



**Fuji Jutaku Co., Ltd.**

Fiscal Year Ending March 2025  
Full-Year Financial Results  
Presentation Materials

May 2, 2025

Note: This document has been translated by AI from a part of the Japanese original for reference purposes only.

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# 1 .Overview of Full-Year Financial Results for FY Ending March 2025



# Full-Year Financial Highlights for FY Ending March 2025 (April 2024 – March 2025)

- In the current fiscal year, the Company recorded net sales of 123.9 billion yen, representing a 2.9% increase year on year, and operating profit of 7.8 billion yen, reflecting an 8.7% increase year on year. Both net sales and profits at all levels reached new record highs. Furthermore, net sales and all profit indicators exceeded the full-year performance forecast.
- Although there was a slight decline in revenue in the Residential Development segment and the Real Estate Utilization segment, the overall net sales increased by 2.9% year on year. This was primarily due to a 7.2% year-on-year increase in the Existing Housing segment, driven by growth in the number of used housing units delivered, as well as a 10.6% year-on-year increase in the Leasing and Property Management segment.
- Although there was a slight decrease in profit in both the Existing Housing segment and the Real Estate Utilization segment, overall profit exceeded the previous fiscal year. This was primarily due to a significant increase in profit in the Residential Development segment, driven by an improvement in gross profit margin per unit and contributions from the delivery of Raw Land Sales, which carry higher profit margins. Additionally, in the Leasing and Property Management segment, profit also increased in line with revenue growth.
- As of the end of the fiscal year, the order backlog stood at 60.1 billion yen, marking a record high and representing an 8.2% increase compared to the same period of the previous year.
- The equity ratio for the current fiscal year was 29.8%, showing a slight decline compared to the end of the previous fiscal year, while the net D/E ratio increased slightly to 1.59 times. These changes were mainly due to an increase in inventory real estate and non-current assets resulting from steady procurement activities, as well as an increase in interest-bearing liabilities.
- The Company plans to submit a proposal at the Annual General Meeting of Shareholders to be held this year to increase the year-end dividend per share with a record date of March 31, 2025, by 5 yen from the initial forecast to 18 yen. As a result, the annual dividend per share was revised from 27 yen to 32 yen.
- On May 2, 2025, the Company announced its Medium-Term Management Plan (Fiscal Year Ending March 2026 to Fiscal Year Ending March 2028).

# Consolidated Statement of Income (April 2024 – March 2025)

- The performance for the current fiscal year, along with the results for the past five fiscal years and the actual results compared to the full-year forecasts, are as follows.
- Net sales for the current fiscal year reached a record high. This was primarily driven by increased revenue in the Existing Housing segment, resulting from a rise in the number of used housing units delivered, as well as expected revenue growth in the Leasing and Property Management segment.
- Gross profit increased not only due to higher revenue but also as a result of improved profitability, leading to an increase in the gross profit margin. While selling, general and administrative expenses increased mainly due to higher personnel costs, the rise was partially offset by restrained advertising expenses. As a result, all levels of profit reached record highs for the fiscal year.
- The order backlog amounted to 60.1 billion yen, an 8.2% increase year on year, exceeding the level at the end of the previous fiscal year across all segments. This marked a new record high for a fiscal year-end.

(Unit: Million Yen)

	Fiscal Year Ended March 2021		Fiscal Year Ended March 2022		Fiscal Year Ended March 2023		Fiscal Year Ended March 2024		Fiscal Year Ended March 2025				
	Act.	Percentage of Net Sales	Act.	Percentage of Net Sales	Act.	Percentage of Net Sales	Act.	Percentage of Net Sales	Act.	Percentage of Net Sales	Year-on- Year Change (%)	Full-Year Forecast	Comparison with Full-Year Forecast (%)
Net Sales	<b>121,719</b>	100.0%	<b>118,892</b>	100.0%	<b>114,669</b>	100.0%	<b>120,388</b>	100.0%	<b>123,927</b>	100.0%	2.9%	<b>123,000</b>	100.8%
Gross Profit	<b>16,031</b>	13.2%	<b>16,877</b>	14.2%	<b>17,146</b>	15.0%	<b>18,619</b>	15.5%	<b>19,612</b>	15.8%	5.3%	-	-
Selling, General and Administrative Expenses	<b>11,866</b>	9.7%	<b>10,813</b>	9.1%	<b>10,859</b>	9.5%	<b>11,354</b>	9.4%	<b>11,718</b>	9.5%	3.2%	-	-
Operating Profit	<b>4,164</b>	3.4%	<b>6,064</b>	5.1%	<b>6,286</b>	5.5%	<b>7,264</b>	6.0%	<b>7,894</b>	6.4%	8.7%	<b>7,400</b>	106.7%
Ordinary Profit	<b>3,558</b>	2.9%	<b>5,627</b>	4.7%	<b>5,744</b>	5.0%	<b>6,643</b>	5.5%	<b>6,987</b>	5.6%	5.2%	<b>6,700</b>	104.3%
Profit	<b>2,358</b>	1.9%	<b>3,869</b>	3.3%	<b>3,817</b>	3.3%	<b>4,559</b>	3.8%	<b>4,764</b>	3.8%	4.5%	<b>4,500</b>	105.9%
Order Backlog	<b>54,898</b>	-	<b>51,508</b>	-	<b>53,777</b>	-	<b>55,557</b>	-	<b>60,138</b>	-	8.2%	-	-

Note: Previously, revenue from the insurance agency business was recorded under "Non-operating Income." However, from the fiscal year ended March 2024, it has been reclassified and is now recorded under "Net Sales." Accordingly, figures for fiscal years prior to March 2023 have also been restated to reflect this change.

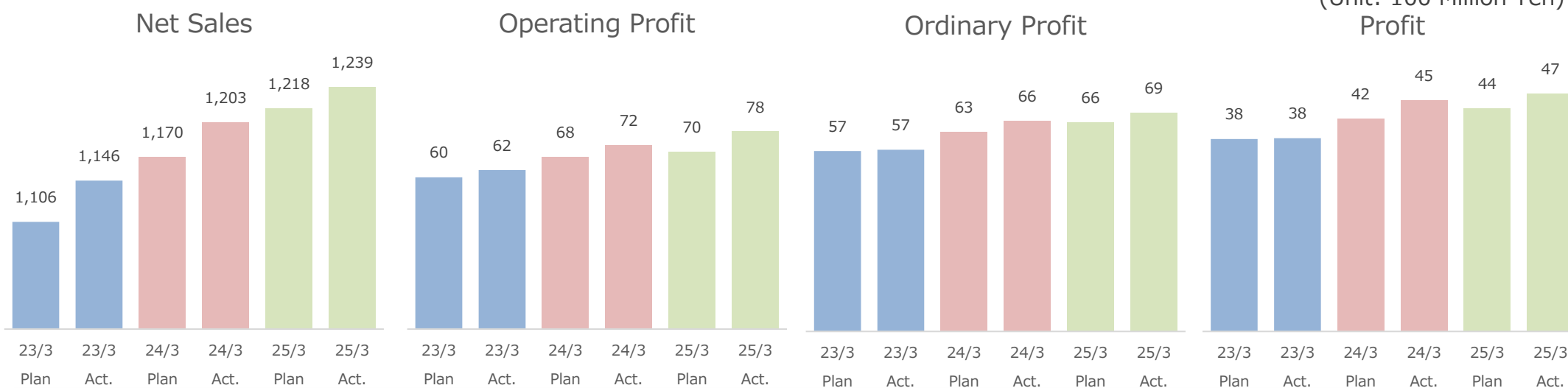
# Results of the Medium-Term Management Plan

- With regard to the Medium-Term Management Plan for the period from the fiscal year ended March 2023 to the fiscal year ending March 2025, we were able to exceed our targets for net sales and all profit levels in each fiscal year. In addition, as initially expected, we achieved record-high net sales and profits in the fiscal year ending March 2025.

