality management system (SQMS®) to continue managing our customers' important assets over the long term. SQMS® applies ISO 9001, an international standard for quality management systems, to condominium management. It sees condominium management as consisting of four support services (site management, financial management, asset management, and operations management) and applies the PDCA cycle to each to continuously improve quality.

Specific actions include providing feedback to the relevant departments on the opinions of condominium management association members, collected through questionnaires, which leads to improvements in the quality of a wide range of services.

SQMS® Process Chart (Service Quality Management)



SQMS®
SERVICE QUALITY
MANAGEMENT SYSTEM



Quality Philosophy and Policy

Quality philosophy

We hereby declare and state our quality management philosophy to be "Creating a safe and comfortable living environment" in the spirit of "walk the talk."

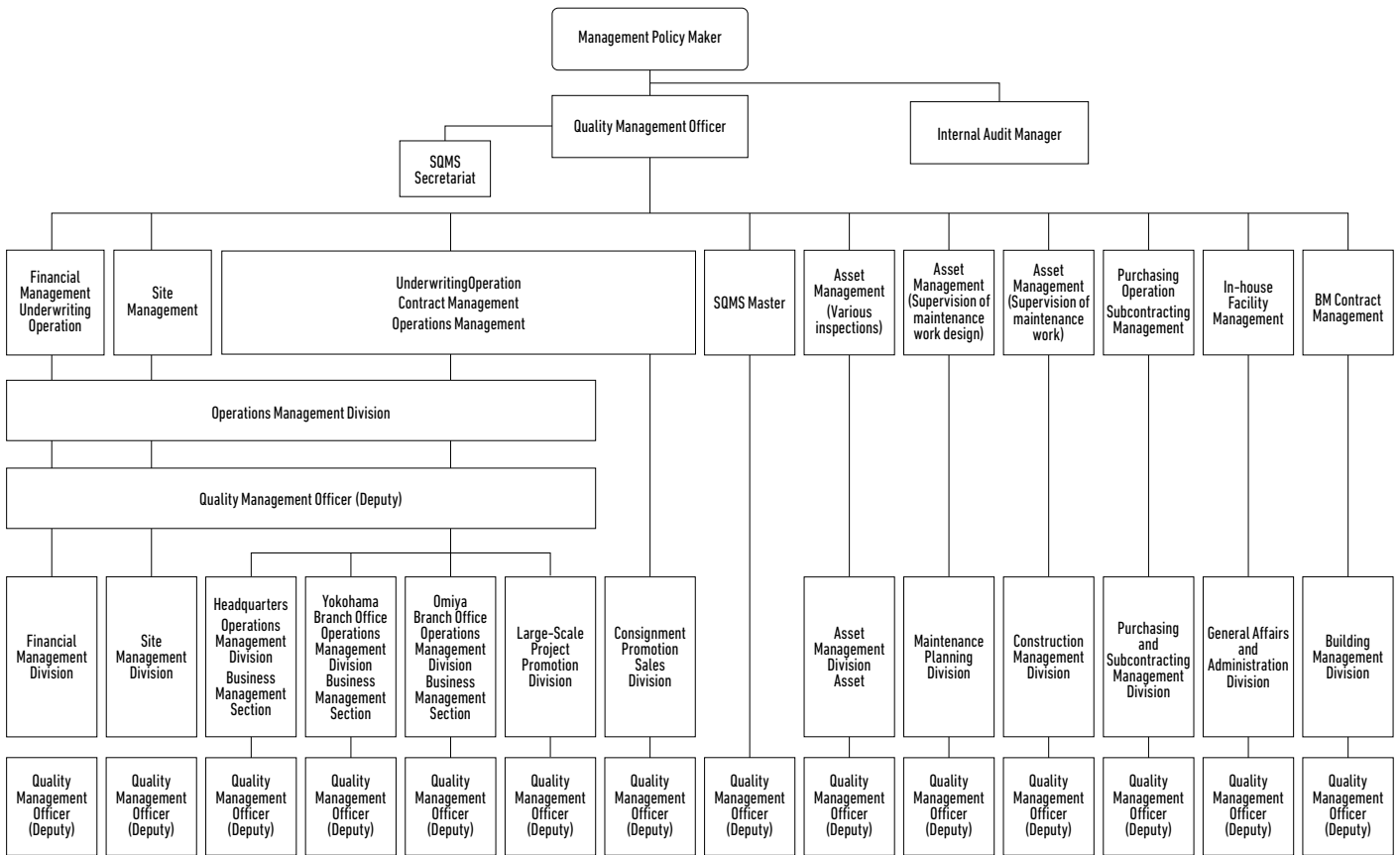
We will adopt the quality management system advocated by ISO9001 and pursue customer satisfaction and social contribution in our condominium management business under the motto of "speed, dependability, and sincerity" for all our employees.

Quality policy

We have established the following quality policy so that we can continue to provide "speed, dependability, and sincerity" services to our customers

1. We will pursue our own existence value to become an indispensable presence for our customers.
2. We will provide high-quality and reliable services based on our quality standards.
3. We will continuously pursue quality improvement for perennial customer satisfaction.
4. We will clarify objectives and targets, and embody the spirit of "walk the talk."
5. We will comply with all applicable laws, regulations, norms, rules, etc. and aim to be a corporate citizen trusted by society.

Management Structure



Quality-Related Education and Training

Leben Community is committed to developing human resources who understand and practice SQMS®. We conduct SQMS® Basic Concepts Training for younger personnel to help them understand the basic concepts and features of SQMS®. In addition, in order to promote SQMS® internally and externally, employees who have gained extensive practical experience and are familiar with the SQMS® concept, quality standards, process control, etc. are given the SQMS® emblem and certified as SQMS® Masters. This program was launched in FY 2018 and 13 people have been certified so far.

In FY2022, the scope of SQMS® training was expanded to include employees of branch offices and sales offices, such as the Shikoku Branch Office, to further promote SQMS® in the company.



Front Man Training

Front men require extensive knowledge as professionals that support the operation of management associations. In order to improve the quality of service they provide, we regularly administer training to all front men. The goal is to provide front men with the skills they require to carry out their duties, through training such as debt recovery operation training led by an attorney, SQMS®-based operation mentality training, and building and equipment training.



Condominium Management Staff Training

Condominium management staff are responsible for reception, inspections, cleaning, consultation, and other duties. To maintain comfortable condominium living environments, they must not only be able to execute their duties appropriately, but also to do so with a smile on their face, speak politely, and take care of their personal appearance. By providing them with feedback from residents about their day-to-day job performance, conducting regular management staff training, and periodically testing their understanding of training content, we work to thoroughly improve the quality of service they provide.

In fiscal year 2022, given the spread of Covid-19, training sessions were held in small groups in regional cities, although face-to-face education, which is difficult to convey through written communication alone, was resumed, albeit gradually.



Information Shared on Near-miss Incidents

One measure we employ to maintain and enhance service quality is sharing information on near-miss incidents relating to condominium management. We use the Management Staff News, which is distributed periodically, to inform all staff members about incidents that almost led to quality-related accidents.

In addition, during company-wide service quality training, we present information on incidents which did not comply with standards occurring in the previous fiscal year and details of the responses, and this has been useful in reducing quality-related incidents.

In fiscal year 2022, we worked to protect our customers' information through focused information dissemination regarding the handling of personal and confidential information.

SUUMO Award

In the "SUUMO AWARD 2022*" selected by buyers, Leben Community received an "Award of Excellence" in the category of condominium management companies (with less than 100 units in the Tokyo metropolitan area) in the category of repair services, as a company that received high evaluation for its daily repair proposals and its convincing long-term repair plans and cost estimates. The company received the "Award of Excellence" in the category of repair handling in the category of condominium management companies (in the Tokyo metropolitan area, with fewer than 100 units).

* SUUMO AWARD 2022:

Ranking based on satisfaction with condominium developers, condominium sales companies and management companies from various perspectives, including quality, price and initiatives, made through a survey of people who purchased new condominiums in the Tokyo metropolitan area (Tokyo, Kanagawa, Saitama, Chiba, and Ibaraki prefectures).



Safety Management

Pursuit of Safety and Security

Thorough Process Inspections

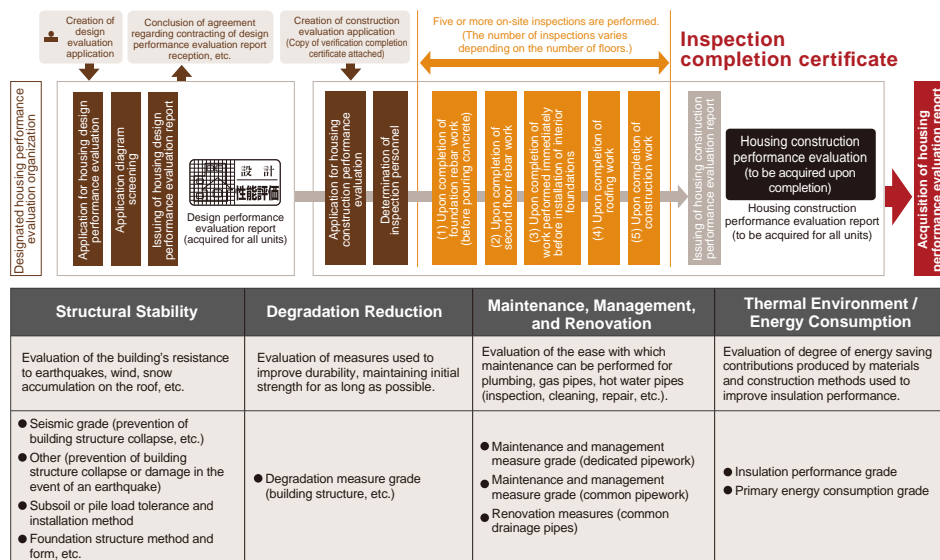
To provide housing where people can live for a long time with peace of mind, the MIRARTH HOLDINGS Group conducts stringent checks at the construction stage. We put great effort into ensuring thorough quality management, with our staff regularly visiting construction sites to inspect building structures and conduct checks within the construction process of hidden areas, foundations, and finishing.



(Image)

Obtaining Housing Performance Evaluation Reports

Takara Leben obtains housing performance evaluation reports from third parties designated by the Minister of Land, Infrastructure, Transport, and Tourism to provide customers with greater peace of mind regarding their residences. To obtain these reports, we acquire performance evaluations at each stage of design on topics including earthquake- and fire-resistance, degradation resistance, energy consumption, and ease of maintenance. Five or more on-site inspections are carried out during construction, and a rigorous performance evaluation must be passed at the time of completion.



Earthquake- and Fire-Resistant Structures

Earthquake-resistant construction

In the construction of condominiums, we improve earthquake resistance by adopting the most appropriate construction method for the characteristics of the subsoil and its capacity to support the foundation. This includes the use of pile foundations, where strong piles are directly driven into the ground to the supporting layer, spread footing foundations, which provide support directly using firm subsoil, and seismic isolators, which disperse earthquake energy and dampen extreme, long-period building swaying.

In the construction of detached housing, we adopt wood-frame construction, which affords a high degree of design freedom and flexibility when adding to or renovating a structure in the future, together with a panel construction method that offers high durability and safety as well as good earthquake and fire resistance. We also employ as a standard feature a mat foundation method whereby a steel-reinforced concrete slab is laid underneath the entire wood floor to support the building, establishing a strong foundation using a high-earthquake-resistance and high-durability construction method.

Exceptional Fire-Resistant Structures and Soundproofing Performance

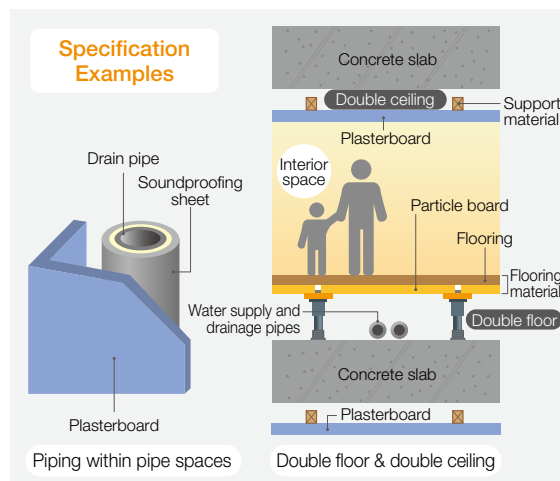
We use highly disaster-resistant materials in the construction of condominiums. Standards for fire resistance and sound insulation performance are set by law, and the concrete thickness of the unit boundary walls (walls separating dwelling units from each other), for which fire resistance and sound insulation performance are strongly required, is secured at approximately 180mm. In addition, fire and sound insulation measures are adopted for the piping in the pipe space facing the living room.

Selection of optimal structure and equipment

Not only the interior design, such as floors, doors, and plumbing, but also the interior structure of the building, such as ceilings and piping sections in pipe spaces, is customized for each property to suit the land and the customers who live there, combining the most suitable structure and equipment.



Optimal equipment for each property



(Conceptual diagram)

Accident Prevention Measures

The MIRARTH HOLDINGS Group is working to prevent occupational accidents at workplaces and construction sites.

Health and Safety Patrols

Leben Home Build, which is responsible for condominium construction and other work, is working to achieve safer construction sites through safety and health patrols at least once a month. We check the implementation status of safety and health management, such as monthly and daily inspections and the assignment of qualified personnel, as well as raise safety awareness through safety instructions and other measures.

In addition, once a quarter, a joint special patrol is conducted by top management and partner companies. In July 2022, in conjunction with National Safety Week*, we visited four construction sites with representatives from eight partner companies to check actual construction sites and work conditions from the perspectives of daily management, on-site maintenance, accident prevention, fall prevention, and machine accident prevention, and to encourage the implementation of measures.

* National Safety Week

An initiative of the Ministry of Health, Labor, and Welfare and the Japan Industrial Safety and Health Association to promote voluntary industrial accident prevention activities, raise safety awareness, and establish safety activities in the industrial sector.



Safety Conferences

The Group holds safety conventions to further promote safety and health management and to increase the knowledge and awareness of safety and health among construction site workers.

Leben Home Build held a safety convention in July 2022, bringing together all directors, employees, and subcontractors in conjunction with National Safety Week. Furthermore, during National Safety Week, the company's offices and worksites work closely together to strengthen safety and health management activities, including measures to prevent the three major types of accidents (crashes and falls, construction machinery and crane accidents, and collapse and collapse accidents).

In addition, Leben Community held a safety convention in October 2022 with the participation of 42 partner companies and presented awards to five partner companies that were particularly outstanding in their daily safety measures and six employees who worked with a high level of safety awareness.



Leben Home Build Safety Convention



Leben Community Safety Convention

Safety Instruction for Subcontractors

Leben Community, which handles repair work on condominiums, works with partner contractors to carry out work safely and with minimal impact on residents' lives. When a large-scale repair project is approved at a condominium management association meeting, the company's repair planning staff, construction supervisors, and members of a managers' committee consisting of key construction workers gather at the site to check and review in detail the scaffolding, placement of temporary facilities (offices, restrooms, security doors, etc.), and safety measures before work begins.



Disaster Response

Safety and Health Management

Crisis Management Structures in Leben Community

Leben Community has established solid crisis management structures to protect the safety and peace of mind of condominium residents.

Safety Management

Remote monitoring systems promptly alert a security company via telephone lines in the event of any abnormality in condominium facilities. If necessary, security personnel respond immediately. Through its inspections and staff training, Leben Community has established a system for responding appropriately in the event of an elevator, firefighting equipment, or other emergency.



Responses to a Large-Scale Disaster

Following the occurrence of the Great East Japan Earthquake in March 2011, an emergency earthquake countermeasures headquarters was immediately established, and initial measures were promptly taken. During disaster recovery construction, we provided support from the perspectives of a management association, led by our commitment to speed, dependability, and sincerity and based on the expertise and skills we have developed through our equipment and repair experience.



Crisis Responses in Large Buildings

Leben Community implements Covid-19 infection prevention measures at large condominiums in each region based on its many years of experience.

In fiscal year 2020, at the Park City Mizonokuchi condominium in Kawasaki City, Kanagawa Prefecture, which has about 1,100 households, Leben Community cooperated with the management association, community association, and a disaster control center to implement systematic crisis response measures to conduct comprehensive infection prevention measures and prepare for the occurrence of infections. Specific measures included morning and afternoon disinfection of items that are frequently touched by residents, such as elevator buttons, handrails, intercom panels, and doorknobs, and other rigorous infection countermeasures. Leben Community also urged residents to take preventive measures within their individual residences (such as ensuring adequate ventilation and limiting going out for non-essential purposes) and to exercise caution while on the condominium grounds (such as wearing a mask, refraining from speaking while in elevators, and adopting trash disposal methods that reduce the risk of infection).

Leben Community encouraged residents to take appropriate action by providing easy access to information needed if they suspected they were infected or became infected. It also produced the Infection Prevention News, a newsletter compiling information on these infection prevention measures, and distributed it to residents. In addition to infection countermeasures, the newsletter contained contact information for public agencies, information about on-site specialized infectious disease clinics and nearby restaurants that provide takeout and delivery services, warnings about tax refund fraud, and more, providing wide-ranging support for life during the Covid-19 pandemic.



パークシティ溝の口 管理組合 自治会 管理防災センター 2020/5/1 現在

ParkCity MIZONOKUCHI **パークシティ溝の口 居住者の皆様**
新型コロナウイルス感染予防にご協力ください

新型コロナウイルスは症状が出ていなくても感染している場合があります。感染しない、させないように気を付けましょう。またマンションでの感染はクラスター発生（集団感染）につながりかねません。皆様のご協力を何卒、宜しくお願い申し上げます。

①各家庭で感染予防

- 不要不急の外出は避けよう。
- 止むを得ずの外出は必ずマスクをしよう。
- 室内は常に換気に気を配ろう。
- 温度（2m）の距離を保とう。
- 人が集まるところは避けよう。

②マンション敷地内での注意

- 集会室等の利用は当面禁止しています。併せて対面でのサークル等の活動もお控えください。（管理組合、自治会、管理会社の管理業務等での使用は除く）
- エレベーターのボタンに触れるときはロビーの消毒等で手、指の消毒をしましょう。
- エレベーターが混み合っているときは1本降りましょう。
- ロビーで長時間の滞在や会話控えましょう。

③ゴミの捨て方

特にアイッシュェや使用済みのマスクを含む資源ゴミの捨て方には注意を払いましょう。感染防止はもちろん清掃員の方への感染予防対策として有効です。

便利情報

テイクアウト・デリバリー
パークシティ溝の口 敷地から近い、もしくは、ご自宅まで宅配可能な数店舗の情報を、

ココロコトリー 宅配可 配達予約
TEL:044-299-8206
お昼、お弁当

フアンテス・カノ/ SYOCA 宅配可 配達予約
TEL:044-863-9986

溝の口テイクアウト
https://mizonokuchi-takout.glideapp.jp/
溝の口特産のテイクアウト情報

イトーヨーカドー 併設店舗を認めます 宅配可 配達予約
「非接触お届けサービス」実施しています。お問合せ 044-844-1711

給付金申請にご注意ください！
注意！給付金詐欺
政府が全国民に一律10万円を支給することが決まるとともに、「申請の代行」をかり、個人情報を引き出そうとする詐欺メールが発生しています。

コロナウイルス感染症に関する連絡先一覧

〒104-8501 東京都中央区新富1-1-1 日本橋三井ビルディング 5F
TEL:044-556-0730 受付時間：9時～18時（土日・祭日も同様）
〒104-8501 東京都中央区新富1-1-1 日本橋三井ビルディング 5F
TEL:044-556-0730 受付時間：9時～18時（土日・祭日も同様）

管理防災センターの投函箱にコロナ対策に感ずるお困りごと、ご要望をお寄せください

例) 感染予防、検察に関するご要望
感染が拡大した際の対応に関するご要望
敷地内の施設ごと（消毒、使用禁止など施設ごと）
生活に関するご要望（敷地内での飲食施設、必要施設完備・配置など）

管理組合

管理組合、自治会、管理防災センターで居住者皆様の声として検討材料にさせていただきます。

78

Disaster Response

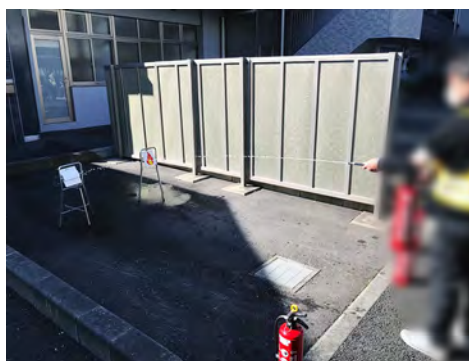
Disaster Preparedness Drills

Leben Community supports the safety and security of the community of residents in condominiums. It is not easy for residents, including the elderly and children, to properly use fire-fighting equipment in their condominiums or to evacuate quickly through the correct evacuation route in case of emergency. The company conducts disaster drills in cooperation with the management association as part of its safety measures.

In the disaster drill held in November 2022, the number of participants was limited from the viewpoint of preventing new coronavirus infection. The drill included evacuation drills along actual evacuation routes, practical guidance by an AED rental company and an automatic fire alarm system maintenance and inspection company, and fire extinguishing drills using fire extinguishers by all participants.



Hands-on instruction on AED equipment



Firefighting training using fire extinguishers

HOTEL THE LEBEN OSAKA "Disaster Prevention Experience Mission Plan"

Since the Great Hanshin-Awaji Earthquake, the Great East Japan Earthquake, and other major disasters, awareness of disaster prevention has continued to increase each time. At HOTEL THE LEBEN OSAKA (opening in March 2022), the Group's first hotel brand, Takara Leben is developing the "Disaster Prevention Experience Mission Plan" to provide an opportunity for families to learn about and discuss disaster prevention together. The plan provides guests with a simulated experience of a disaster by having them spend a day in an inconvenient guest room with no lighting, use disaster prevention goods, and eat preserved food. In the guest rooms, a booklet entitled "Disaster Prevention Mission 7: Let's Make Disaster Prevention Rules for Our Home" is available, and by completing the seven missions, such as "Decide on an evacuation site to meet" and "Think about disaster prevention goods for the family," their own disaster prevention rule book will be completed, which can be taken home and put to use. We plan to actively contribute to local disaster prevention and disaster education for children by distributing the booklet and inviting students to participate in the Disaster Prevention Experience Mission Plan at public institutions and schools in the neighborhood.



• HOTEL THE LEBEN OSAKA [🔗](#)

Electric Power Supply in Times of Disaster

Conclusion of an Agreement on the Supply of Electric Power in the Event of a Disaster

Leben Clean Energy is developing renewable energy power sources, mainly small- and medium-scale solar power plants, and is also working with each community to ensure safety in the event of a disaster and strengthen disaster preparedness. In order to further strengthen cooperation with the local community and further enhance our disaster response capabilities, we concluded agreements with Mori-machi, Kayabe-gun, Hokkaido in October 2021 and with Atsugishi-cho, Atsugishi-gun, Hokkaido in April 2022 regarding the supply of electricity in the event of a disaster.

By further improving our disaster response capabilities, we will continue our efforts to quickly stabilize people's lives in the event of a disaster, as well as to ensure a stable supply of electric power and improve resilience.



Contribution to Disaster Areas

Dispatch of Registered Non-Life Insurance Appraisers to Disaster Areas

In cooperation with major insurance companies, Leben Community dispatched two appraisers from the Company to conduct a total of 289 damage appraisals over a five-month period from April to August 2022 in the Fukushima and Miyagi prefecture areas damaged by the 2022 Fukushima Prefecture earthquake.

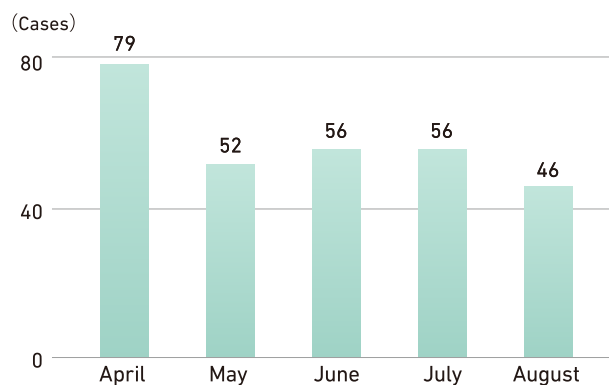
No other condominium management company has an appraiser on staff to perform damage appraisal and damage restoration work at the request of insurance companies, making this the first such initiative in the industry. A letter of appreciation was presented by a major insurance company on March 6, 2023, in recognition of the company's significant contribution to the prompt payment of insurance claims to disaster victims.

The company will continue to expand its business domain beyond condominium management by providing damage appraisal and damage restoration work at the request of insurance companies.

Number of Appraisals Conducted

April 2022	79 appraisals conducted
May 2022	52 appraisals conducted
June 2022	56 appraisals conducted
July 2022	56 appraisals conducted
August 2022	46 appraisals conducted
Total	289 appraisals conducted

Appraisal Implementation Statistics (2022)





Diverse Lifestyles

Proposals for Diverse Lifestyle Needs

Idea Competition "Personal Innovation Challenge Pic"

Personal Innovation Challenge Pic is a new business proposal system aimed at fostering entrepreneurship and building a corporate structure that creates new common sense under the slogan "A New Common Sense Begins." The number of entries for FY2022 was more than 350. Ideas that passed the preliminary screening improved their ideas while participating in mentoring and various training programs, and then went on to the second and final round of presentations in front of the board members. If the profitability and marketability of the idea are recognized and commercialization is decided, the originator can choose to "go independent as a business company," "be appointed as the head of a new department," or "transfer the idea to a company."



Urban-type Compact Condominiums "NEBEL"

MIRARTH HOLDINGS Group proposes services that meet diversifying lifestyle needs.

In recent years, the demand for housing has changed with the increase in the number of dual-earner households and single-person households, and there is a growing need for properties that are more convenient, such as those in the city center or close to train stations, rather than larger in size. In response to these lifestyle changes, Takara Leben offers the "NEBEL" series of compact urban condominiums for singles and DINKs (double income no kids).

This series is an urban compact condominium brand that captures the diversified lifestyles of people by maximizing the manufacturing know-how we have cultivated in our new condominium business to date. The quality of design, specifications, and facilities of the family condominiums that we currently supply is retained in these compact condominiums, and the "NEBEL" series is being developed in various locations in Tokyo, Saitama, Kanagawa, Sendai, and other areas. We will continue to provide properties that meet the needs of society, such as modern lifestyles, to further support our customers' fulfilling lifestyles.

NEBEL



NEBEL SOKA ART PHILOS



NEBEL AKABANE



NEBEL SENDAI Plaisir



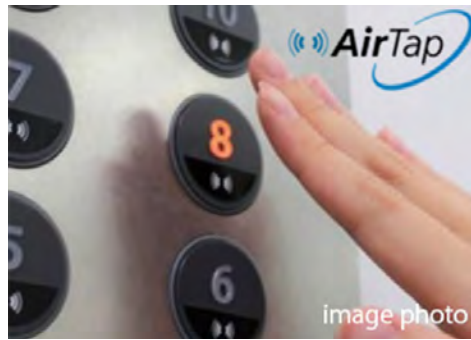
NEBEL YOKOHAMA

Adapting to New Lifestyles

Non-Touch Keys and Non-Contact Elevators

At LEBEN YOKOHAMA YAMATE ONE WARD COURT (Kanagawa Prefecture), a property completed in February 2023 to commemorate the 50th anniversary of the founding of the Takara Leben Group*, facilities that take into consideration the lifestyle of the New Normal, provide security and safety for residents. When residents enter the building from the outside, they can unlock the auto-locking door without touching it by simply passing the dimple key (with built-in IC chip) of their unit entrance over the sensor at the common entrance. Elevators are also equipped with a function that allows users to operate floor buttons simply by holding their hands over them.

* Developed to commemorate the 50th anniversary of the company's founding (September 21, 2022), the property is positioned to "contribute to the infrastructure of the local community with a location that could become a new landmark, such as a historical or historic site or a rare location."



Renovation in Accordance with the Times and the Region

Leben Zestock offers quality pre-owned condominiums that meet the needs of diversifying lifestyles. We buy used condominiums that are being leased, and after the tenants move out, we renovate them to specifications that match the times and the local area, transforming them into attractive condominiums. We have succeeded the "LEBEN" brand of newly built condominiums, which combine high design quality and comfort of living, and have achieved an unprecedented level of renewal condominiums.



Choice of Leaseback Plans

Leben Zestock offers a "leaseback" service that allows people to continue living in their current home after the sale. We also offer three options to meet diversifying needs: "Omakase Leaseback," which disposes of unneeded furniture and bulky trash; "Mimamori Leaseback," which periodically checks the safety of elderly persons aged 65 or older; and "Ultra Short-term Leaseback," which allows tenants to live in the property while only paying running costs such as property management fees and repair reserve fund.