(Unit: Million Yen)

	Fiscal Year Ended March 2023		Fiscal Year Ended March 2024		Fiscal Year Ended March 2025	
	Medium-Term Management Plan	Act.	Medium-Term Management Plan	Act.	Medium-Term Management Plan	Act.
Net Sales	110,600	114,669	117,000	120,388	121,800	123,927
Operating Profit	6,000	6,286	6,800	7,264	7,000	7,894
Ordinary Profit	5,700	5,744	6,300	6,643	6,600	6,987
Profit	3,800	3,817	4,200	4,559	4,400	4,764
ROE	8.4%	8.4%	8.7%	9.3%	8.4%	9.0%
Equity Ratio	more than 25%	30.5%	more than 25%	30.3%	more than 25%	29.8%

(Unit: 100 Million Yen)

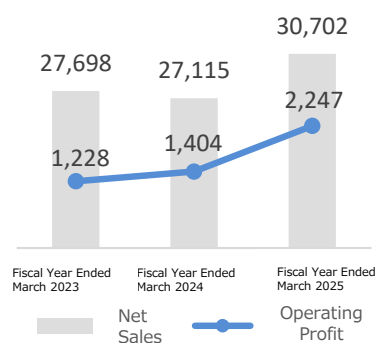


# Quarterly Consolidated Financial Results Trends

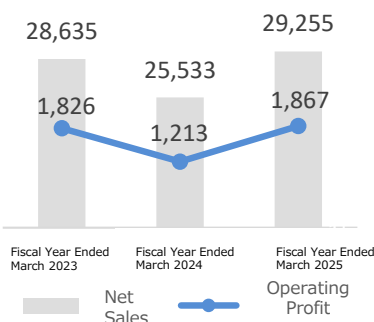
- In the fourth quarter of the current fiscal year (January to March), net sales amounted to 35.5 billion yen, and operating profit totaled 2.0 billion yen.
- In the previous fiscal year, net sales in the fourth quarter reflected the completion and delivery of two Condominiums. Although there were no such deliveries in the current fiscal year, strong growth in the sales of newly built detached houses and used houses enabled us to maintain a level of net sales comparable to the previous year.
- With regard to operating profit in the fourth quarter of the current fiscal year, while the profit margin declined compared to the same period of the previous fiscal year due to the absence of handovers of highly profitable condominiums that contributed to margin improvement in the prior year, the full-year profit margin has improved compared to previous fiscal years.

(Unit: Million Yen)

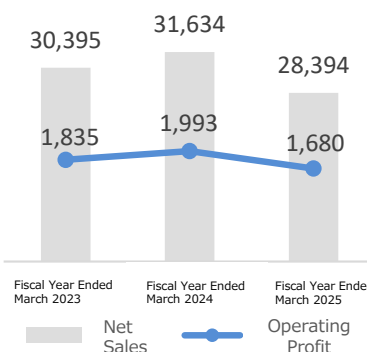
Comparison of 1st Quarter  
(April – June)



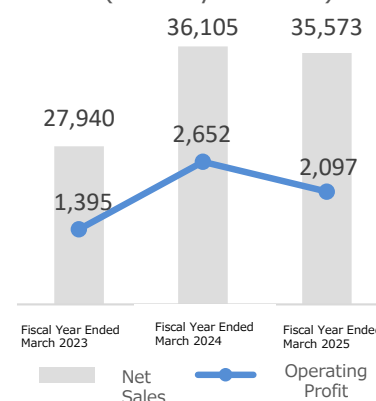
Comparison of 2nd Quarter  
(July – September)



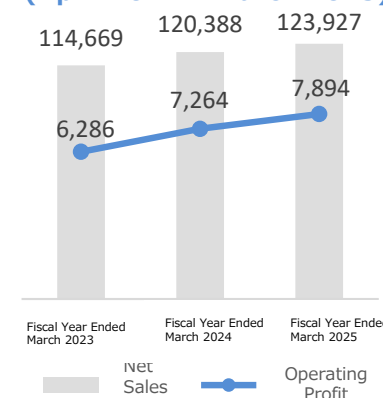
Comparison of 3rd Quarter  
(October – December)



Comparison of 4th Quarter  
(January – March)



Comparison of Full Year  
(April 2024 – March 2025)



(Unit: Million Yen)

	Fiscal Year Ended March 2023					Fiscal Year Ended March 2024					Fiscal Year Ended March 2025				
	1Q Act.	2Q Act.	3Q Act.	4Q Act.	Total	1Q Act.	2Q Act.	3Q Act.	4Q Act.	Total	1Q Act.	2Q Act.	3Q Act.	4Q Act.	Total
Net Sales	27,698	28,635	30,395	27,940	114,669	27,115	25,533	31,634	36,105	120,388	30,702	29,255	28,394	35,573	123,927
Operating Profit	1,228	1,826	1,835	1,395	6,286	1,404	1,213	1,993	2,652	7,264	2,247	1,867	1,680	2,097	7,894
Percentage of Net Sales	4.4%	6.4%	6.0%	5.0%	5.5%	5.2%	4.8%	6.3%	7.3%	6.0%	7.3%	6.4%	5.9%	5.9%	6.4%
Ordinary Profit	1,114	1,667	1,764	1,197	5,744	1,234	1,074	1,874	2,459	6,643	2,081	1,597	1,401	1,907	6,987
Percentage of Net Sales	4.0%	5.8%	5.8%	4.3%	5.0%	4.6%	4.2%	5.9%	6.8%	5.5%	6.8%	5.5%	4.9%	5.4%	5.6%
Profit	735	1,116	1,172	793	3,817	824	711	1,254	1,768	4,559	1,414	1,064	928	1,357	4,764
Percentage of Net Sales	2.7%	3.9%	3.9%	2.8%	3.3%	3.0%	2.8%	4.0%	4.9%	3.8%	4.6%	3.6%	3.3%	3.8%	3.8%

# Consolidated Net Sales (April 2024 – March 2025)

(Unit: Million Yen)		Fiscal Year Ended March 2024		Fiscal Year Ended March 2025		Year-on-Year Change (%)
Residential Development	Free Design House	537units	22,393	486units	20,818	(7.0%)
	Condominium	239units	10,757	284units	11,569	7.5%
	Subdivision Land Sales	67units	1,890	54units	1,546	(18.2%)
	Raw Land Sales	1,766㎡	420	1,440㎡	783	86.3%
	<b>Total</b>	<b>843units</b> <b>1,766㎡</b>	<b>35,461</b>	<b>824units</b> <b>1,440㎡</b>	<b>34,718</b>	<b>(2.1%)</b>
Existing Housing	Used House (Detached House)	80units	2,091	111units	2,895	38.4%
	Used House (Condominium)	936units	22,773	970units	23,757	4.3%
	Others	-	15	-	8	(47.1%)
	<b>Total</b>	<b>1,016units</b>	<b>24,881</b>	<b>1,081units</b>	<b>26,661</b>	<b>7.2%</b>
Real Estate Utilization	Lease Housing Construction Contractin	42contracts	4,769	37contracts	4,677	(1.9%)
	Housing with Services for the Elderly	17contracts	4,400	14contracts	4,026	(8.5%)
	Leasing Apartment for Individual Investors	137buildings	21,173	135buildings	21,416	1.1%
	<b>Total</b>	<b>59contracts</b> <b>137buildings</b>	<b>30,342</b>	<b>51contracts</b> <b>135buildings</b>	<b>30,120</b>	<b>(0.7%)</b>
Leasing and Property Management	Leasing Income	-	20,308	-	22,459	10.6%
	Business Income from Housing with Services for the Elderly	-	6,738	-	7,443	10.5%
	Management Fee Income	-	979	-	1,085	10.8%
	<b>Total</b>	<b>-</b>	<b>28,027</b>	<b>-</b>	<b>30,989</b>	<b>10.6%</b>
Business related to the Construction		119contracts	1,500	113contracts	1,259	(16.1%)
Others		-	174	-	178	2.1%
<b>Grand Total</b>		<b>1,859units</b> <b>1,766㎡</b> <b>178contracts</b> <b>137buildings</b>	<b>120,388</b>	<b>1,905units</b> <b>1,440㎡</b> <b>164contracts</b> <b>135buildings</b>	<b>123,927</b>	<b>2.9%</b>



# Segment Performance Overview (April 2024 – March 2025)

- The comparison of net sales and profit by segment between the previous fiscal year and the current fiscal year is as follows.
- Compared to the previous fiscal year, the Residential Development segment recorded a slight decline in revenue but a significant increase in profit. The Existing Housing segment saw a substantial increase in revenue but a slight decrease in profit. The Real Estate Utilization segment posted flat revenue but experienced a decline in profit. The Leasing and Property Management segment achieved both revenue and profit growth as expected. As a result, both net sales and operating profit exceeded the levels of the previous fiscal year on a consolidated basis.
- For further details on the performance by segment, please refer to the following pages.

(Unit: Million Yen)	Net Sales by Segment				Profit by Segment			
	Fiscal Year Ended March 2024	Fiscal Year Ended March 2025			Fiscal Year Ended March 2024	Fiscal Year Ended March 2025		
			Composition Ratio	Year-on-Year Change (%)			Composition Ratio	Year-on-Year Change (%)
Residential Development	35,461	34,718	28.0%	(2.1%)	1,856	2,251	22.4%	21.3%
Existing Housing	24,881	26,661	21.5%	7.2%	909	876	8.7%	(3.6%)
Real Estate Utilization	30,342	30,120	24.3%	(0.7%)	2,952	2,763	27.5%	(6.4%)
Leasing and Property Management	28,027	30,989	25.0%	10.6%	3,400	3,924	39.1%	15.4%
Business related to the Construction	1,500	1,259	1.0%	(16.1%)	(19)	94	1.0%	-
Others	174	178	0.2%	2.1%	129	132	1.3%	2.6%
<b>Total</b>	<b>120,388</b>	<b>123,927</b>	<b>100.0%</b>	<b>2.9%</b>	<b>9,228</b>	<b>10,042</b>	<b>100.0%</b>	<b>8.8%</b>

Note: Net sales by segment are presented after eliminating inter-segment transactions, while profit by segment is shown before eliminating inter-segment transactions and company-wide expenses.