リーベンゼストックの「リースバック」は、ご売却後も、今の家にそのまま住み続けられるサービスです。

「リースバック」をご検討されている方は、こんな方が多い!

- 1 新居購入前に**
現在の住まいの家具・家電を新居購入にあわせて処分、早く売却して資金を確保したい。
- 2 住まいを検討されている方に**
新居に引越すまでの期間、住まいが安心して暮らせるようにしたい。
- 3 生活資金に**
家を買って老後の生活資金を確保したいけど、今の家に住み続けたい。
- 4 相続に**
相続する人がいない家を今のうちに売却したいが、売却先や売却の条件を悩んでいる。

リースバックに3つの選べるプラン登場!

リーベンゼストックでは、今の住まいに自分達さま売却をすることができるリースバックに、『おまかせリースバック』、『みまもりリースバック』、『超短期リースバック』の3つのオプションパッケージをご用意しています。各プランは併用可能です。詳細は担当までご確認ください。

おまかせリースバック
新居へ引越すまでに現在の住まいで必要な家具・家電を処分して資金確保をサポートしています。新しく購入した家具・家電で、新生活を始めるのに便利です。

POINT
家具・家電の処分
新居までの期間、住まいの管理
売却後の資金確保
売却後の資金確保

みまもりリースバック
65歳以上の高齢の方を対象として、定期的に安全確認を行います。もしも急な体調不良や事故などに対応するため、助けて暮らすご家族も安心です。

POINT
安全確認のサービス
売却後の資金確保
売却後の資金確保

超短期リースバック
売却でも売却前夜！売却後の契約の管理費と修繕費と基金という売却後のコストを抑えるお買取りで売却サービスです。

POINT
売却後の管理費と修繕費と基金を抑える
売却後の資金確保

Globalization

Overseas Development

MIRARTH HOLDINGS Group will continue to contribute to the creation of a better living environment overseas, focusing on the new condominium business, without limiting its business development to Vietnam and Thailand.

THE MINATO RESIDENCE Project

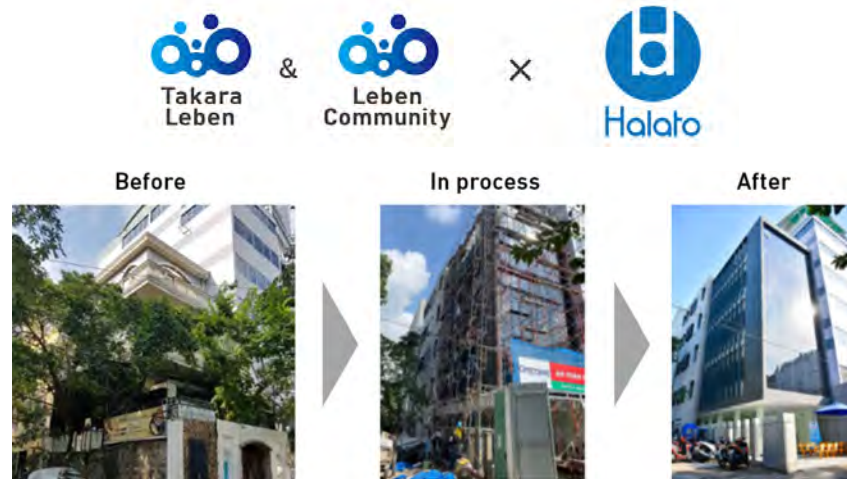
Takara Leben is committed to contributing to regional revitalization and urban development through housing not only in Japan but also overseas. THE MINATO RESIDENCE is the first large-scale condominium development project (site area: 12,760m², 26 floors above ground, 924 units) in Haiphong, Vietnam's third largest city by population, to be developed, constructed and managed entirely by a Japanese company. In December 2021, the first building, the south wing, was completed as a condominium complex with commercial facilities in Water Front City, a new urban area that is expected to see further economic growth and commercial development in the future. In March 2023, we commenced sales of the second building, the North Building.



- THE MINATO RESIDENCE [🔗](#)

Renovation Business in Vietnam

In December 2021, Takara Leben and Leben Community partnered with Halato Joint Stock Company (Halato), a company with extensive experience in Ho Chi Minh City, Vietnam, to participate in renovation projects. Although Ho Chi Minh City has seen many large-scale mixed-use developments and the central area has been locally modernized, aging buildings are scattered throughout the city, including those one step away from the main streets and outside the central area, causing a mismatch in real estate uses and hindering the development of the area as a whole. By combining the real estate development technology that our Group has cultivated in Japan with Halato's expertise and experience, we will contribute to urban development in Ho Chi Minh City by renovating aging buildings into more valuable real estate.



"ATMOZ MINBURI" Condominium Project

From January 2022, Takara Leben, together with ASSETWISE PUBLIC COMPANY LIMITED (ASSETWISE), has participated in the "Atmoz Flow Minburi" condominium project, the third such project in Bangkok, Thailand. ASSETWISE is a developer with numerous development projects in the area, offering high quality and sophisticated design products.

This project is a newly built condominium for sale in Mimburi District, located approximately 20 km northeast of central Bangkok (site area: 9,652 m², total 739 units in three 8-story reinforced concrete buildings), and is the third new condominium development project in Bangkok, Thailand, following "Atmoz Bangna" and "Kave Seed Kaset", which are joint projects with ASSETWISE.

The area where this project is located is convenient for transportation, being about a 4-minute walk from the Mimburi Market Station on the new Pink Line, which is scheduled to open in 2023, and is surrounded by several industrial parks, hospitals, shopping malls, and other facilities.

In addition, ASSETWISE is currently developing "Wise Park," a mixed-use commercial and residential development project that aims to create a community where all generations, young and old, can build a comfortable lifestyle based on the concepts of "health promotion" and "sustainability."

In the future, "Wise Park" will be developed with the "Atmoz" series of this project, new condominiums for sale in four phases, and a new shopping mall scheduled for completion in December 2023.



Aging Society

For Senior Health

"My Reha" Day Care Service Specializing in Rehabilitation

My Reha, operated by Leben Community, is a daycare service specializing in rehabilitation, helping support seniors' independence through easy and fun physical training. This service has been offered in Saitama Prefecture and Chiba Prefecture since 2011, through facilities rooted in the community, to those certified as requiring support or nursing care. As Japan's society continues to age and the number of people worried about their health in their senior years grows, My Reha focuses on what happiness means for its users and what My Reha can do for them. It uses unique programs, including Redcord exercises*, to help extend users' healthy lifespans. In October 2019, the fifth My Reha location, My Reha Misato Rehabilitation Center, was opened in Saitama Prefecture's Misato City. At present, we operate five rehabilitation centres in the prefectures of Saitama and Chiba.

* Redcord exercises are training exercises developed in Norway, a rehabilitation pioneer, that uses a red cord suspended from the ceiling.



City Development

Community Revitalization

Urban Redevelopment of Machikatamachi and Toriyokocho District 1, Numazu City, Shizuoka Prefecture

On November 16, Takara Leben, together with Fujita, formed a joint venture with the Urban Redevelopment Association of Machikatamachi and Toriyokocho District 1, Numazu City, Shizuoka Prefecture, and signed a basic agreement with the association as a specified business agent.

This project aims to redevelop a part of the arcade of famous stores, which was established in 1954 as Japan's first shopping arcade with fireproof and communal architectural style, and to redevelop the central city area through the redevelopment. Demolition and site preparation work is scheduled to begin in 2024, with completion of 100 residential units with 10 floors above ground and one below by August 2027, as well as retail space.

The MIRARTH HOLDINGS Group is committed to solving various urban issues, improving functionality and livability, realizing safe, secure, and attractive urban development, and working in partnership with land and building owners, rights holders, and the government, utilizing various urban development methods, etc., in a three-party approach to urban renewal.



Redevelopment Plan for Former Department Store Site

Takara Leben has acquired land centered on the Okajima Department Store, which has been operating in the downtown area of Kofu City, Yamanashi Prefecture, since 1843, and will develop a complex consisting of tower residences, commercial facilities and a self-propelled parking lot, the third development in the city.

The facility is planned to include a tower residence, the largest of its kind in the prefecture, as well as next-generation commercial facilities that inherit the DNA of Okajima, a plaza capable of hosting events, and a self-propelled parking lot. The project aims to increase the number of downtown area residents, including those moving from the city center, and to attract visitors to the central city area, and to serve as a starting point for the circulation of residents and visitors, as well as to develop the central city area in a way that leads to the revitalization of its liveliness.



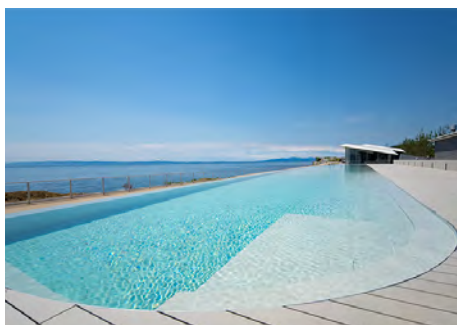
Aqua Ignis Awaji Island

Takara Leben and Takara Asset Management are participating in the Aqua Ignis Awaji Island (Awaji City, Hyogo Prefecture) project, a natural hot spring resort complex. This facility is the first national park Park-PFI* project approved in Japan.

We believe that this project will contribute to regional revitalization and increase the value of the region as a new business scheme in cooperation with not only local governments but also other industries. Takara Leben and Takara Asset Management decided to invest in the project because it is located at the northern end of Awaji Island, with excellent access from the Kansai region; it is a destination on Awaji Island, which had been a transit point; and it has the same potential as Aqua Ignis and VISON in Mie Prefecture, where Aqua Ignis already operates.

We will continue to work hand in hand with national parks, as we did in this project, to find better ways of public-private partnerships, as we strive to develop the tourism industry on Awaji Island and revitalize the region.

*Park-PFI: Park-Private Finance Initiative. A new method of developing and managing urban parks that utilizes the funds and expertise of private companies through public solicitation.



Community-Based Shopping Center "tonarie"

MIRARTH HOLDINGS has jointly developed the community-based shopping center "tonarie Hoshida" (Katano City, Osaka Prefecture) with ES-CON JAPAN.

The neighborhood is within the area of the Hoshida Station North Land Readjustment Project (total area: approx. 26.4 ha), where new developments such as condominiums, detached houses, medical facilities, and parks are underway, and further development is expected in the future. The said commercial facility is conveniently located in front of Hoshida station in this area. As a community-based commercial facility with tenants such as supermarkets, drugstores, 100 yen stores, and a medical mall, we aim to contribute to the development of the area and be loved by the community.

We will contribute to community building and local revitalization by leveraging the commercial facility development and management know-how that we and the ES-CON JAPAN Group have cultivated over the years.



Minamikojiwa 6-chome District Type 1 Urban Redevelopment Project

Several large-scale redevelopment projects are currently underway in the area surrounding Koiwa Station on the JR Sobu Line, which has been in operation for more than 100 years.

Koiwa Station Area Management Organization (KOITTO*) was established as an organization for landowners, developers, residents, users, and others to work together to enliven the new Koiwa area to be reborn through redevelopment. MIRARTH HOLDINGS, which is participating in the Minami Koiwa 6-chome Area Type 1 Urban Area Redevelopment Project, is a special supporting member of KOITTO.

KOITTO is engaged in (1) promotion of projects and events that promote regional cooperation and collaboration, (2) operation and utilization of the KOITTO TERRACE area management base, (3) area branding activities in the Koiwa Station area, and (4) consideration of public space utilization in line with the progress of redevelopment.

The area management base KOITTO TERRACE has been established in FIRSA I in Block I of the redevelopment project, which was completed prior to the project, to promote area management around Koiwa Station.

KOITTO: A general incorporated association established in November 2020 to engage in area management in the Koiwa Station area; designated as an Urban Revitalization Corporation on March 29, 2022.

* Urban Revitalization Corporation: Designated by the municipality under the Act on Special Measures for Urban Revitalization as a core organization for community development in the land area where public utility facilities necessary for urban revitalization should be intensively developed, etc.



Area management base KOITTO TERRACE



Marche at the FIRSA II plaza space

Participation in the THREE Excellent Building Development Project in the Shinmachi 1-Chome District of Aomori City

Takara Leben has participated in THREE, a project for the development of superior buildings in the Shinmachi 1-chome district of Aomori City (former site of the Aomori head office of the Nakasan Department Store) promoted by Shinmachi Machidukuri Corporation and Mik Corporation.

Opened in April 2023, THREE is a 14-story facility that integrates "clothing and medicine," "food," and "housing," and is a tower residence consisting of commercial facilities on the first through fourth floors and a total of 85 residential units on the fifth floor and above. The company contributes to the revitalization of the central city area of Aomori City by acquiring the reserved residential floors of THREE and taking on the residential subdivision business. The lower level has a clinic mall and restaurant area, and the first floor of the parking building (Annex building), which is connected by a corridor, houses a grocery supermarket (Marche), making it possible to live with less burden of snow even in an area with heavy snowfall. This is a new proposal for the revitalization of department stores in regional cities.



Excellent Building Development Project of East Area in Front of Takaoka Station

Takaoka City, the second largest city in Toyama Prefecture, is actively engaged in redevelopment projects around Takaoka Station with the aim of creating a vibrant and bustling city.

In 2015, Takara Leben participated in an integrated commercial, public utility, and residential development project in the "Suehiro West Area Living and Nigiwai Revitalization Project" in the city center and developed the "LEBEN TAKAOKA MID RISE TOWER" (16 stories above ground), a high-rise residence that will become a new symbol of the city and bring people back to live in the center.

In addition, the "Excellent Building Development Project* of East Area in Front of Takaoka Station," which is currently attracting much anticipation and attention among citizens, aims to create a lively atmosphere in front of the station and high-quality town-center living. As the executor of this project, Takara Leben is working together with related rights holders to promote it.

* Excellent Building Development Project: A program of the Ministry of Land, Infrastructure, Transport, and Tourism to improve the environment of urban areas and supply good urban housing, etc. with the aim of developing quality buildings, etc. that contribute to the joint use and upgrading of land use, etc.



Community Revitalization Initiatives

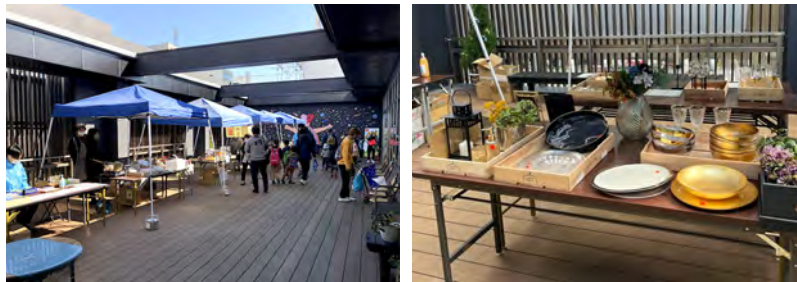
The Group promotes regional development through its business and is actively involved in community revitalization and community development activities in the areas where it supplies properties.

Takaoka Craft Market Street 2022

Since 2021, Takara Leben has participated in the Craft Market Street project, which promotes the attractions of Takaoka City, Toyama Prefecture, a city of traditional crafts and manufacturing that has continued for more than 400 years, with the keyword of "craftsmanship." In September 2022, Model No Komono & Marche was held at the ANNEX building of LEBEN TAKAOKA MID RISE TOWER.

The Model-No-Komono program is an initiative to support sustainable living by creating a system to reuse (sell at special prices) interior goods and other items used in the company's model rooms.

In addition to the exhibition and sale of local traditional crafts, the popular Yamagata specialty "imoni" (stewed potatoes) and organic agricultural products were also sold at the Marche. On the day of the event, the company's employees also participated as staff members, making it a very successful three-day event.



Japan Sea Takaoka Nabe Festival

Takara Leben has participated since 2019 in the Japan Sea Takaoka Nabe Festival, a big event representing Takaoka in winter, where people enjoy nabe dishes full of fresh ingredients. In collaboration with the landowners of LEBEN TAKAOKA MID RISE TOWER, the company co-hosted the 37th Japan Sea Takaoka Nabe Festival and Suehiro Marche in January 2023, and 14 employees from the company participated in the event as event staff. Imoni, a Yamagata specialty, was a big hit, selling over 900 servings, much to the delight of the local community. We hope to steadily link this initiative to support the reconstruction of Takaoka City's downtown area.



Premium Markets

As part of the Leben Craft project, Takara Leben offers a "Premium Market" where residents of Takara Leben condominiums and the surrounding area can pick up a variety of local delicacies and experience the high quality of the products.

The project is intended to play a part in regional development and to share the excitement with many people through the special things we have encountered in the development of condominiums in various parts of Japan.

In FY2022, the Takaoka Craft Market Street and the 37th Japan Sea Takaoka Nabe Festival were held under the titles of "Marche" and "Suehiro Marche," respectively, to promote interaction between the producers of agricultural products and crafts and the visitors to the Marche.



Akabane Noryo Festa 2022

Takara Leben has participated in the Akabane Noryo Festa since 2018 to contribute to the community development of Akabane. In 2022, the first time the festival was held in three years, 17 employees from the company participated as staff members, selling giant sausages and drinks in addition to the customary ice cream.

The venue was crowded mainly with local families, and Bon Odori dance and Hula dance were also performed. The company's food stall products were all sold out before the event's closing time, making it a very successful two-day event.

We will continue to contribute to the revitalization of the community by interacting with local residents as part of our step-by-step participation in community development in Akabane.



Social Contribution

Donation to General Incorporated Association, Power for Tomorrow

Takara Asset Management makes donations to the General Incorporated Association, Power for Tomorrow.

The organization supports adults who take on social challenges in order to realize a society in which all children can grow up with hope. The "Dokodemo Kodomo Shokudo" (Children's Diner) that the organization operates is a system that allows children in need of food and supervision to eat at local restaurants anytime, free of charge, and with peace of mind.

The organization not only provides meals to children, but also creates opportunities for children to connect with the community through cooperation between local restaurants and support groups working for children in the community.



Donation to the "Chinju-no Mori Project"

Takara Leben Tohoku (currently Takara Leben) supports and donates to the Chinju-no Mori project.

Chinju-no mori (Shrine Forest) has existed around shrines since ancient times, protecting the local community and the lives of its people. This project aims to create as many forests modeled after such Chinju-no mori as possible to support Japan, a country prone to frequent disasters.

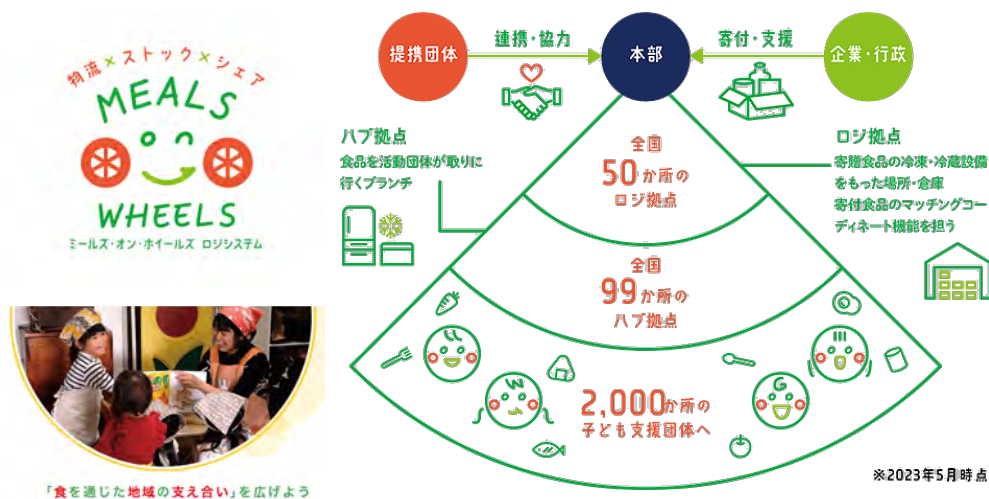
In fact, deeply rooted trees mitigated the force of the tsunami in the Great East Japan Earthquake, and disaster prevention forests played an important role in stopping large fires in the Great Kanto and Great Hanshin Earthquakes.



Photo courtesy of Chinju no Mori project

Donation to Meals on Wheels Logistics System

Takara Leben Tohoku (currently Takara Leben) donates to Meals on Wheels Logistics System as part of its efforts to help achieve the SDGs (Sustainable Development Goals) and revitalize the Tohoku area. This activity promoted by the National Food Support Activities Cooperative Association aims to create an environment where all people, including children and the elderly, who gather at children's cafeterias and other places across the country can have access to food. We have established a system to deliver food donated by various organizations and local governments to approximately 2,000 locations for places to stay and child support groups via 50 logistics centers (locations/warehouses with food freezing/refrigeration facilities and matching coordination of donated food) and 99 hub locations (branches where activity groups pick up food) across Japan.



Donation to Good Neighbors Japan

Takara Asset Management supports and donates to Good Neighbors Japan, which aims to address ESG issues in a concrete and proactive manner in its daily business operations.

Good Neighbors Japan is a non-profit organization operating in Japan and abroad with a vision of "a society where children are full of smiles and everyone can live humanely" and a mission of "working with partners in Japan and abroad to eliminate the causes of poverty and discrimination and the threats posed by disasters and conflict." In Japan, as a project to address child poverty, we operate the "Good Gohan" program, which regularly distributes food to single-parent households.

Donation to NPO KATARIBA

Takara Asset Management donates to Katariba, an authorized NPO certified by the Tokyo Metropolitan Government. The NPO provides educational support to children in Japan who have been deprived of opportunities to study due to the disaster or poverty. Donations are used to support activities such as creating a place for children in free after-school classes, learning support, and meal support.

TABLE FOR TWO

We continuously donate to TABLE FOR TWO International, a non-profit organization that aims to eliminate international food inequality issues. Since November 2018, we have been donating 50 yen per bag of vegetables harvested at Raven Village, a farm operated as part of our diversity promotion program where people with disabilities work, to be distributed to those who wish to receive them within the company. 28,844 yen was donated for activities in FY2022.



Joining and Donation to the Japan Children Support Association

Takara Asset Management has joined and donated to the Japan Children Support Association, a non-profit organization. With the mission of permanently resolving the cycle of child poverty and violence, we support the association which works to provide foster care and childcare support so that children can live in peace, an activity that is also linked to the Sustainable Development Goals (SDGs).



Corporate Version of Hometown Tax

MIRARTH HOLDINGS Group promotes social contribution activities by donating to local governments through the corporate version of hometown tax payment, thereby contributing to regional development and solving local issues.

Donation to Katsuura Undersea Park Restoration Plan Project in Katsuura City, Chiba Prefecture

MIRARTH HOLDINGS made a donation to the Katsuura Undersea Park Restoration Plan Project, a grant project for the development of a regional development center in Katsuura City, Chiba Prefecture.

The Leben Solar Chiba-Katsuura Power Plant, which has a power generation capacity of approximately 30 MW, the largest of our company's plants, was completed in March 2021, and since we lease most of the land for the plant from the city of Katsuura, we agreed to this plan to further contribute to regional revitalization.

This plan aims to create and develop a new year-round, stay-and-go type of tourism and exchange center by improving and revitalizing the facilities around the Katsuura Undersea Park.

Donation to Preparation Project for the World Aquatics Championships in Fukuoka by Fukuoka City, Fukuoka Prefecture

With the aim of contributing to the revitalization of Fukuoka City, Takara Leben made a donation to the Preparation Project for the World Aquatics Championships in Fukuoka, etc. through the corporate version of hometown tax payment.

The World Aquatics Championships held in 2023 is the second most important event in the swimming world after the Olympic Games, and will be held in Fukuoka City for the first time in 22 years. Under the concept of "WATER MEETS THE FUTURE," which expresses the hope that all participants in the Championships would meet the future, the event will be efficiently managed by taking advantage of the compact urban structure that is characteristic of Fukuoka City.

Donation to Morioka City, Iwate Prefecture, for Creation of Future Society through Digitalization Project

Takara Leben donated to Morioka City, Iwate Prefecture's Creation of Future Society through Digitalization Project.

The company has four new condominium projects for sale in Morioka City, and has agreed to participate in this project in order to contribute to the further upgrading of Morioka City's core urban functions.

This project will promote public-private partnerships to improve the lives of citizens through digitalization by identifying the ideal ways and issues to utilize digital technology in the local economy and society with a view to the future of Morioka City, and by defining priority issues to be addressed.



Donation to Fukui City, Fukui Prefecture, for Step-up Project for Creation and Expansion of Relevant Populations and Immigration and Settling in Fukui City

Takara Leben donated to Fukui City's "Step-up Project for Creation and Expansion of Relevant Populations and Immigration and Settling in Fukui City" in Fukui Prefecture. The company agreed to make the donation because it has supplied three new condominiums for sale in Fukui City to date, and because the "Creating Lifestyles with Value" and "Forming Communities," which are key sustainability themes of its Group, are initiatives shared by the city.

This project aims to create and expand the relevant population and promote immigration by providing opportunities for young, creative, community-oriented human resources from within and outside of the prefecture to learn and deepen exchanges with local partner companies, while creating commercialization ideas and engaging in activities to solve local issues.



KNB Grand Bazaar "Umbrella Sky"

Takara Leben sponsored the KNB Grand Bazaar "Umbrella Sky" with the aim of revitalizing the Toyama area, which is undergoing redevelopment. KNB Grand Bazaar is an annual event held in July every year by the Toyama area TV station, Kitanihon Broadcasting Corporation (KNB), with themes including SDGs. In FY2022, the first time the event was held in three years due to the new COVID-19, Umbrella Skies were placed to celebrate the 50th anniversary of Takara Leben's founding, a decoration with colorful umbrellas in the air. In the SDGs Corner, we exhibited panels showing our SDG initiatives and promoted our efforts to focus on regional reconstruction and the SDGs.



Tohoku-Miyagi Online Revive Marathon 2022

The Tohoku-Miyagi Revive Marathon, which Takara Leben has sponsored since FY2018, is one of the largest marathons in the Tohoku region, attracting runners with a desire to help rebuild the areas affected by the Great East Japan Earthquake. Since FY2020, the marathon has been held as the "Tohoku-Miyagi Online Revive Marathon," which can be held even when people cannot gather due to the spread of the new COVID-19. The runners download a GPS training application to their smartphones and choose their favorite course from Iwate, Miyagi, or Fukushima to complete the target distance within the event period. (Only Miyagi for the 2022 convention) For each runner who completes the course within the time frame, 100 yen is donated to a reconstruction support organization. In 2022, 15 employees from our group, including 7 new member, participated as runners.



Community Revitalization through Festivals

Takara Leben sponsored the Hakata Dontaku Port Festival (Fukuoka Prefecture) and the Tohoku Kizuna Festival (Akita Prefecture) with the aim of contributing to regional revitalization and the preservation of Japanese culture. Hakata Dontaku is a traditional event that has been held for more than 840 years, originating from Matsubayashi, a traditional festival that is said to have started in 1179. The Tohoku Kizuna Festival is a festival that brings together six festivals in the Tohoku region to not only attract visitors to the festival, but also to pray for the repose of the souls of the dead and the recovery from the Great East Japan Earthquake.

Through sponsorship of these festivals, we will foster a festival culture and contribute to reconstruction assistance and local economic revitalization.



Kodomo Shokudo (Children's cafeteria)

Leben Home Build has sponsored Children's cafeteria run by Menya Noroshi (Akihabara, Tokyo), operated by OCEAN Corporation, since June 2022. Menya Noroshi operates the Children's Cafeteria, which procures foodstuffs with sponsorship from companies, organizations, and individuals, and provides all meals free of charge to children up to the sixth grade at any time.

Through sponsorship of the Children's Cafeteria, Leben Home Build will support the realization of a society where children can live in peace by reducing child poverty issues and children who eat alone.

Yokohama Model Regional Contribution Company Certification

Leben Home Build (formerly Nikko Takara Corporation) has received the highest rating in the Yokohama-type Community Contribution Company Certification System, which is a system under which the City of Yokohama, a government agency, evaluates and certifies companies in Yokohama City, Kanagawa Prefecture, that are engaged in excellent community contribution activities through their core business and other activities. The audit evaluates a company's regional characteristics and management system from various perspectives, including "local utilization and orientation," "employment," "environment," "occupational health and safety," "consumer and customer relations," "compliance," and "information security."



Winner of Kids Design Award for "Yajirushi" Emergency Shelter Guidance Signs

As a developer involved in urban development through the sale of new houses, Leben Home Build produces and installs "Yajirushi" signs to guide people to evacuation centers, based on the idea that "in residential areas with few landmarks, signs are needed to guide people, including small children, to evacuation centers that are easily understood by everyone." To help educate children throughout the community about disaster preparedness, we have installed them at locations facing the street, such as inside garbage stations in its subdivisions. At the time of installation, we communicated the purpose and significance of the project to the residents of the surrounding area, and we have received support from many of them. In the future, we will provide this service to other companies' subdivisions, governments, and organizations upon request, aiming to contribute to disaster prevention in the local community as a whole. Yajirushi received the Encouragement Award at the 2019 Kids Design Awards for its high level of creativity in minimizing information and expressions that are easy for children to understand.