Elimination of Inter-Segment Transactions	(108)	(226)
General corporate expenses	(1,854)	(1,922)
<b>Operating Profit</b>	<b>7,264</b>	<b>7,894</b>

Note: The 'General corporate expenses' are primarily general administrative expenses not attributable to the reportable segments.

# Segment Performance Overview – Residential Development

## Performance for April 2024 – March 2025

- In the Residential Development segment, net sales recorded a slight year-on-year decline, while segment profit showed a significant increase.
- Net sales saw only a slight decline overall, despite a decrease in the number of delivered units for free design houses and Subdivision Land Sales. This was due to an increase in the average selling price per unit of free design houses, as well as the completion and delivery of four Condominiums and the delivery of large-scale Raw Land Sales.
- Segment profit increased significantly by 21.3% year on year, primarily due to higher profit per unit as a result of maintaining appropriate pricing during sales activities, as well as the delivery of high-margin Raw Land Sales.

(Unit: Million Yen)

	Fiscal Year Ended March 2024		Fiscal Year Ended March 2025		Year-on-Year Change (%)
Free Design House	537units	22,393	486units	20,818	(7.0%)
Condominium	239units	10,757	284units	11,569	7.5%
Subdivision Land Sales	67units	1,890	54units	1,546	(18.2%)
Raw Land Sales	1,766㎡	420	1,440㎡	783	86.3%
Net Sales	843units 1,766㎡	35,461	824units 1440㎡	34,718	(2.1%)
Segment Profit		1,856		2,251	21.3%

Net sales are presented before eliminating inter-segment transactions, and segment profit is shown before eliminating inter-segment transactions and General corporate expenses.

## TOPIX

### Major Detached Housing Subdivision Projects Delivered in the Fiscal Year Ending March 2025

Note: The number of lots for sale represents the total planned lots at the time sales began. Some images are for illustrative purposes only.



All City II (Izumi City, Osaka Prefecture – 44 Units)

### Condominium Project Delivered in the Fiscal Year Ending March 2025 (Exterior Image)



Branneed Minase – 14 Floors, 53 Units  
Completed and Delivered on April 12, 2024



Branneed Kawachi-Eiwa – 13 Floors, 38 Units  
Completion and Delivery on May 17, 2024



Charmant Fuji Wakayama Station Station  
Next – 14 Floors, 65 Units  
Completion and Delivery on May 29, 2024



Branneed Oimazato – 15 Floors, 98 Units  
Completion and Delivery on July 31, 2024

# Segment Performance Overview – Existing Housing

## Performance for April 2024 – March 2025

- In the Existing Housing segment, net sales increased year on year due to a rise in the number of units sold. However, segment profit recorded a slight decline.
- Net sales increased by 7.2% year on year, driven by strengthened procurement efforts from the beginning of the fiscal year, which secured inventory, as well as successful sales strategies focused on inventory turnover and enhanced sales initiatives in the Used Assets business. On the other hand, segment profit declined by 3.6% year on year, as securing sales volume was prioritized temporarily and inventory replacement was actively pursued.
- In the Used Assets business, strengthened procurement aimed at increasing the number of owned units resulted in a total of 989 units owned as of the end of March 2025, an increase of 141 units year on year. Leasing Income also grew steadily. Going forward, we will continue to maintain our ownership levels to ensure stable leasing income, while focusing on sales to investors, where demand remains strong.

(Unit: Million Yen)

	Fiscal Year Ended March 2024		Fiscal Year Ended March 2025		Year-on-Year Change (%)
Used House (Detached House)	80units	2,091	111units	2,895	38.4%
Used House (Condominium)	936units	22,773	970units	23,757	4.3%
Others	-	15	-	8	(47.1%)
Net Sales	1,016units	24,881	1,081units	26,661	7.2%
Segment Profit		909		876	(3.6%)

Net sales are presented before eliminating inter-segment transactions, and segment profit is shown before eliminating inter-segment transactions and General corporate expenses.

Fuji Jutaku Co., Ltd. フジ住宅株式会社(証券コード: 8860)

## TOPIX

### Ranked 8th Nationwide in 2024 for Annual Units Sold in the Purchase and Resale Category

Source: Reform Industry Newspaper, 2024 Annual Sales Volume Ranking for Purchase and Resale (Published July 29, 2024)

The Existing Housing segment primarily operates within Osaka Prefecture and the Hanshin area. Although its business activities are concentrated in a limited geographic region, it boasts one of the highest purchase and resale volumes nationwide.



At Fuji Home Bank, we operate a highly competitive Used Assets business that involves the purchase and resale of Used Condominiums, as well as the acquisition of tenant-occupied, individually owned condominiums as income-generating properties. After tenant move-out, these properties are renovated and resold. As of the end of March 2025, we owned 989 units. For more details on the Used Assets business, please refer to page 32.

### Trends in the Used Assets Business

	Fiscal Year Ended March 2021	Fiscal Year Ended March 2022	Fiscal Year Ended March 2023	Fiscal Year Ended March 2024	Fiscal Year Ended March 2025
Number of Units Held	946	891	845	848	989
Acquisition Price (Million Yen)	12,985	13,043	13,867	15,025	22,020
Annual Leasing Income (Million Yen)	1,050	1,000	993	996	1,242



(Main Branch)

※Ouchi-kan Izumi and Sakai locations have been renovated and reopened as Fuji Jutaku Izumi Branch and Fuji Jutaku Sakai Branch, respectively.

Ouchi-kan Main Branch is a comprehensive housing showroom that displays information on over 1,000 properties at all times. It provides a convenient space where customers can easily search for properties that meet their needs, including by area, new homes, and used houses.





# Segment Performance Overview – Real Estate Utilization

## Performance for April 2024 – March 2025

- In the Real Estate Utilization segment, net sales remained nearly flat compared to the previous fiscal year, while segment profit recorded a slight decline.
- Although sales from lease housing construction contracting and housing with services for the elderly fell below the level of the previous fiscal year, total sales remained on par with the prior year due to handovers of leasing apartment for individual investors and an increase in internal sales from construction contracts for company-owned housing with services for the elderly. Although segment profit declined slightly due to the recording of consumption tax on buildings as selling, general and administrative expenses—stemming from an increase in the number of completed leasing apartment for individual investors held for a certain period—the gross profit margin remained unchanged, maintaining a stable level of profitability.

(Unit: Million Yen)

	Fiscal Year Ended March 2024	Fiscal Year Ended March 2025	Year-on-Year Change (%)
Lease Housing Construction Contracting	42contracts <b>4,769</b>	37contracts <b>4,677</b>	(1.9%)
Housing with Services for the Elderly	17contracts <b>4,400</b>	14contracts <b>4,026</b>	(8.5%)
Leasing Apartment for Individual Investors	137buildings <b>21,173</b>	135buildings <b>21,416</b>	1.1%
Subtotal (External Net Sales)	59contracts 137buildings <b>30,342</b>	51contracts 135buildings <b>30,120</b>	(0.7%)
Inter-Segment Net Sales or Transfers	- <b>1,564</b>	- <b>1,889</b>	20.7%
Net Sales	59contracts 137buildings <b>31,907</b>	51contracts 135buildings <b>32,010</b>	0.3%
Segment Profit	<b>2,952</b>	<b>2,763</b>	(6.4%)

Net sales are presented before eliminating inter-segment transactions, and segment profit is shown before eliminating inter-segment transactions and General corporate expenses.

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### Aiming to Become the Most Beloved Real Estate Utilization Department in Japan

In the leasing apartment for individual investors business, we leverage the extensive information network developed through our operations as a comprehensive real estate company to carefully select and acquire properties with high rarity and liquidity. As of the end of March 2025, we have maintained a high occupancy rate of 96.8%, supported by the strong management capabilities and tenant acquisition strength of our group companies. In addition to our product development capabilities, thoughtful property management, and strong tenant acquisition capabilities, we have earned high praise for our contract terms that are tailored to the needs of property owners.

### Fuji Palace Series Construction Examples



**Fuji Palace Staircase Access Type**  
Urban Compact Designer Lease Housing



**Fuji Palace Senior** No.1 in Japan for the Number of Housing with Services for the Elderly Operated  
A New Way of Land Utilization in an Aging Society  
Housing with Services for the Elderly



**Fuji Palace Detached Lease Housing**  
A Savior for Suburban Land Utilization,  
Unlocking New Potential for Valuable Assets Once Thought Unusable



**Fuji Palace Three Herbs**  
All-Unit Maisonette-Type Lease Housing  
Achieving High Occupancy and High Profitability



**Fuji Palace Loft Type**  
Loft type that explores new needs of the single-person segment

# Segment Performance Overview – Leasing and Property Management

Performance for April 2024 – March 2025

- The Leasing and Property Management segment recorded increases in both net sales and segment profit compared to the previous fiscal year, in line with initial projections. This was primarily due to the growth in the number of managed properties following the handover of leasing properties in the Real Estate Utilization segment and the steady progress in the occupancy of company-owned housing with services for the elderly.
- Net sales exceeded 30.0 billion yen for the first time.