Cleanup Activities

As part of activities aimed at becoming a company that contributes to the development of local communities, each Group company engages in cleanup activities. Through cleanup activities, we will fulfill our corporate social responsibility by keeping the areas we are involved in hygienic and contributing to the healthy development of local communities. In addition to cleaning up to protect the sanitary environment around condominiums supplied by Group companies, sites under construction, and solar power plants, we are also actively involved in cleaning up the areas around our offices, which are the bases for our employees' activities. We will also participate in regular beautification activities organized by local municipalities and neighborhood associations, aiming to strengthen partnerships and cooperative relationships in the community.



Recognized by the Hanno City Park Beautification Activity Organization for cleanup activities at a park near the power plant (Takara Asset Management)



Roads around LS Hanno Misugidai Power Plant after weeding activities (Leben Community)



Participation in community association-sponsored cleanup activities at a power plant in Sugito-cho, Kita-Katsushikagun, Saitama Prefecture (Leben Clean Energy)



Participation in Petit Beautification Campaign organized by Matsuyama City (Takara Leben Matsuyama Branch)

SDGs Donation-type Private Placement Bonds

Leben Clean Energy raised funds by issuing SDGs Donation-type Private Placement Bonds with Ehime Bank as the underwriter. A portion of the issuance fee was donated to the Ehime Prefectural Government through Ehime Bank, and a presentation ceremony was held on October 26, 2022.

SDGs Donation-type Private Placement Bonds are issued by blue-chip companies that meet certain financial criteria, support the objectives of the SDGs (Sustainable Development Goals) advocated by the United Nations, and wish to contribute to the achievement of the SDGs through donations and contributions. A portion of the issue fee (0.1% of the issue amount) for this private placement bond is donated to organizations working on the SDGs.

Leben Clean Energy, which has been promoting renewable energy to contribute to the realization of a sustainable society under its vision of "creating a carbon neutral world with renewable energy," has decided to raise funds through the issuance of SDGs Donation-type Private Placement Bonds to express its desire to contribute to the achievement of the SDGs through its business activities. The funds obtained through this financing will be used to fund future projects that will lead to the achievement of the SDGs.

Name	SDGs Donation-type Private Placement Bonds
Issue amount	150 million yen
Term	5 years
Use of funds	Equipment fund
Donation to	Ehime Prefectural Government (Ehime Regional Environmental Conservation Fund)
Donation amount	150,000 yen

Sponsorship

Sponsorship of Sports

KUWATA CUP 2023

Takara Leben sponsored "KUWATA CUP 2022→2023 - Bowling Tournament for Everyone," which singer Keisuke Kuwata held under the slogan "Maintain Healthy Minds and Bodies" by launching "SKGs" = "Keisuke Kuwata's Sustainable Goals" in conjunction with SDGs.

Under the theme of "Bowling Tournament for Everyone," which anyone in Japan can participate in, the theme song was written by Keisuke Kuwata & The Pin Boys, and the company sympathizes with the idea of realizing a sustainable society through the chemical reaction of sports and entertainment, and is sponsoring the event.

In addition, as a special project of the Company, which aims to contribute to urban development and regional revitalization, the Takara Leben Special SKGs Present Campaign was held at the same event. The campaign was a gift campaign exclusively for visitors to the bowling alley, with prizes including an invitation to the finals and a set of assorted local specialty products.



Kanagawa Ladies Open

Takara Leben sponsored the "Kanagawa Ladies Open 2022 - Charity Golf Tournament" with the aim of fostering culture and local reconstruction through sports sponsorship. This event has been held since 2017 with the aim of increasing the golfing population and social interaction. This year, many players associated with Kanagawa Prefecture and senior professionals participated in the event.



Nippon TV Tokyo Verdy Beleza

Since February 2021, Takara Leben has entered into a corporate partner agreement with Nippon TV Tokyo Verdy Beleza, Japan's leading women's soccer team, to deliver the excitement and joy of sports to the public.

In November 2021, a crown game "Takara Leben Day" (against Omiya Ardija VENTUS) was held as an initiative to promote sports and culture and women's activities. Before the game, elementary school students from Itabashi Ward, Tokyo, where the company was founded, were invited to "Takara Leben presents: Itabashi Ward Soccer Festa" to enjoy playing soccer on the coveted pitch where professionals play.

In December 2022, "MIRARTH HOLDINGS DAY" featuring the Sanfrece Hiroshima Regina game was held. On the day of the event, Takara Leben's corporate mascot, "Le Be", and the team's mascot character, "REVERUN", made appearances, filling the venue with excitement.



Revitalizing Local Communities through Sponsorship of Professional Sports Teams

As an official sponsor, Takara Leben Tohoku (currently Takara Leben) supports three professional sports teams that call Sendai home: Vegalta Sendai in the J-League, the Tohoku Rakuten Golden Eagles, a professional baseball team, and the Sendai 89ers in the B-League. Through sponsorship of each team, we are committed to promoting local sports and community revitalization, and will continue to contribute to the happiness and development of local communities.



Cultural Sponsorship

SDGs QUEST Mirai Koshien Metropolitan Area Competition

MIRARTH HOLDINGS sponsored the "SDGs QUEST Mirai Koshien Metropolitan Area Competition," in which high school students present their ideas and action plans for solving social issues in order to think and act for a sustainable future for the earth. In FY2022, the competition was held in 25 prefectures in 11 areas throughout Japan, with a total of 1,087 students in 242 teams from 53 schools in Tokyo and 3 prefectures (Tokyo, Chiba, Saitama, and Kanagawa) participating in the Metropolitan Area competition.

Each team's presentation introduced a wide variety of ideas, ranging from actions related to global issues with an eye on the SDGs goals to actions that leverage and expand industries unique to the region.

This competition is in line with our company's mission statement "Our Purpose: To design sustainable environments for a happier future for both people and our planet." We believe that this event will contribute to the development of "leaders of a sustainable society." Through sponsorship, we will further support and promote efforts to achieve the goals of the SDGs and contribute to resolving issues in each region.



Ehime SDGs Koshien

Takara Leben and Leben Community were special sponsors of the "Ehime SDGs Koshien: High School Students' SDGs Practice Project" (Sponsor: NPO Community Education Support Association), a project commemorating the 50th anniversary of the company's founding.

The project aims to raise awareness of the SDGs by helping high school students voluntarily acquire correct knowledge of the SDGs and independently put it into practice. We planned and developed this project with the cooperation of the organizer, NPO Community Education Support Society, based on the belief that providing students, who will lead the world in the future, with a place where they can learn on their own initiative for the future will lead to Takara Leben's corporate philosophy, "THINK HAPPINESS AND MAKE THE HAPPINESS."

Twelve teams (84 students) of high school students from Ehime Prefecture who are interested in the SDGs participated in the event, and many unique presentations were made on their efforts to solve issues in their respective regions and on their plans to examine SDG issues facing Japan. Team "Save Our Future" from Matsuyama Technical High School in Ehime Prefecture, which created a disaster prevention card game for junior high school students and appealed for the improvement of local disaster preparedness, won the Grand Prix for their "Local Disaster Prevention x SDGs: Creating a Community that is Resilient to Disaster and Can Continue to Live There."



Environment Photo Contest

MIRARTH HOLDINGS participated in the 29th Environmental Photo Contest 2023 (sponsored by President Inc. and supported by the Ministry of the Environment and the Institute for Environmental Civilization), in which citizens took photos based on a theme set by companies and express their thoughts and commitment to the environment through joint efforts by companies and citizens.

Based on our corporate commitment to solving social issues with the keyword "Happiness," we received many entries for the Takara Leben Award, which was solicited under the theme of "Happiness in Water and Life." After a rigorous screening process, we awarded the Excellence Award to "Excursion," with its beautiful contrast between the straightly planted seedlings and the flowers spreading out on the bank.



Excellence Award "Excursion"



Honorable Mention: "Oh, Happiness?"



Honorable Mention: "Wow! That feels good!"

grape Award

The "grape Award," sponsored by the Nippon Broadcasting System Group's web media "grape," is a contest that calls for essays that touch the heart. In FY2022, the sixth year of the contest, 643 submissions were received from a wide range of age groups from 10 to 89 years old under the theme of "Heartwarming episodes that happened around you" or "Stories that touches your heart." Takara Leben has been a special sponsor of the "grape Award" for five consecutive years, presenting the "Takara Leben Award" to works that convey a sense of "happiness," befitting our corporate vision of "THINK HAPPINESS AND MAKE THE HAPPINESS."



MOMAT Corporate Partnership

The National Museum of Modern Art, Tokyo, a central center for art in Japan, is promoting MOMAT Support Circle, a new museum support system in which companies and museums work as partners.

Takara Leben has been a partner company of the MOMAT Support Circle since July 2021 and continued to support the activities of the National Museum of Modern Art, Tokyo (including exhibition organization, research and surveys, collection and storage of artworks, educational outreach activities, and museum management projects) in 2022. By supporting the activities of the National Museum of Modern Art, Tokyo, which provides happiness to the public through works of art of high cultural value, we contribute to fostering culture and provide opportunities for our employees to experience outstanding works of art.



Pippin the Musical

Takara Leben was the sole sponsor of the Broadway musical "Pippin" (Japanese version in 2022), supporting cultural life as an extension of the home. Pippin is an acclaimed production that has won four Tony Awards, including Best Musical and Best Revival.

Through sponsorship of Pippin, whose storyline is in line with our company's vision of "THINK HAPPINESS AND MAKE THE HAPPINESS," we will contribute to the revitalization of the theater world, which has been forced to restrict its activities due to the Corona disaster, and to the preservation of culture.



Hamarikyu Lunchtime Concert

MIRARTH HOLDINGS was the title sponsor of the "Hamarikyu Lunchtime Concerts," a series of performances held annually at Hamarikyu Asahi Hall (Tsukiji, Tokyo). To commemorate the 50th anniversary of the founding of Takara Leben, a total of 12 performances and one special lecture was held during the year under the title "Takara Leben Group 50th Anniversary Performance." We are committed to establishing a national brand and providing a rich, high-quality lifestyle.

Jyoshu Shogi Festival

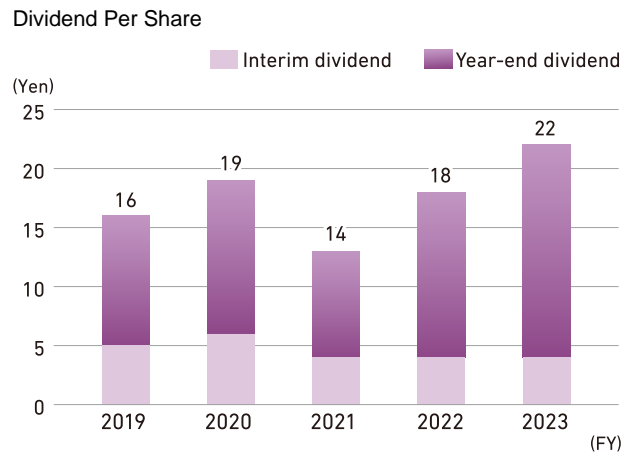
MIRARTH HOLDINGS co-sponsored and supported the 11th Jyoshu Shogi Festival 2023 held in Gunma Prefecture in January 2023. Twelve top-class shogi players representing the world of shogi participated in the event, which included games between shogi players, exchange events with shogi players, the Women's Challenge Cup, and the Children's Challenge Cup. We will continue to contribute to the popularization and development of Shogi, a traditional Japanese culture, and to the revitalization of the local community.



Shareholders

Policy and Past Performance Regarding Dividends

Our basic decisions on dividends are not biased toward the dividend payout ratio, but are comprehensive and take into consideration factors such as dividend on equity (DOE) and dividend yield. We seek to be an appealing company by ensuring that shareholdings remain stable over the long rather than the short term and are not affected by fluctuations in share prices.



- Stock Information

Shareholder Questionnaires

We conduct periodic surveys to promote two-way communication with our shareholders. The valuable opinions we receive from the surveys are introduced to our shareholders through the shareholder newsletters posted on our website and are reflected in our subsequent IR activities.



- Presentation Materials for Analysts Meeting

Corporate Briefings for Individual Investors

In order to actively communicate with individual investors, MIRARTH HOLDINGS regularly holds company information sessions for individual investors in various locations throughout Japan. In FY2022, we held a company information session in Sapporo in September to explain our business and medium- to long-term strategies.

- To Private Investors

Disclosure Policy

MIRARTH HOLDINGS is disclosing information to everyone based on the following information disclosure policy.

- Disclosure Policy

Social Data

Social Data

MIRARTH HOLDINGS Group

		FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees (persons)	Male	618	675	739	815	867
	Female	274	298	322	385	426
	Total	892	973	1,061	1,200	1,293
Average age (age)	Male	37.8	38.2	38.0	39.0	38.9
	Female	33.0	33.5	33.9	34.7	35.1
	Total	36.3	36.7	36.7	37.6	37.7
Average years of service (years)	Male	4.5	4.8	4.9	4.8	5.1
	Female	3.6	4.2	4.0	4.1	4.4
	Total	4.2	4.6	4.6	4.6	4.9

Takara Leben

		FY2018	FY2019	FY2020	FY2021	FY2022 (*1)	
Number of employees (persons)	Male	222	261	292	271	361	
	Female	74	73	73	72	123	
	Total	296	334	365	343	484	
Average age (age)	Male	35.4	36.0	35.9	36.5	35.9	
	Female	32.8	34.4	35.5	34.9	33.7	
	Total	34.7	35.6	35.8	36.1	35.3	
Average years of service (years)	Male	5.5	5.6	5.8	6.1	6.0	
	Female	5.1	6.4	6.9	7.2	6.1	
	Total	5.4	5.8	6.0	6.4	6.0	
Number of managers (persons)	Male	67	88	99	92	121	
	Female	6	8	8	7	15	
Management ratios (%)	Male	91.8	91.7	92.5	92.9	89.0	
	Female	8.2	8.3	7.5	7.1	11.0	
Employment rate of persons with disabilities (%)		2.19	2.06	1.98	2.70	2.0	
Rate of access to leisure (%)	Male	41.4	52.4	52.4	57.8	65.7	
	Female	66.2	67.9	67.6	69.1	78.1	
	Total	46.7	55.6	55.4	60.1	68.7	
Childcare leave	Number of subjects	Male	5	12	13	12	15
		Female	3	4	3	3	-
	Number of recipients	Male	0	0	1	0	7
		Female	3	4	3	3	-
	Acquisition rate (%)	Male	0	0	7	0	46
		Female	100	100	100	100	-
Stress check examination rate (%)		83.8	93.5	92.6	85.0	87.9	
Training hours per person		(*2)	(*2)	14.2	18.2	28.3	
Training cost per person (yen)		(*2)	(*2)	20,612	28,012	56,046	
Happiness survey		-	-	-	-	4.51 / 7.0	

*1 On October 1, 2022, Takara Leben West Japan Co., Ltd. changed its company name to Takara Leben Co., Ltd. and merged with Takara Leben Tohoku Co., Ltd. Therefore, data aggregation is being conducted under the new organization.

*2 Data was compiled and disclosed in time for the new personnel system to begin operating from FY2020.

Corporate Governance

Basic Approach

The MIRARTH HOLDINGS Group has set "Our Purpose" as "To design sustainable environments for a happier future for both people and our planet." and recognizes that addressing issues related to sustainability is an important management issue. We will not only pursue profits, but also comply with laws, regulations, and corporate ethics, fulfill our social responsibilities as a member of the corporate community, and aim to sustainably enhance our corporate value.

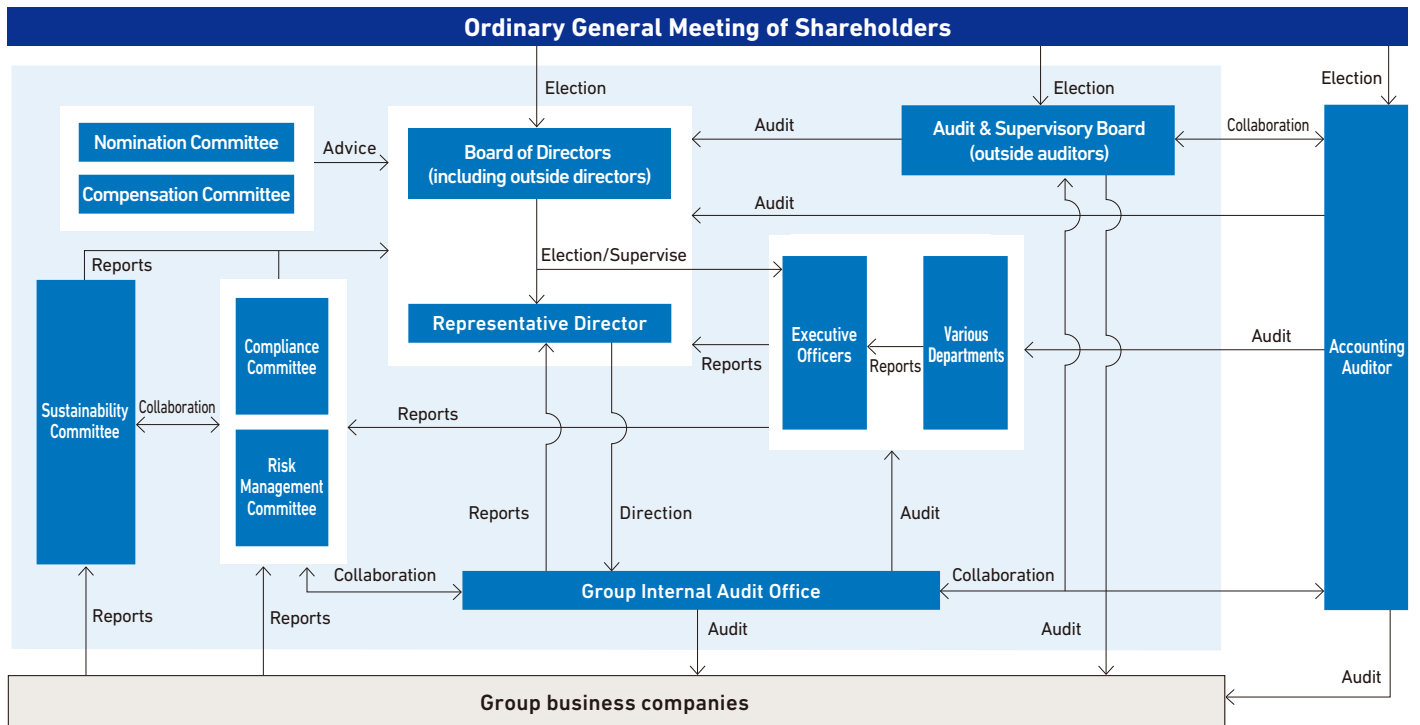
To this end, our basic approach to corporate governance is to always consider the happiness of all stakeholders, including customers, employees, business partners, local communities, and shareholders, and to promote sound corporate activities by making decisions quickly and responding flexibly to changes in the business environment, as well as ensuring thorough compliance and transparency in decision making.

Initiatives to Strengthen Corporate Governance

	Details of Initiatives
2010	Introduction of executive officer system
2012	Introduction of stock option plan for stock-based compensation for directors (excluding outside directors) and executive officers
2016	Start of evaluation of the effectiveness of the Board of Directors
2017	Term of office for directors changed from two years to one year
2019	Establishment of Nomination Committee and Compensation Committee
2020	Appointment of outside directors as chairpersons of the Nomination Committee and Compensation Committee
2021	Appointment of female outside directors
	Ratio of outside directors increased to more than one-third (4 outside directors out of 12 directors)
	Revision of executive compensation system (introduction of non-financial indicators as evaluation items)
2022	Disclosure of the skills matrix
	Transition to a holding company structure

Corporate Governance System

MIRARTH HOLDINGS has established a system to ensure the appropriateness of management through careful and prompt decision-making by the Board of Directors, appropriate supervision of business execution by mutual directors, and auditing and supervision of business execution by directors by corporate auditors. In addition, the Company has adopted an executive officer system to clarify the management oversight responsibilities of directors and the business execution responsibilities of executive officers.



Corporate Governance System Trends

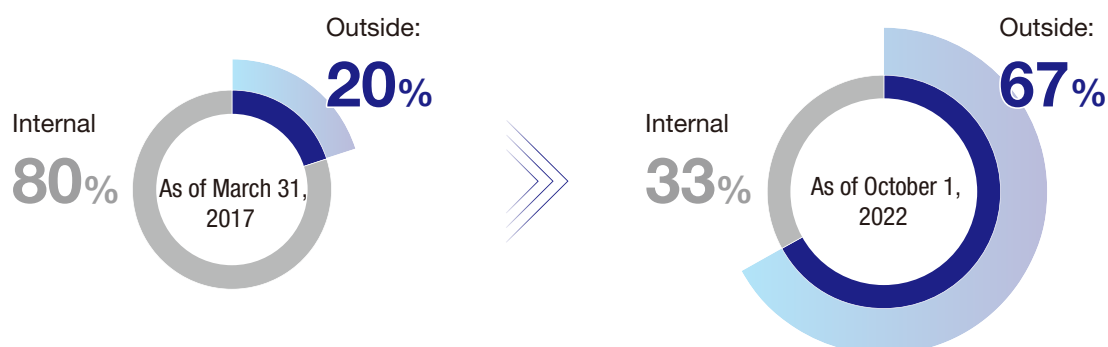
There are six directors, four of whom are independent outside directors with diverse backgrounds. The term of office of directors expires at the close of the ordinary general meeting of shareholders relating to the last fiscal year ending within one year after their election. 19 meetings of the Board of Directors were held in FY2022.

The Company has three corporate auditors, all of whom are independent outside corporate auditors, and has established a system that enables it to adequately fulfill its management oversight function from the outside. The Audit & Supervisory Board works to improve the level of auditing by sharing issues and information among the corporate auditors and requesting information from the Directors and various departments as necessary. The Board held 12 meetings in FY2022.

Fiscal Year	Form of Organization	Total Number of Directors	Number of Outside Directors	Total Number of Auditors	Number of Outside Auditors
FY2016	Company with Audit & Supervisory Board	10	2	3	3
FY2017	Company with Audit & Supervisory Board	10	3	3	3
FY2018	Company with Audit & Supervisory Board	11	3	3	3
FY2019	Company with Audit & Supervisory Board	13	3	3	3
FY2020	Company with Audit & Supervisory Board	13	4	3	3
FY2021	Company with Audit & Supervisory Board	12	4	3	3
FY2022	Company with Audit & Supervisory Board	12	4	3	3
FY2023	Company with Audit & Supervisory Board	6	4	3	3

* Transferred to holding company structure as of October 1, 2022.

Ratio of Outside Directors on the Board of Directors



Board of Directors

MIRARTH HOLDINGS has six directors, four of whom are outside directors. All outside directors are designated as independent directors. In principle, the Board of Directors meets once a month. Extraordinary Board of Directors meetings are held as necessary to ensure decisions are made both carefully and promptly, and that directors mutually supervise each other's business execution.

Corporate auditors attend these meetings and provide their opinions when necessary. They also collaborate closely with outside directors to audit and oversee both the functioning of the Board and the status of business execution. Additionally, executive officers, the head of the Group Internal Audit Department, and leaders of other departments attend Board of Directors meetings when requested, in line with internal regulations. They provide opinions on agenda items and reported issues as appropriate.

Furthermore, the Company conducts a Group Management Committee meeting once a month. This meeting serves to discuss and deliberate on significant plans and proposals related to group management policies, strategies, and overall group governance, thereby refining the decision-making process.

Executive Officer System

The Company has introduced an executive officer system to clarify the management oversight responsibilities of directors and the business execution responsibilities of executive officers, and to further accelerate decision-making and strengthen business execution.

Audit & Supervisory Board

As a check and balance system for decision-making, all three corporate auditors are outside corporate auditors, and all of them have sufficient professional experience, track record, and attitude to make objective judgments and checks. In addition to audits of the Company, audits of affiliated companies are also conducted by attending meetings of each company's board of directors and conducting interviews with directors, thus maintaining a tense relationship. In addition, we work with the accounting auditor to understand and coordinate each other's annual schedules, accompany each other on site visits and model room inspections, and exchange information as needed to further improve the effectiveness and efficiency of our audits.

Group Internal Audit Office

In order to enhance and strengthen internal audits, the Company has established Internal Audit Regulations and established the Group Internal Audit Office as an independent organization reporting directly to the President. In planning and conducting internal audits, the schedule and content of audits are fully coordinated with those of corporate auditors and accounting auditors to ensure the efficient operation of each function. Corporate auditors strive to build an effective and efficient audit system by accompanying and attending operational audits conducted by the Group Internal Audit Office, confirming the content of the audits, and hearing opinions as appropriate.

Director Skills Matrix

In order to make objective judgments based on diverse knowledge and experience, the Company has identified the combination of knowledge, experience, and abilities that the Board of Directors should possess, as shown in the table below.

Directors Skills Matrix (as of June 26, 2023)

Name	Position	Corporate Management	Finance/ Accounting	Legal/ Risk Management	Sales/ Marketing	Human Resources/ Labor Relations	IT	Global Business	Nominating Committee	Compensation Committee
Kazuichi Shimada	Representative Director Group CEO Group COO President and Chief Executive Officer	◎	○	○	○	○		○	○	○
Masashi Yamamoto	Director Group CFO Managing Executive Officer		◎	○		○				
Kenji Kawada	Outside Director	◎	○	○		○	○		Committee Chairman	○
Chiaki Tsuji	Outside Director			◎				○	○	○
Keiko Yamahira	Outside Director	◎	○	○	○	○			○	Committee Chairman
Naohito Yamagishi	Outside Director			◎		○			○	○

* Each director has been given "◎" rating for items that he or she considers to be particular strengths.

Reasons for Appointment of Outside Directors and Number of Board Meetings Attended

Reasons for the appointment of each outside director and the number of board meetings attended in FY2022 are disclosed.

Reasons for Appointment of Outside Directors and Number of Board Meetings Attended

Name	Position	Reason for Appointment	Year ending March 31, 2023 Attendance at Board of Directors Meetings
Kenji Kawada	Outside Director	He has been involved in management at financial institutions and business companies, and is appointed because of his extensive experience and track record in management, as well as his broad knowledge and insight.	19/19
Chiaki Tsuji	Outside Director	We have appointed her because of her expertise and extensive experience and achievements as a lawyer in Japan and Germany.	19/19
Keiko Yamahira	Outside Director	The appointment is based on her extensive experience and broad insight as a manager in the real estate industry.	18/19
Naohito Yamagishi	Outside Director	He was appointed because of his expertise and wealth of experience gained at the National Police Agency over a long period of time, as well as his track record and experience at the Ministry of Construction (currently the Ministry of Land, Infrastructure, Transport and Tourism).	15/15

Nomination and Remuneration Committees

The Company has established the Nomination Committee and the Remuneration Committee as voluntary advisory bodies to enhance objectivity and transparency in the decision-making process regarding personnel matters and compensation of directors, etc., and to further enhance and strengthen the corporate governance system. Both committees are composed of at least three directors selected by resolution of the Board of Directors, at least half of whom are independent outside directors, thereby ensuring appropriate opportunities for involvement and advisory services by independent outside directors. Both committees, in consultation with the directors, deliberate and report primarily on the matters listed below.

Nomination Committee

- (1) Matters related to the composition and balance of the Board of Directors;
- (2) Matters related to the selection and dismissal of directors;
- (3) Matters related to the selection and dismissal of representative directors and executive officers;
- (4) Matters related to criteria for determining the independence of outside directors; and
- (5) Matters related to succession planning.

Remuneration Committee

- (1) Matters relating to the remuneration of directors and executive officers;
- (2) Matters relating to basic policies and criteria on the remuneration of directors and others; and
- (3) Other matters referred to the Remuneration Committee by the Board of Directors.

Evaluating the Effectiveness of the Board of Directors

In order to improve the functioning of the Board of Directors, we evaluate and analyze the effectiveness of the Board of Directors. With the cooperation of an outside consulting firm, we conducted an anonymous survey of all directors and corporate auditors, including outside directors. Based on the responses to the questionnaire, we analyze and evaluate the effectiveness of the Board of Directors. In addition, starting with the effectiveness evaluation in FY2022, the evaluation method was improved by conducting interviews based on the results of a questionnaire by an outside consulting organization.

The results of the questionnaire and interviews were generally positive, confirming that the Company's Board of Directors is functioning effectively to a considerable extent, but some issues were found regarding the nature of the Board of Directors and group governance after the Company's transformation into a holding company. In addition, the following issues, which had been identified as challenges in the previous effectiveness evaluation, were also identified as issues that need to be addressed for continued improvement: "Enhancement of discussions on management strategy, including the group-wide crisis management system and human capital investment," and "Reflection of shareholders' and other investors' opinions."