(Unit: Million Yen)

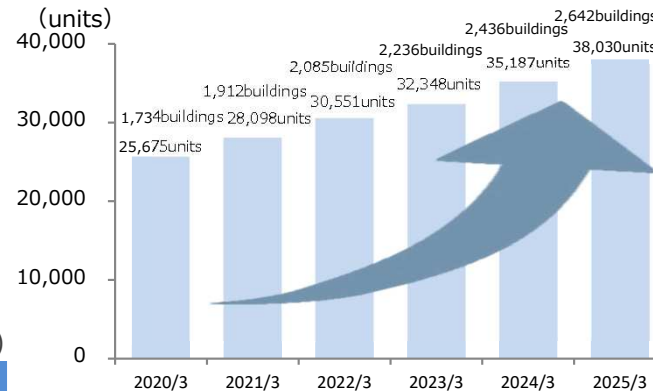
	Fiscal Year Ended March 2024	Fiscal Year Ended March 2025	Year-on-Year Change (%)
Leasing Income	20,308	22,459	10.6%
Business Income from Housing with Services for the Elderly	6,738	7,443	10.5%
Management Fee Income	979	1,085	10.8%
Net Sales	28,027	30,989	10.6%
Segment Profit	3,400	3,924	15.4%

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TOPIX

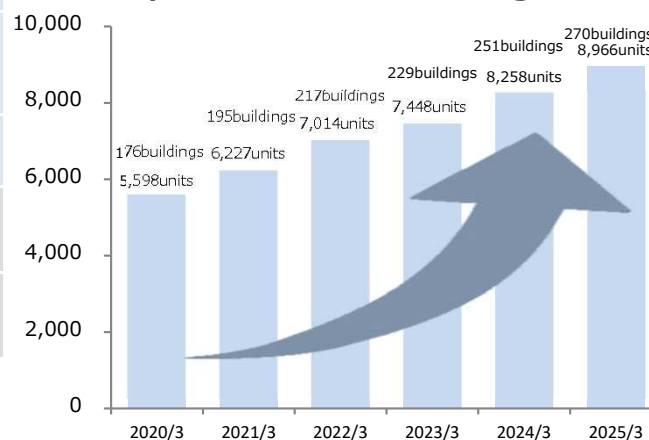
## Number of Leasing Units Under Management

Since 2020, the number of managed units has been increasing at an average pace of over 2,000 units per year, while the occupancy rate has remained stable at around 97%.



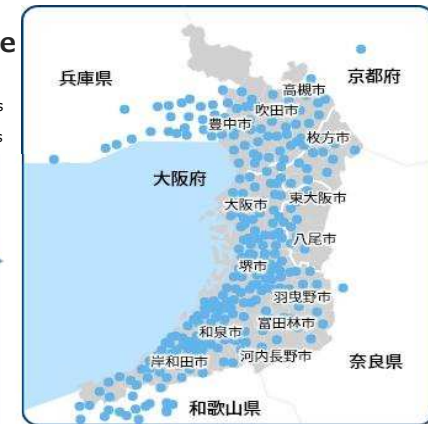
As of the end of March 2025: Number of Buildings and Units Under Management (including company-owned properties)

## Trends in the Number of Housing with Services for the Elderly Operated and Units Managed



As of the end of March 2025: Number of Facilities Operated and Units Managed

## Distribution Map of Leasing Properties Under Management



サービス付き  
高齢者向け住宅  
運営棟数ランキング  
\*高齢者住宅新聞 2024年サマー特大号より集計

順位	事業者名	運営棟数
1	フジ・アメニティサービス	256
2	学研グループ	201
3	SOMPOケア	146
4	ヴァティー	121
5	NPO法人ラ・シャリテ	96
6	エクラシアHDグループ	86
7	やまねメディカル	78
8	パナソニック エイジフリー	61
9	創生会グループ	57
10	やさしい手	54

As of the end of June 2024: Number of Facilities Operated

# Segment Performance Overview – Business related to the Construction

Performance for April 2024 – March 2025

- In the Business related to the Construction segment, both net sales and segment profit exceeded the levels of the previous fiscal year.
- External net sales declined by 16.1% year on year, while internal net sales increased significantly due to the completion of renovation work for housing with services for the elderly, as noted on the right. As a result, total net sales for the segment rose by 12.8% year on year.
- Segment profit turned into a surplus as a result of the increase in net sales.

(Unit: Million Yen)

	Fiscal Year Ended March 2024	Fiscal Year Ended March 2025	Year-on-Year Change (%)
Construction-Related (External Net Sales)	1,500	1,259	(16.1%)
Inter-Segment Net Sales or Transfers	805	1,341	66.7%
Net Sales	2,305	2,600	12.8%
Segment Profit	(19)	94	-

Net sales are presented before eliminating inter-segment transactions, and segment profit is shown before eliminating inter-segment transactions and General corporate expenses.

TOPIX

In January 2020, we welcomed Yuken Kensetsu Kabushiki Kaisha, a company with a proven track record in steel-frame and reinforced concrete construction, as our partner. Since then, the scope of our collaboration has steadily expanded to include new construction of large-scale steel-frame housing with services for the elderly, renovation of housing with services for the elderly, construction of new condominiums sold by our Group, and large-scale renovation work for our own office buildings.

## (Group Construction Example)

Renovation Work for Housing with Services for the Elderly (Photo shows post-renovation)



Renovation of Former Employee Dormitory in Yakumo-Higashi-Town, Moriguchi City  
(Completed on January 27, 2025)



Renovation of Former Hospital in Abiko-Nishi, Sumiyoshi Ward, Osaka City  
(Completed on February 3, 2025)





# Order Backlog by Segment (As of End of March 2025)

- The order backlog at the end of the current fiscal year amounted to 60.1 billion yen, representing an 8.2% increase compared to the previous fiscal year.
- In the Residential Development segment, orders for free design houses were particularly strong, resulting in an 11.0% increase compared to the previous fiscal year.
- In the Existing Housing segment, orders for both used houses (detached houses) and used houses (condominiums) performed strongly, resulting in a significant 23.7% increase compared to the previous fiscal year.
- In the Real Estate Utilization segment, demand for effective real estate utilization among asset owners remained strong. As a result, the order backlog for lease housing construction contracting increased by 18.3% year on year, while the number of orders for leasing apartments for individual investors remained at the same level as the previous year, maintaining steady performance. Overall, the segment recorded a 2.8% increase compared to the previous fiscal year.
- In the Business related to the Construction segment, the order backlog increased significantly by 70.6% year on year due to a large-scale construction contract outside of the Group.

(Unit: Million Yen)

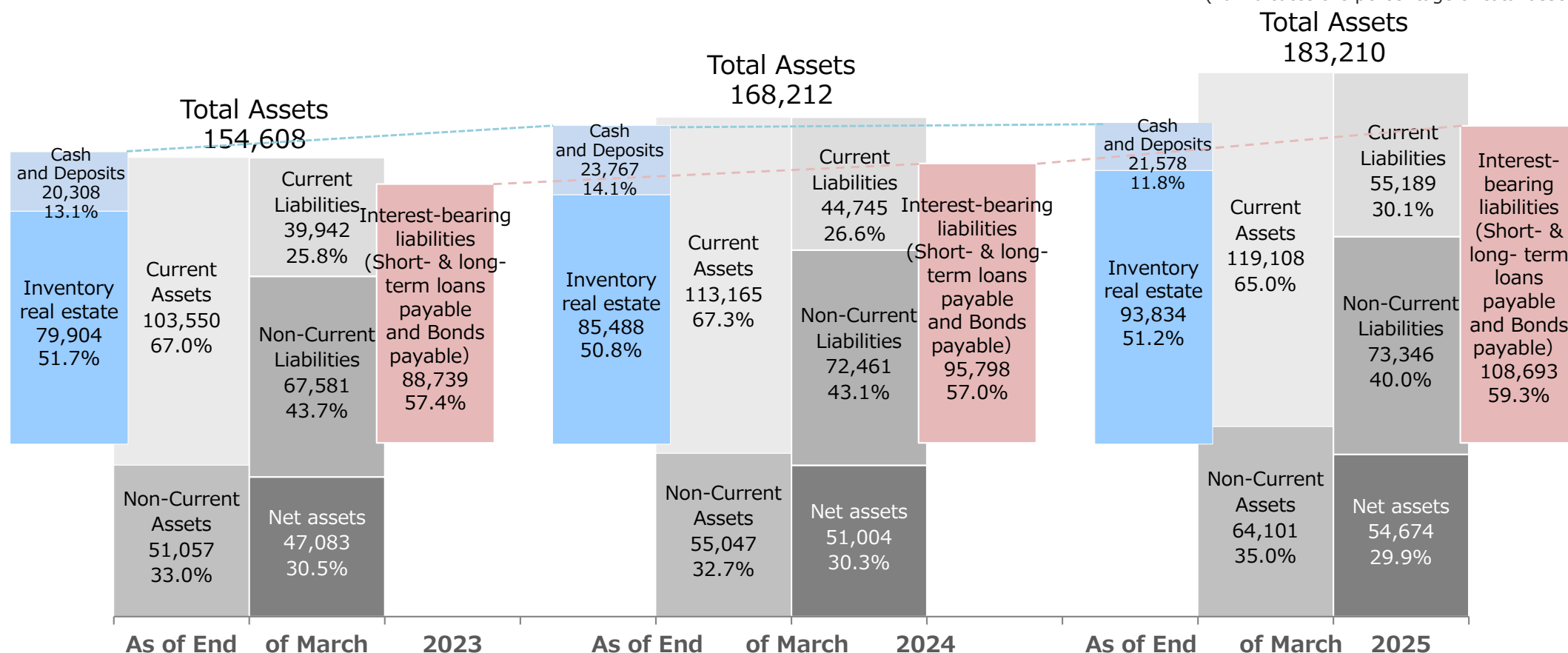
	Fiscal Year Ended March 2024		Fiscal Year Ended March 2025		Year-on-Year Change (%)
Free Design House	303units	12,887	355units	15,062	16.9%
Condominium	275units	11,381	282units	11,858	4.2%
Subdivision Land Sales	12units	227	13units	288	26.8%
Raw Land Sales	148m <sup>2</sup>	8	-m <sup>2</sup>	-	-
<b>Residential Development</b>	590units/148m <sup>2</sup>	24,504	650units/-m <sup>2</sup>	27,209	11.0%
Used House (Detached House)	7units	161	14units	313	94.1%
Used House (Condominium)	106units	2,681	132units	3,203	19.5%
<b>Existing Housing</b>	113units	2,842	146units	3,517	23.7%
Lease Housing Construction Contracting	71contracts	7,417	88contracts	8,771	18.3%
Housing with Services for the Elderly	26contracts	5,426	26contracts	5,285	(2.6%)
Leasing Apartment for Individual Investors	95buildings	14,761	95buildings	14,323	(3.0%)
<b>Real Estate Utilization</b>	97contracts/95buildings	27,604	114contracts/95buildings	28,379	2.8%
<b>Business related to the Construction</b>	18contracts	604	15contracts	1,031	70.6%
<b>Total</b>		55,557		60,138	8.2%

# Consolidated Balance Sheet Trends

- From the end of March 2023 to the end of March 2024, total assets increased by 13.6 billion yen, mainly due to an increase in inventory real estate and non-current assets. In addition, net assets exceeded 50.0 billion yen for the first time.
- From the end of March 2024 to the end of March 2025, inventory real estate increased by 8.3 billion yen, non-current assets increased by 9.0 billion yen, and cash and deposits decreased by 2.1 billion yen, resulting in a total asset increase of 14.9 billion yen. On the liabilities and net assets side, interest-bearing liabilities increased by 12.8 billion yen and net assets increased by 3.6 billion yen, reflecting the rise in inventory real estate and non-current assets. The increase in current liabilities was primarily due to a rise in current portion of long-term loans payable. For reference, the breakdown of the increase in inventory real estate is provided on page 16, and the historical trend of property, plant and equipment is shown on page 17.

(Unit: Million Yen)

(% indicates the percentage of total assets)



Inventory real estate represents the total of real estate for sale, real estate for sale in process, and real estate under development, and does not include costs on uncompleted construction contracts.



# Trends in Inventory Real Estate

- From the fiscal year ended March 2023 to the fiscal year ended March 2024, inventory real estate increased by 5.5 billion yen in total. This includes a 3.2 billion yen decrease in used houses, a 4.6 billion yen increase in the Real Estate Utilization segment, a 1.1 billion yen increase in detached houses for sale, and a 3.1 billion yen increase in condominiums.
- From the previous fiscal year (end of March 2024) to the current fiscal year (end of March 2025), inventory real estate increased by 8.3 billion yen in total. Although condominiums decreased by 1.8 billion yen due to the delivery of four buildings during the fiscal year, the acquisition of land and properties proceeded steadily in detached houses for sale, used houses, and the Real Estate Utilization segment. As a result, the inventory of detached houses for sale and condominiums totaled 2,602 units, of which 650 units have already been ordered\*, securing the equivalent of approximately three years' worth of orders. In addition, the Real Estate Utilization inventory includes 271 buildings, of which 70 buildings (9.3 billion yen) are intended for a certain period of ownership. The inventory for sale includes 201 buildings, of which 95 buildings have already been ordered. This secures a number of buildings equivalent to approximately 1.5 years' worth of orders, maintaining a level comparable to the previous fiscal year-end. Both detached houses for sale and condominiums, as well as properties under the Real Estate Utilization segment, have secured sufficient inventory levels, all of which are being maintained at appropriate levels.

(Unit: Million Yen)

	As of End of March 2023	April 2023 – March 2024		As of End of March 2024	April 2024 – March 2025		As of End of March 2025	As of End of March 2025
	Number of Properties / Book Value on Lower Row	Increase from Purchases, etc.	Decrease from Sales, etc.	Number of Properties / Book Value on Lower Row	Increase from Purchases, etc.	Decrease from Sales, etc.	Number of Properties / Book Value on Lower Row	of which, Not Yet Contracted
Detached house for sale	1,394units 30,997	765units 22,044	611units 20,917	1,548units 32,124	715units 24,101	556units 19,147	1,707units 37,078	1347units 28,281
Condominium	999units 17,086	185units 12,419	239units 9,284	945units 20,220	238units 8,012	288units 9,880	895units 18,352	613units 9,649
Used House	673units 13,847	861units 18,390	1,016units 21,687	518units 10,550	1,172units 26,217	1,080units 23,414	610units 13,353	464units 10,304
Real Estate Utilization	229buildings 17,973	170buildings 22,765	141buildings 18,146	258buildings 22,593	150buildings 20,661	137buildings 18,205	271buildings 25,049	176buildings 16,557
of which, Temporarily Held Properties	25buildings 2,851	36buildings 4,202	3buildings 469	58buildings 6,584	12buildings 2,877	0buildings 114	70buildings 9,347	70buildings 9,347
Total Inventory Real Estate	3,066units	1,811units	1,866units	3,011units	2,125units	1,924units	3,212units	2,424units
	229buildings	170buildings	141buildings	258buildings	150buildings	137buildings	271buildings	176buildings
	79,904	75,620	70,036	85,488	78,993	70,647	93,834	64,793

\* Inventory real estate represents the total of real estate for sale, real estate for sale in process, and real estate under development, and does not include costs on uncompleted construction contracts.

\* The increase from purchases, etc. includes not only new land acquisitions during each period but also land development and demolition costs, as well as construction and renovation costs.

\* The decrease from sales, etc. includes not only property handovers but also land subdivision sales, unit count adjustments, and valuation losses on inventory real estate during each period.

\* Detached house for sale are presented based on the initially planned number of units, which may result in discrepancies from the actual sales and order figures due to contracts involving multiple lots.

\* Lease Housing Construction Contracting in the Real Estate Utilization business is excluded, as the percentage-of-completion method is applied.

\* Temporarily held properties under Real Estate Utilization are recorded as inventory real estate, as they are intended for sale after a certain holding period.

Accordingly, during the holding period, an amount equivalent to depreciation is recorded as a valuation loss on inventory real estate.

\* ※1 In detached house for sale, custom-build housing (construction contracting) is not recorded as inventory real estate, but orders are included in the "free design house" category. In addition,

\* ※2 In Real Estate Utilization, orders for land sales involving Housing with Services for the Elderly are aggregated under the construction contracting category "Housing with Services for the Elderly."

As a result, the total number of units and buildings ordered and not yet ordered does not match the number of units and buildings recorded in inventory real estate as of the end of March.