We will continue to fully consider issues and continue our efforts to improve the functioning of the Board of Directors.

Executive Remuneration

Directors' remuneration is determined on the basis of the degree of each director's contribution to business expansion and improvement in corporate value towards sustainable growth. The limit of the annual amount of remuneration is deemed to be ¥600 million (not including, however, the employee portion of the salary), and the limitation of the special stock option remuneration to ¥600 million annually is decided by a resolution at the Ordinary General Meeting of Shareholders. Auditors' remuneration is limited to an annual amount of ¥60 million or less.

Message from an Outside Director




Outside Director **Keiko Yamahira**

Evaluation of MIRARTH HOLDINGS


I have a strong impression that MIRARTH HOLDINGS Group has a spirit of challenge and breakthrough, and continues to evolve with a sense of speed. In corporate management, the phrase "a snake that does not shed its skin will die" is sometimes used. In times of rapid change, remaining in place and not changing means stagnation and decline for the company. Despite our 50-year history in business, we have maintained a challenging corporate culture and breakthrough capabilities. Sales have also tripled in the 10 years through the fiscal year ending March 31, 2022, and this attitude is probably one of the reasons for the company's significant performance growth in such a short period of time.

On the other hand, having expanded our business domain in a short period of time, I feel that there is a greater need to "optimize our business portfolio," one of the "seven pillars" of our medium-term management plan, in the future. In making this transition to a holding company, I recognize the importance of reorganizing our portfolio to maximize the synergies of our group.

- The full text can be found here.  147KB

Excerpt from Integrated Report 2022

Corporate Governance Report

- Corporate Governance Report  656KB

Compliance

Compliance Basic Policy

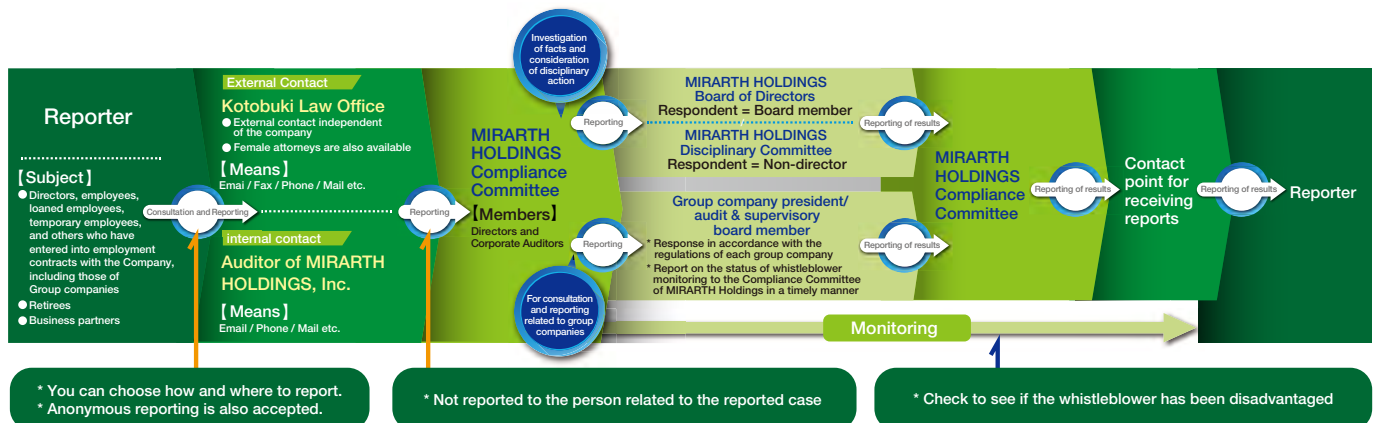
In the MIRARTH HOLDINGS Group, in order to fulfill corporate social responsibility, each organization as well as its officers and employees are required to comply with laws, social norms, and separately established ethical guidelines, and establish a compliance basic policy that aims to become a norm in society.

Internal Whistle-Blowing System (Help Line)

The Group has established an internal whistle-blowing system (helpline) as a means of reporting or consulting on issues such as harassment and compliance violations. The previous whistle-blowing system was reviewed in August 2018, and we outsourced responses to inquiries to a law firm with which the Group has not conducted business in the past to serve as an outside consultation desk; moreover, we established an independent internal consultation desk that directs inquiries to the corporate auditors. We reinforced the protection of reporting individuals, the subjects of reports, persons who cooperate with investigations, and others by establishing a mechanism to prevent access to information concerning consultations and reports by involved directors and taking other measures. We are working to strengthen compliance management through the early detection and rectification of improper conduct and other issues.



Pocket-size card



Tax Policy

MIRARTH HOLDINGS Group Tax Policy

MIRARTH HOLDINGS Group (hereinafter referred to as "the Group") contributes to coexisting and prospering with society and achieving a sustainable society by conducting proper tax payment and corporate activities based on the Group Philosophy and Code of Conduct. In addition, the Group ensures fairness and transparency based on this tax Policy and carries out appropriate accounting and tax management.

1. Tax Compliance

The Group always complies with the Corporation Tax Law, the Consumption Tax Law, and other relevant laws and regulations, as well as adheres to the standards published by international organizations (such as OECD). The Group also keeps abreast of tax law revisions in a timely and appropriate manner to fulfill its tax payment obligations properly. Moreover, in international transactions, the Group complies with the laws and regulations of each country, tax treaties, and international taxation rules.

2. Tax Governance

The ultimate responsibility for establishment and maintenance of the Group's tax governance rests with its Chief Financial Officer (CFO). The accounting department manages tax and accounting matters, maintains a system and environment for adequate communication among Group companies, and strives to enhance training for officers and employees.

3. Tax Planning

The Group will engage in fair and proper tax planning in order to improve cash flow in its business activities but will not engage in tax planning with the intent to reduce taxes excessively.

4. Tax Risk Management

The Group strives to minimize tax risks by consulting with external experts and utilizing a system of prior inquiries to tax authorities when tax positions are uncertain.

5. Transfer Pricing Taxation System

In transactions with foreign affiliated parties, the Group strives to pay appropriate taxes in each country by conducting transactions at arm's length in accordance with the transfer pricing taxation systems of each country.

6. Tax Authorities

The Group strives to ensure transparency and build a relationship of trust related to taxation by maintaining fair relationships with tax authorities, providing tax authorities with timely and appropriate tax information, and responding to tax authorities in good faith.

Employee Awareness-Raising

Takara Leben administers compliance education on a variety of themes to employees and strives to create a corporate culture of legal and regulatory compliance and respect for human rights.

Personal Information Protection

We consider the protection of personal information to be part of our CSR, and we have established a management system for the appropriate protection of personal information. To ensure that all employees handle valuable personal information appropriately while carrying out their business duties, we have created a personal information protection manual, distribute a personal information usage and protection handbook, and make all employees thoroughly aware of basic knowledge and rules. We also provide internal training led by instructors that are legal experts.

Preventing Unfair Business Dealings

We actively carry out specialized training to ensure that all transactions with customers are fair. The training, which addresses conflicts of interest, aims to ensure that basic principles are thoroughly implemented and introduces numerous case examples to expand the knowledge of attendees.

Furthermore, we strive to foster greater understanding of laws such as the Real Estate Brokerage Act, the Consumer Contract Act, and the Act against Unjustifiable Premiums and Misleading Representations.

Harassment Prevention

Takara Leben conducts ongoing employee training to ensure that each and every employee is aware of harassment and to create a corporate culture that prevents harassment. Harassment training, mainly for managers, focuses on themes such as "laws related to power harassment," "communication in the workplace," and "anger management," to instill the basic concepts and specific actions needed to eliminate harassment. In addition, we actively hold online training sessions for not only Takara Leben employees but also managers of Group companies to create a Group-wide culture that does not tolerate harassment.

Dealing with Anti-Social Forces

The Group basic policy against anti-social forces is to adopt a firm stance in dealing with them. In addition to actively participating in activities to eliminate organized crime under the guidance of our legal advisor, we collaborate with external specialized agencies, such as local police stations and legal advisors, to establish a system to deal with anti-social forces.

With regard to our trading partners, we are also thorough in implementing measures for the elimination of anti-social forces through steps such as exchanging memoranda on severing ties with such forces and including clauses on their elimination in our various contracts and agreements.

Social Media Policy

The Group sees social media as an effective means of strengthening relationships with various stakeholders and has formulated a Social Media Policy as a guideline on proper use. We comply with laws, regulations, and rules established by individual Group companies, and, as a member of society with good judgment, we use social media with responsibility for our conduct and strive to engage in communications through effective information disclosure with an awareness and understanding of our responsibilities regarding the dissemination of information and responses on social media.

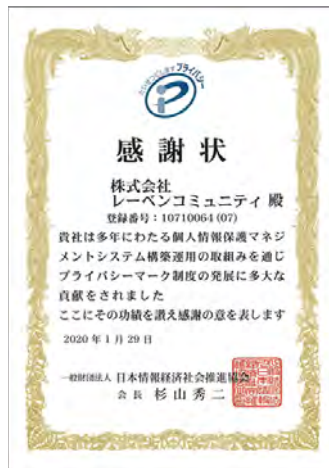
We have also established a Privacy Policy as a guideline for employees' business and personal use of social media.

- Social Media Policy
- Privacy Policy

Privacy Mark System Contributor

Leben Community was granted the Privacy Mark in January 2008 and has been working on and updating the management and operation of personal information. In January 2020, we received a letter of appreciation from the Japan Information Processing Development Corporation (JIPDEC) for our efforts over the years to maintain and improve our own personal information protection management system (PMS) and for our contribution to the promotion of the Privacy Mark System. We also focus on training our employees to raise their awareness of the handling of personal information and to apply this awareness to their work. In fiscal year 2021, we conducted training on "Case Studies of Personal Information Leakage Accidents in Condominium Management" and "Overview of New PMS Standards."

Furthermore, in fiscal year 2022, we revised the "Regulations for the Protection of Whistleblowers and Harassment Compliance Hotline Reporters" in response to amendments to the Whistleblower Protection Act.



Political Contributions

The MIRARTH HOLDINGS Group complies with the Political Funds Control Act and does not make political contributions.



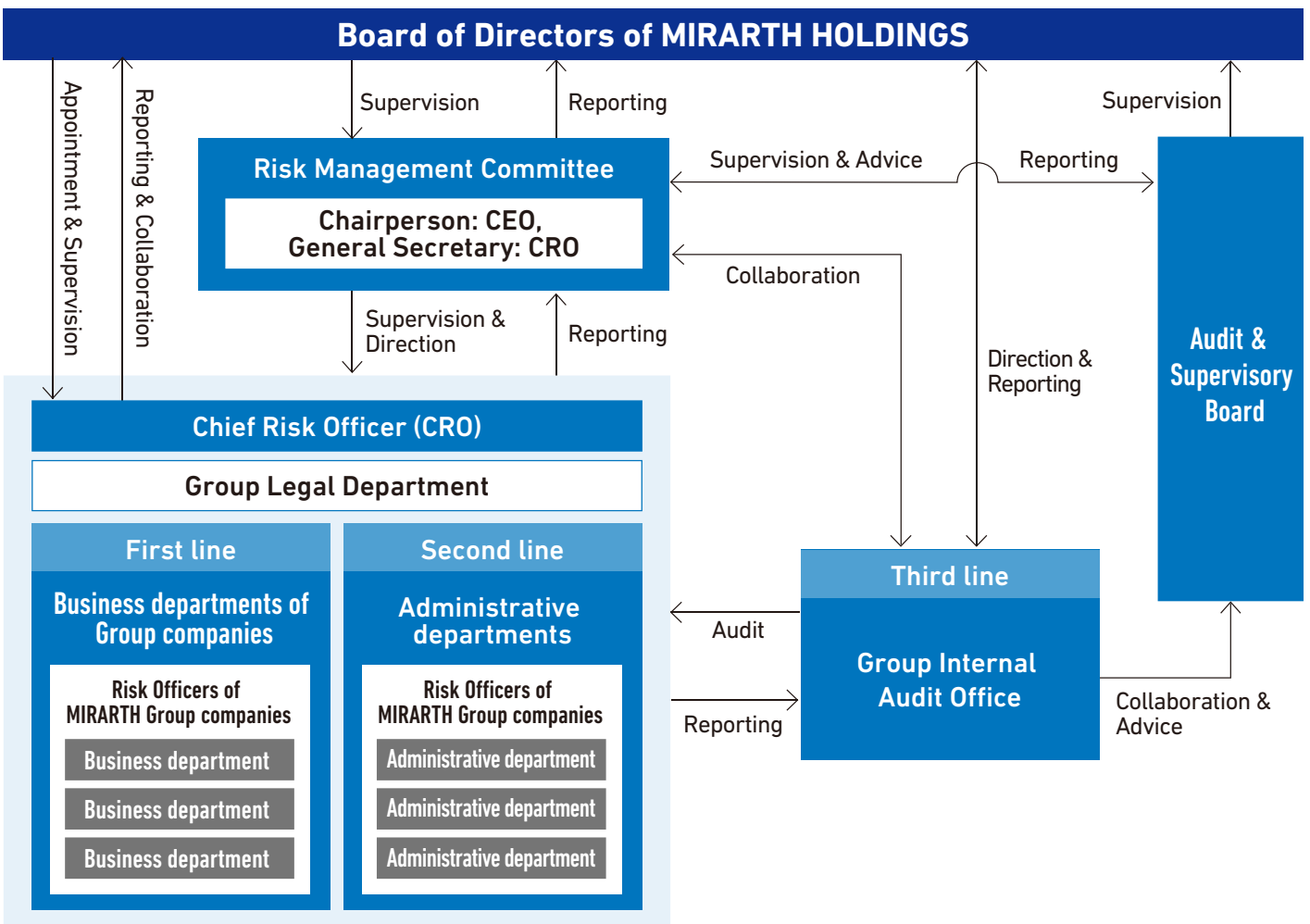
Risk Management

Basic Risk Management Policy

The MIRARTH HOLDINGS Group identifies and manages each risk based on its basic risk management policy of ensuring the safety of customers, partners, officers, employees, and their families, fulfilling our social responsibility, harmonizing with the global environment, sustaining sustainable business, and enhancing corporate value. In addition, the Risk Management Committee has been established as a promotion structure to ensure thorough risk management throughout the Group.