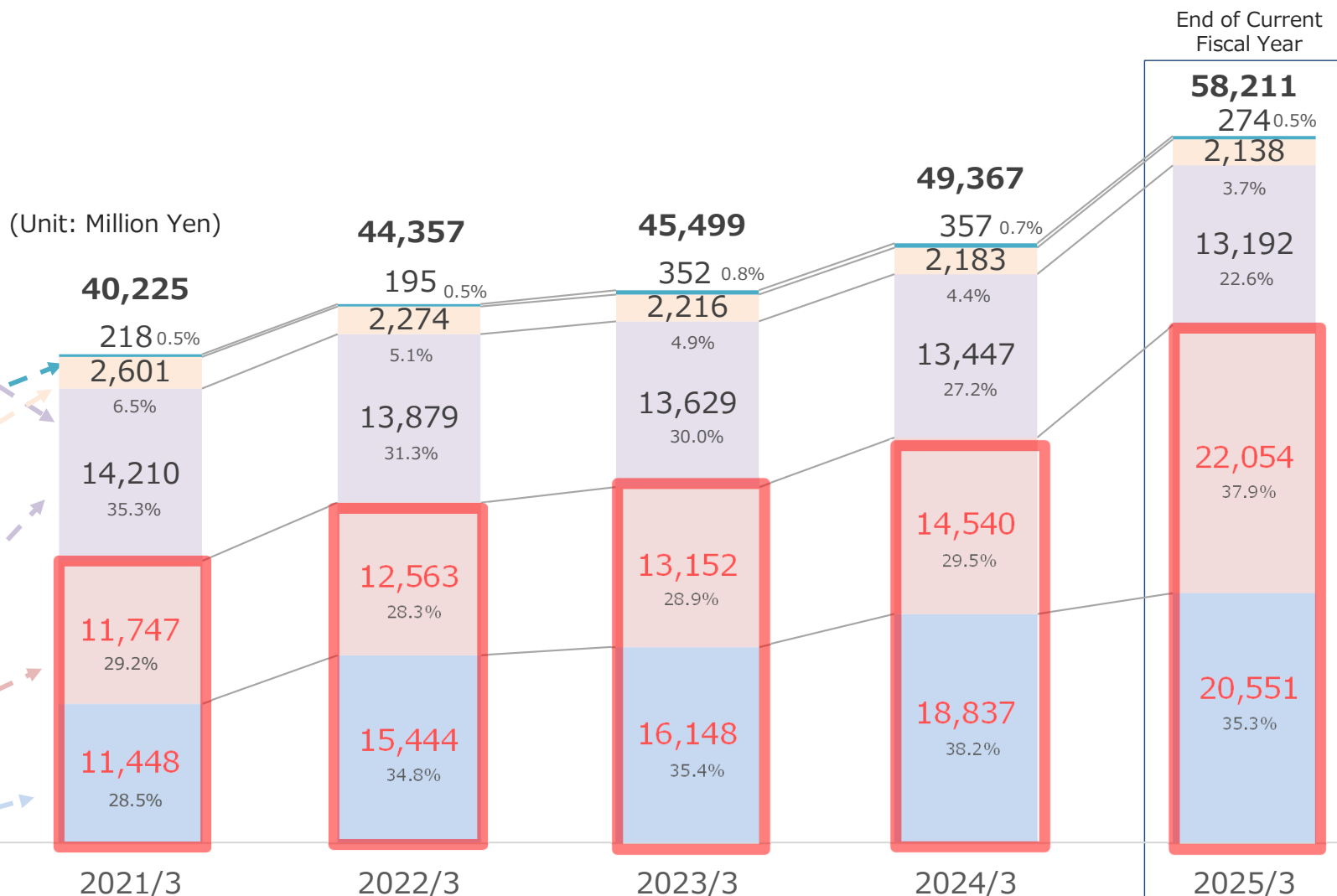
# Trends in Property, plant and equipment

- This chart shows the trends in property, plant and equipment over the past five years. We have been actively acquiring company-owned Housing with Services for the Elderly and used condominiums with tenants (used assets) to strengthen our efforts in the stock-based business, aiming to build a foundation for stable earnings.



Company-Owned Buildings  
(Offices, etc.)  
Osaka Branch Office Building  
(Acquired in March 2019)

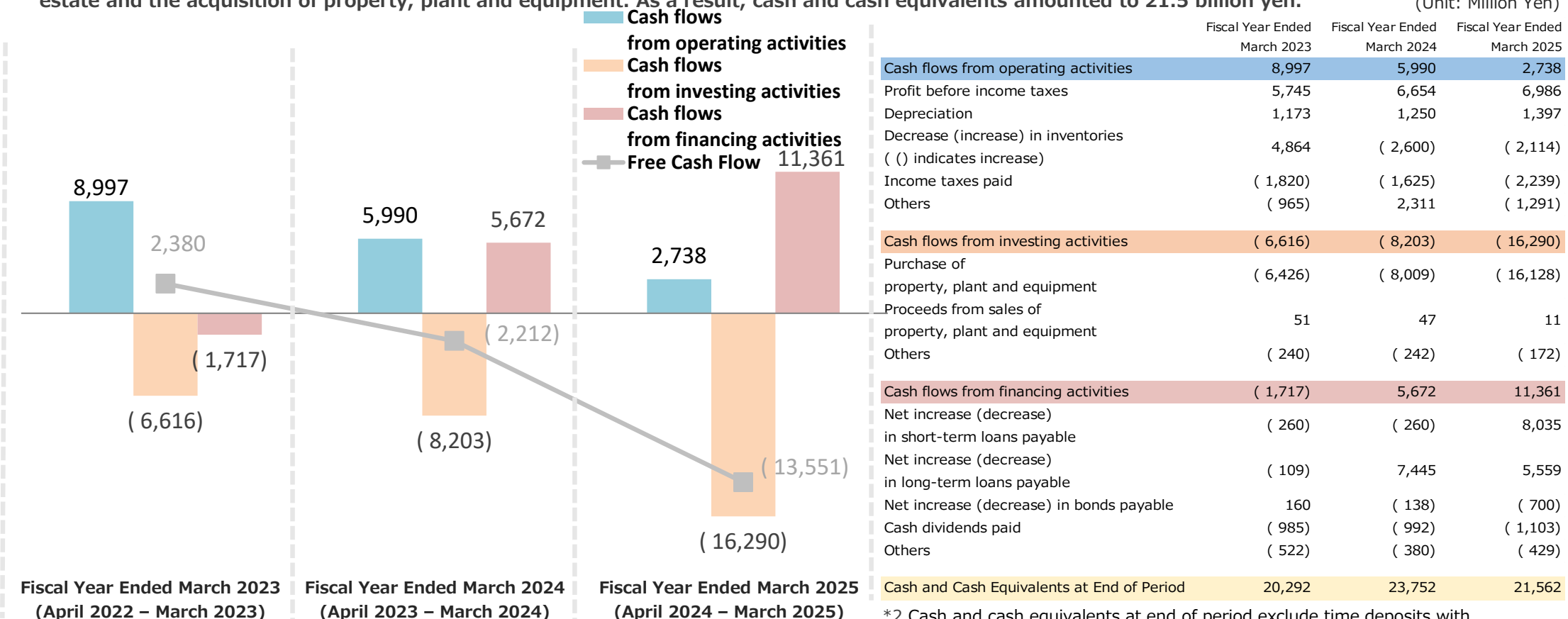
- Others
- Company-Owned Rental Properties
- Company-Owned Buildings (Offices, etc.)
- Used Assets
- Company-Owned Housing with Services for the Elderly



※Property, plant and equipment represents the total of buildings and structures, machinery and transportation equipment, tools, furniture and fixtures, and land. It does not include leased assets or construction in progress.

# Consolidated Cash Flow Trends

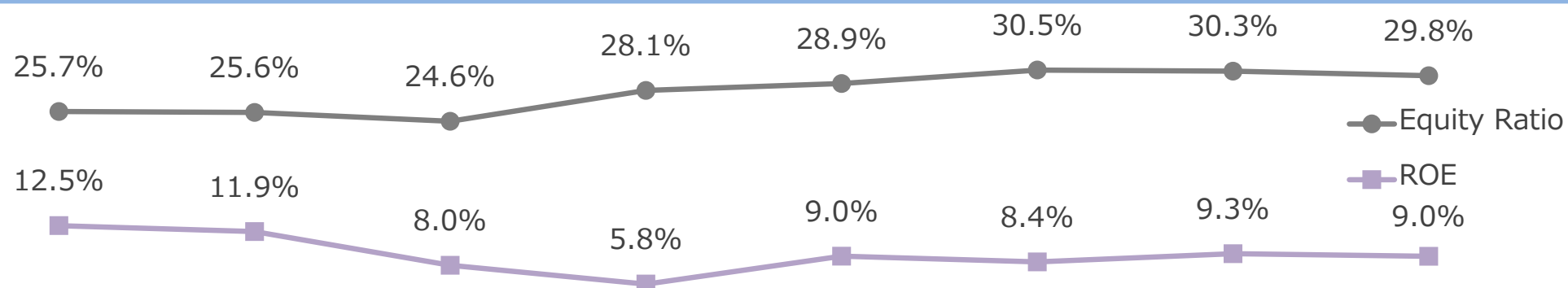
- Cash flows from operating activities, represented by the actual profit from core business operations—calculated as profit before income taxes plus depreciation—reached a record high of 8.3 billion yen. However, due to steady progress in procurement activities, inventories increased, and after including taxes and other factors, the net cash flow resulted in a positive 2.7 billion yen. As shown on page 16, although inventory real estate increased by 8.3 billion yen, in the cash flow statement, used assets (used condominiums) were reclassified during the current fiscal year due to a change in ownership purpose (from holding to sale), resulting in a transfer of 6.2 billion yen from non-current assets to inventory real estate. Therefore, the actual increase in inventory assets is 2.1 billion yen.
- Cash flows from investing activities resulted in a negative 16.2 billion yen, primarily due to the acquisition of used condominiums amounting to 13.9 billion yen as part of efforts to strengthen the used assets business. Although 13.9 billion yen was spent on acquisitions, after the above-mentioned reclassification and depreciation, the balance of used assets recorded under property, plant and equipment increased by 7.5 billion yen compared to the end of the previous fiscal year. (Please refer to page 17.)
- Cash flows from financing activities resulted in a net inflow of 11.3 billion yen, primarily due to fundraising associated with the increase in inventory real estate and the acquisition of property, plant and equipment. As a result, cash and cash equivalents amounted to 21.5 billion yen. (Unit: Million Yen)



\*1 Free Cash Flow (Cash flows from operating activities + Cash flows from investing activities)

\*2 Cash and cash equivalents at end of period exclude time deposits with maturities exceeding three months from cash and deposits.