Risk Management System

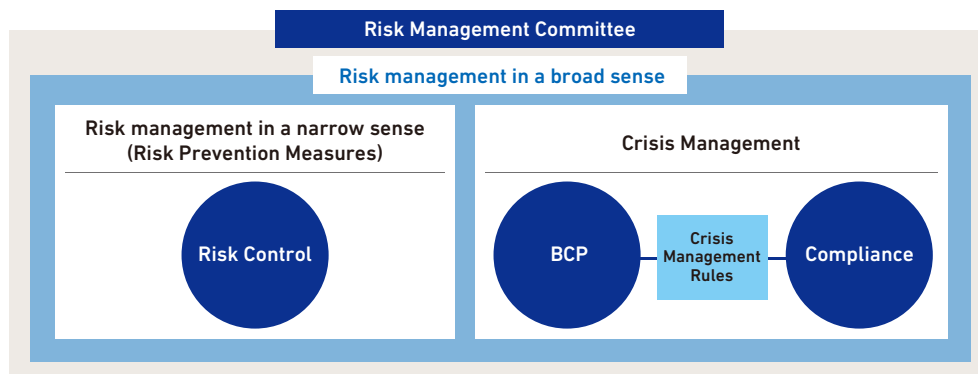
MIRARTH HOLDINGS has established Risk Management Regulations to manage the risks of the Group and to continuously improve corporate value, and in accordance with these regulations, has set up the Risk Management Committee chaired by the President to examine and report on all risks related to overall management and to discuss or decide on measures and management to be implemented to avoid or reduce these risks. The committee examines and reports on all risks related to overall management, discusses and decides on measures and management to be implemented to avoid or reduce these risks, and ensures that internal controls are strengthened and misconduct and lack of compliance in overall operations, including financial reporting, are prevented. In order for the committee to develop and continuously improve the Group's risk management system, the Board of Directors appoints a Group CRO (Chief Risk Officer) from among the directors or executive officers, and subcommittees of the Risk Management Committee such as "Business Strategy," "Finance," "IT and Administration," and "Compliance" are established as necessary, so that the committee can make proactive proposals in response to individual risk management. In addition, the contents of discussions at each subcommittee meeting are reported and verified by the Risk Management Committee as appropriate based on the Risk Management Committee Regulations, and are reported to the Board of Directors according to the contents of the reports, thereby ensuring prompt decision-making in the event of risk occurrence.



Preventive Approach to Risk

In order to respond promptly to the occurrence of emergency situations such as corporate scandals, accidents, natural disasters, administrative action, serious criminal conduct by employees, and so on, the MIRARTH HOLDINGS Group has established crisis management structures and adopted Crisis Management Rules and a Crisis Management Manual. The Crisis Management Rules define crises and specify procedures from initial responses to the formation and disbanding of response organizations. There are also two sets of detailed crisis control rules regarding crisis responses and disaster countermeasures.


In addition, risks in each department are collected and countermeasure plans to prevent their occurrence are prepared with the department in charge and reported at the Risk Management Committee, which meets quarterly. Furthermore, as part of our business continuity plan (BCP), we are working to develop manuals for business continuity and recovery in the event of an emergency, and are striving for a preventive approach to risk.



Risks and Opportunities

As risks that may have a significant impact on corporate activities are becoming more diverse and complex every day, our group is working to predict possible future events, identify risks and opportunities, and use them to solve social issues and create value.

	Social issues and external environment	Risks	Opportunities	Response
Market environment	<ul style="list-style-type: none"> Changes in the direction of economic policy (Stricter laws and regulations, changes in legal interpretation and management policy) 	<ul style="list-style-type: none"> Decreased number of commercialization projects due to subsidy system revisions Lost business opportunities due to changes in FIT Stricter regulations for energy conservation Strengthening of regulations on building standards 	<ul style="list-style-type: none"> Increase in commercialization projects due to utilization of subsidy system Ongoing low-interest housing loans, eased tax reduction requirements Introduction of new systems to replace FIT 	<ul style="list-style-type: none"> Pursue new businesses such as PPA Strengthening of information-gathering activities
	<ul style="list-style-type: none"> Changes in lifestyles (Growth in DINKs, dual-income households, seniors relocating to condominiums, development of telework) Diversification of housing needs 	<ul style="list-style-type: none"> Obsolescence of products and/or services 	<ul style="list-style-type: none"> Capture demand generation/growth opportunities via new products and services Expansion in demand for compact condominiums Expansion of business areas 	<ul style="list-style-type: none"> Reflection of purchaser needs Diverse product offerings Supply compact condominiums
	<ul style="list-style-type: none"> Deterioration in market conditions including political instability and economic recession 	<ul style="list-style-type: none"> Increased funding costs due to changes in financial institution lending attitudes and financing market conditions Intensified competition including new entrants, and rapid environmental changes Deteriorating supplier operating conditions Booking of impairment losses 	<ul style="list-style-type: none"> Increase in opportunities to acquire land and properties Increase in M&A opportunities 	<ul style="list-style-type: none"> Redouble efforts to diversify financing methods Implement ongoing performance monitoring, countermeasures Strengthening of financial management Strengthening of overseas business
	<ul style="list-style-type: none"> Low birthrate coupled with an aging and declining population 	<ul style="list-style-type: none"> Decreasing demand for housing 	<ul style="list-style-type: none"> Increased demand for condominiums among seniors Increase in opportunities for proposing solutions to vacant house issues and aging buildings Development of compact cities 	<ul style="list-style-type: none"> Supply condominiums in the center of regional cities Supply compact condominiums Strengthening of overseas business
	<ul style="list-style-type: none"> Requests by power companies to control output 	<ul style="list-style-type: none"> Decline in electricity sales revenue 	<ul style="list-style-type: none"> Expansion of Corporate PPA 	<ul style="list-style-type: none"> Implementation of area strategies in energy business
Business activities	<ul style="list-style-type: none"> Surge in land prices as well as raw material and construction (labor) costs 	<ul style="list-style-type: none"> Soaring procurement prices Decrease in profit Slower sales due to higher selling prices 		<ul style="list-style-type: none"> Stabilize procurement prices mainly by diversifying suppliers, decentralizing on a regional basis, and using long-term contracts
	<ul style="list-style-type: none"> Difficulty in recruiting human resources, shortage of labor, and decline in employee quality 	<ul style="list-style-type: none"> Lower product and service quality Incurring of compensation costs, brand image deterioration Occurrence of occupational accidents 		<ul style="list-style-type: none"> Implementation of activities designed to improve employee loyalty Personnel system reform, enhancement and upgrading of various training systems Implementation of branding penetration measures Housing performance evaluation report acquisition Holding Safety Conferences, building safe implementation management systems
Climate change, natural disasters, etc.	<ul style="list-style-type: none"> Increasingly serious global environmental issues 	<ul style="list-style-type: none"> Stricter regulations for greenhouse gas usage/emissions and energy conservation More stringent building standards due to stricter laws and regulations 	<ul style="list-style-type: none"> Invigoration of renewable energy market due to growing interest in environmental issues 	<ul style="list-style-type: none"> Development of renewable energy generation facilities Reduction of carbon dioxide emissions Formulation of climate change policy Building of internal system in compliance with external evaluation organization standards Acquisition of green certifications
	<ul style="list-style-type: none"> Incidence of natural disasters, accidents, and other incidents 	<ul style="list-style-type: none"> Raw materials/component supply shortages Asset damage Disruption to Group business facilities, supply chains, and customers 	<ul style="list-style-type: none"> Increased properties needing large-scale renovation Increased interest in disaster-resistant buildings 	<ul style="list-style-type: none"> Promote earthquake-proofing of buildings and facilities, implement countermeasures for tsunamis, torrential rain, and floods Stockpile emergency supplies necessary for disasters Conduct disaster preparation drills Introduction of safety confirmation system
	<ul style="list-style-type: none"> Acts of terrorism, riots, and war 	<ul style="list-style-type: none"> Disruption to Group business facilities, supply chains, and customers Geopolitical risk Supply chain fragmentation 		<ul style="list-style-type: none"> Conducting of credit checks on business partners Verification of geopolitical risk Stabilize procurement prices mainly by use of diversifying suppliers, decentralizing on a regional basis, and using long-term contracts
	<ul style="list-style-type: none"> Spread of infectious diseases 	<ul style="list-style-type: none"> Disruption to Group business facilities, supply chains, and customers Disruption to business operations Decline in hotel and tenant occupancy rates 	<ul style="list-style-type: none"> Creating demand for new products and services to meet changing lifestyles 	<ul style="list-style-type: none"> Promote teleworking and enhance workplace health management Differentiation of products and services (equipment, meeting of specifications, installation of telework spaces through renovation)
Governance, etc.	<ul style="list-style-type: none"> Incidence of unauthorized access and cyberattacks 	<ul style="list-style-type: none"> Leakage of confidential information and stoppages of production lines and logistics systems Payment of damages and fines, incurring countermeasures expenses 		<ul style="list-style-type: none"> Strengthening of insurance contracts and information security systems Ensuring of confidentiality Restrictions on external access Establishment of internal regulations, conducting of training Identify issues and promote resolutions via Compliance & Risk Management Committee Enhancement of in-house checking system Conducting thorough compliance education
	<ul style="list-style-type: none"> Insufficient internal control function 	<ul style="list-style-type: none"> Improper conduct, leakage of confidential information Payment of damages and fines, incurring countermeasures expenses Delay in response to global environmental problems 		

• [Click here for a larger PDF.](#)  441KB

Response to New Coronavirus Infections

Basic Stance on Response

Since the pandemic caused by Covid-19 in 2020, our group has been promoting the Basic Policy for Responding to Outbreaks of New Coronavirus Infections led by the Crisis Management Committee to protect the health, safety and security of our employees, their families and customers, and to continue our business.

We have prepared a response flowchart for cases of possible infection among employees and have been working to prevent the spread of infection. In the event that an infected person is confirmed, we have established a system to report to the competent public health center and promptly report to the general manager of the division to which the person belongs and to the General Affairs Department of MIRARTH HOLDINGS.

For employees and executives who are confirmed to be infected, rules were clarified until they were able to return to work after being hospitalized or staying at home under the direction of the public health center, and the details of measures such as taking PCR tests, staying at home, and working at home, are defined. In addition, offices where infected employees are found are disinfected as necessary, in accordance with the judgment of the health center with jurisdiction, the office administrator, and the Company.

Employee Initiatives

To reduce the risk of infection among employees, we continue to implement a variety of measures, including telework and flexible work schedules.

In FY2022, the mutant strain (Omicron strain) infection spread again, resulting in the sixth and seventh waves of outbreaks. We have established a system for promptly disseminating infection prevention measures to the Group by flexibly monitoring the domestic infection situation and establishing rules for working systems, and meetings and business dinners including stakeholders, as appropriate depending on the infection situation.

Initiatives in the Value Chain

Since August 2020, we have been working to alleviate customer concerns by requiring employees participating in previews and information sessions in rural areas from the Tokyo metropolitan area (Tokyo, Kanagawa, Saitama, Chiba), where the number of infected people is high, to prove negative by PCR or antigen testing.

In model rooms, which are the points of contact with customers, basic infection control measures such as "wearing masks and gloves," "regular ventilation," and "sterilization of equipment" were thoroughly implemented, and each staff member strictly followed "negative antigen test confirmation" and "prompt visit to a medical institution or PCR test in case of positive test results or symptoms."

In addition, in June 2021, the Group introduced "vaccination leave" to make it easier for employees to receive vaccinations, which not only improves their own health, but also gives their families and customers a sense of security. In addition, we also support the prevention of infection in the home, and have subsidized the cost of hotel accommodations and other expenses for voluntary quarantine in the event that an employee or a family member living with an employee tests positive for the disease.

These efforts have been partially suspended since May 2023, when the Covid-19 infection was moved to category 5 infectious diseases. However, in the event of another pandemic of an infection of its variants or similar infectious disease, we will take appropriate measures as needed to ensure the safety and security of our customers and employees.

Third-Party Opinion

Third-Party Opinion



Outside Director **Chiaki Tsuji**

MIRARTH HOLDINGS transitioned to a holding company structure in October 2022, as we believe it is essential to further strengthen governance and sustainability management, while promoting sustainable growth and building a structure that enables rapid and flexible management decisions.

In addition, we have newly adopted Our Purpose, which is "To design sustainable environments for a happier future for both people and our planet." from a broader perspective beyond being a comprehensive real estate developer, and are strengthening ESG management and proactively developing sustainability activities more than ever before.

I am impressed by the Group's recent efforts to conduct environmentally friendly management not only in the real estate business, such as the sale and management of new condominiums, but also in a wide range of other business areas, including the energy business, hotel business, urban development/urban redevelopment, and asset management business. Above all, we greatly appreciate their contribution to the overall environment through cooperation with government and municipalities.

Specific initiatives are reported and discussed at meetings of the Board of Directors, management meetings, and various committees. In order to gain a deeper understanding, I have visited construction sites and model rooms of development projects in which we participate, and through dialogue with each person in charge, from condominium site procurement to construction and sales, I have observed how each person is diligently working at his or her post.

I was particularly impressed by the words of a model room sales representative: "The people who visit our model rooms are all happy people. We are in the business of making them happier." Many of the people who are considering purchasing condominiums developed and sold by our group are people who have reached a turning point in their lives, such as marriage, childbirth, children's higher education, or employment, and are thinking positively about the purchase of a home. I was able to understand that each employee is working with the awareness of supporting the customers' happier future. On the other hand, we've recognized issues on the ground that the company needs to address, such as the frequent transfers of sales representatives, the complexity of administrative tasks, and working hours.

One solution to these challenges is digitization through DX promotion. It not only reduces the burden on employees, but also improves the efficiency of our company's overall operations and reduces the burden on the environment. However, model rooms and paper brochures and flyers play an important role in condominium sales. Therefore, as we move forward with digitization, we need to carefully consider the extent to which these areas can be digitized.

In our medium-term management plan announced in May 2021, we also set forth key measures such as "DX" and "ESG" to contribute to solving social issues and achieving the SDGs through our business, and to earn the trust of various stakeholders and society and achieve lasting corporate development.

I appreciate the efforts made to achieve this goal and look forward to the Group's further growth and contribution to sustainability in the future.



Editorial Policy

Editorial Policy of Sustainability Site

This site has been designed to provide stakeholders with a deeper understanding of the MIRARTH HOLDINGS 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 Group's 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 2023. 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 2022 (April 1, 2022 to March 31, 2023), certain information stated in this site falls outside this time period.

Scope

Nine companies under the MIRARTH HOLDINGS Group

For Inquiries

MIRARTH HOLDINGS, Inc. Group Corporate Planning Department
(Changed company name from Takara Leben Co., Ltd. on October 1, 2022.)
Tekko Building 16F, 1-8-2 Marunouchi, Chiyoda-ku, Tokyo, JAPAN 100-0005
Phone: +81 3 6551 2125