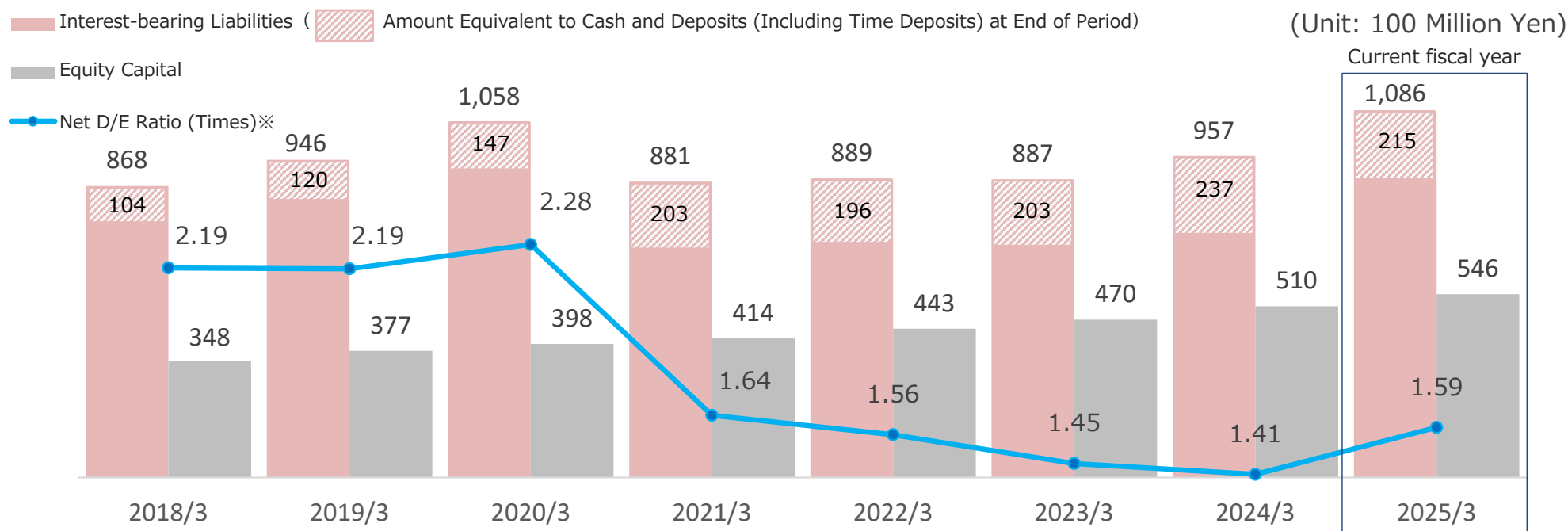
# Management Indicators (Equity Ratio, ROE, Net D/E Ratio)



**Securing Inventory through Active Acquisition of Large-Scale Sites**  
Active Acquisition of Company-Owned Properties

**Selective Land Acquisition in Response to Soaring Land Prices**  
Inventory Level Review through Flexible Pricing Strategies

**Ensuring Profitability through Sales at Appropriate Prices**



Net D/E Ratio = (Interest-bearing Liabilities – Cash and Deposits [including Time Deposits] at End of Period) ÷ Equity Capital

Fuji Jutaku Co., Ltd. フジ住宅株式会社(証券コード: 8860)

# Our Approach to Capital Cost and Share Price

## Our Approach to Capital Cost and Share Price

Our management objective is to ensure the stable and continuous operation of our business and, as stated in our Management Philosophy, to continuously deliver value to all stakeholders.

For the real estate industry, which is highly susceptible to market fluctuations and requires the use of financial leverage in its operations, financial strategy is of critical importance.

Accordingly, we are placing greater emphasis than ever before on capital cost and share price.

We aim to strike a balance between strengthening our equity through retained earnings and enhancing financial soundness by improving asset efficiency, while also increasing profitability through investment in growth areas. At the same time, we will further enhance our IR activities to raise stakeholder expectations.

This policy was resolved at the Board of Directors meeting held on May 14, 2024, and is disclosed in the Corporate Governance Report.

### 1. Current Situation

- For the fiscal year ended March 2025, the ROE was 9.0%, exceeding the cost of capital (Note 1). However, the PER remained low at 5.27 times, and the PBR (Note2) was 0.47 times, falling below the 1.0 benchmark.
- Although the Net D/E Ratio has been on a declining trend, there is still room for further reduction.
- Since the fiscal year ended March 2018, dividends have remained unchanged regardless of profit levels, resulting in fluctuations in the dividend payout ratio. However, we continue to pay close attention to the total return ratio.

### 2. Challenges

- Whether we can continue to achieve an EPS (Note 4) growth rate that exceeds the BPS (Note 3) growth rate.
- Whether we can enhance investor understanding of our sound and stable business model.
- Whether we can maintain and improve financial soundness while ensuring an optimal balance between growth investments and our dividend policy.

### 3. Initiatives

- We will strengthen investment in high capital-efficiency businesses such as the Real Estate Utilization segment and the Leasing and Property Management segment, aiming to stabilize our earnings base and ensure steady growth.
- In particular, Housing with Services for the Elderly—where we hold the top position nationwide in the number of facilities operated—is a business that showcases our strengths. Given that it aligns well with the growing needs of an aging society, we regard it as a priority area for focused investment.
- With regard to our dividend policy, we will maintain a stable dividend approach while also paying attention to the total return ratio. In October 2023, in order to clearly demonstrate this policy, the Board of Directors resolved to “introduce a progressive dividend policy,” which was subsequently announced.
- In the fiscal year ended March 2024, a special dividend of 3 yen was implemented. For the fiscal year ending March 2025, the Company plans to submit a proposal at the Annual General Meeting of Shareholders to be held this year to increase the year-end dividend by 5 yen.
- From November to December 2024, the Company acquired 350,000 shares of treasury stock. This resulted in a 5.7% increase in the total return ratio.
- By strengthening equity through retained earnings and improving asset efficiency, we will further reduce the Net D/E Ratio and enhance our financial soundness.

	FY March 2021	FY March 2022	FY March 2023	FY March 2024	FY March 2025
R O E	5.8%	9.0%	8.4%	9.3%	9.0%
P E R	11.23Times	5.73Times	6.37Times	6.11Times	5.27Times
P B R	0.66Times	0.51Times	0.53Times	0.56Times	0.47Times
Equity Ratio	28.1%	28.9%	30.5%	30.3%	29.8%
Net D/E Ratio	1.64Times	1.56Times	1.45Times	1.41Times	1.59Times
Dividend Payout Ratio	40.9%	25.1%	25.3%	23.7%	24.3%
Total Return Ratio	40.9%	25.1%	29.2%	23.7%	30.0%

(For Reference: As of Fiscal Year-End for the Most Recent 5 Years)

Note 1: Capital cost refers to the cost of shareholders' equity  
(risk-free rate +  $\beta \times$  market risk premium)

Note 2: PBR (Price-to-Book Ratio), including treasury stock in the calculation

Note 3: BPS (Book Value Per Share)

Note 4: EPS (Earnings Per Share)

# Dividends and Shareholder Benefits

## Dividends

	Fiscal Year Ended March 2022 (Consolidated)	Fiscal Year Ended March 2023 (Consolidated)	Fiscal Year Ended March 2024 (Consolidated)	Fiscal Year Ended March 2025 (Consolidated)	Forecast for Fiscal Year Ending March 2026 (Consolidated)
Basic Earnings Per Share (Yen)	107.68	106.65	126.69	131.61	102.76
Dividend Per Share (Yen)	27.00	27.00	30.00	32.00	32.00
of which, Interim Dividend Per Share(Yen)	14.00	14.00	14.00	14.00	16.00
of which, Year-End Dividend Per Share (Yen) (of these Special Dividend)	13.00	13.00	16.00 3.00	18.00	16.00
Dividend Payout Ratio (%)	25.1%	25.3%	23.7%	24.3%	31.1%

Note: The dividend payout ratio for the fiscal year ended March 2025 is calculated based on a planned year-end dividend of ¥18, and for the fiscal year ending March 2026, based on an annual dividend of ¥32 (planned).

## Shareholder Benefits

Eligible shareholders are those who hold 500 shares or more as recorded in the shareholder register as of March 31 each year.

Number of Shares Held as of the Record Date	Details of Shareholder Benefits
500 shares or more but less than 1,000 shares	QUO Card worth ¥1,000
1,000 shares or more but less than 5,000 shares	JCB Gift Card worth ¥3,000
5,000 shares or more but less than 10,000 shares	JCB Gift Card worth ¥4,000
10,000 shares or more	JCB Gift Card worth ¥5,000

## 2 . Growth Strategies and Our Strengths





# Balanced Management – Mutual Complementarity and Synergy

Balanced Management, where each business possesses unique expertise and complements other business divisions

〈 Sales and Segment Profit Composition Ratio 〉



Existing Housing  
Fuji Home Bank  
フジホームバンク

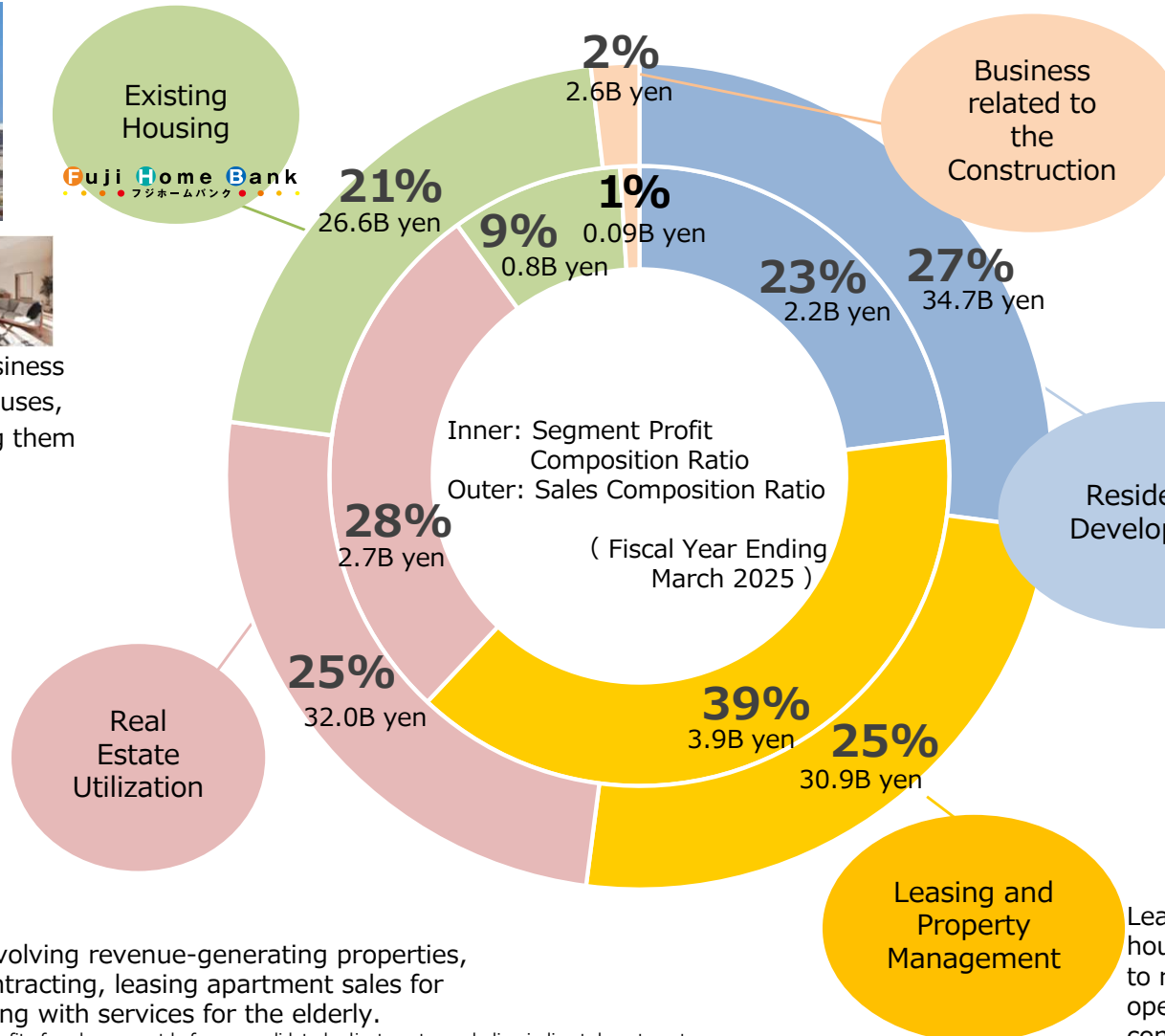


The used housing resale business involves purchasing used houses, renovating them, and selling them



Business for affluent clients involving revenue-generating properties, lease housing construction contracting, leasing apartment sales for individual investors, and housing with services for the elderly.

※ Segment profit represents the operating profit of each segment before consolidated adjustments, excluding indirect department expenses.  
※ The above represents a graphical depiction of the reported segments.



Contracted projects involving steel and reinforced concrete construction, civil engineering, and electrical facility construction for government agencies, aiming to meet the demand for real estate utilization projects.



Residential Development

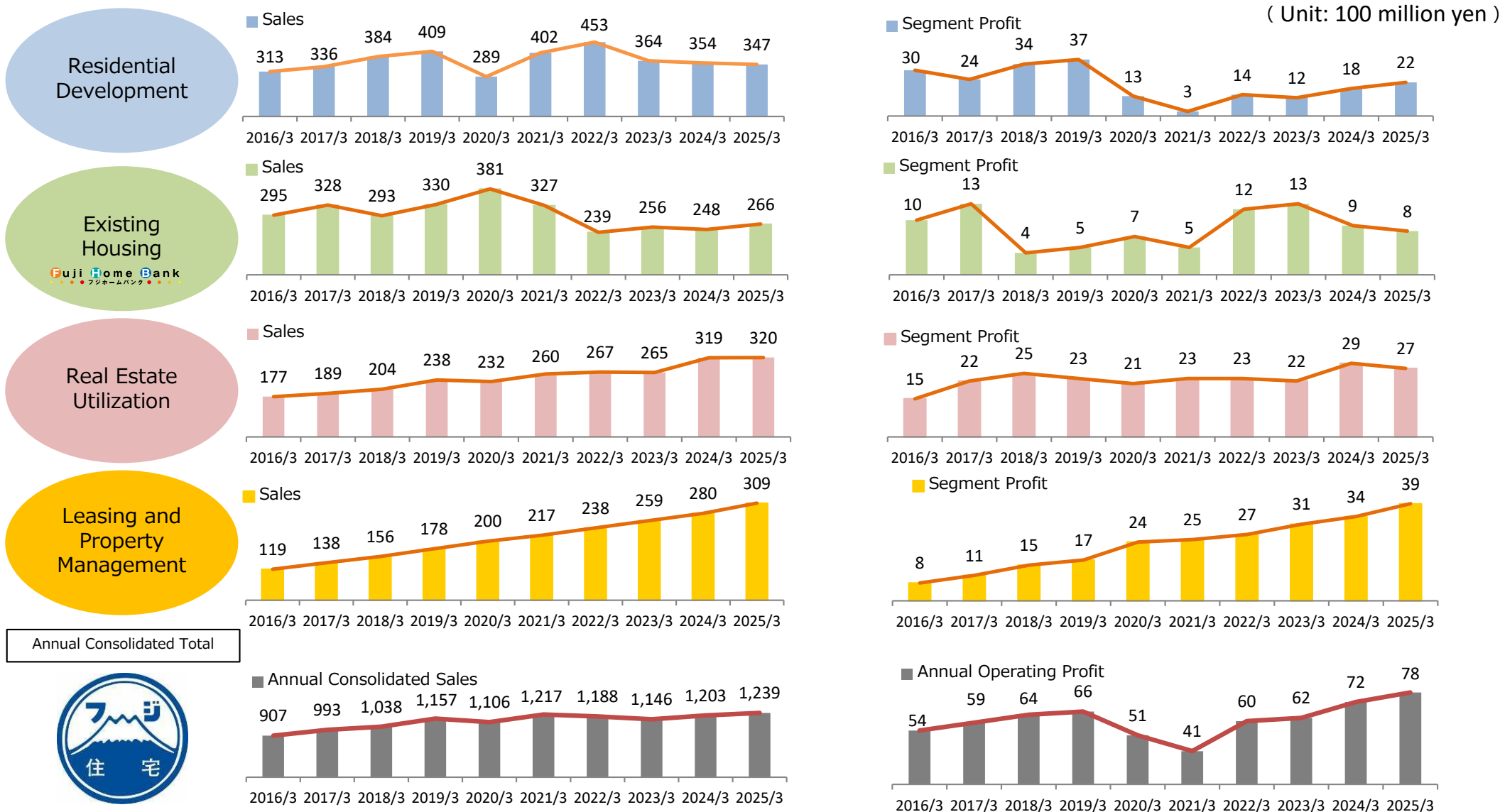


A business specializing in the sale of new detached houses and condominiums with 50 to 200 units, featuring 'town development' and 'free design houses'.

Leasing management of apartments and housing with services for the elderly linked to real estate utilization, as well as operational management commissioned by condominium management associations.



# Trends in Segment Sales and Profit Over the Past 10 Years

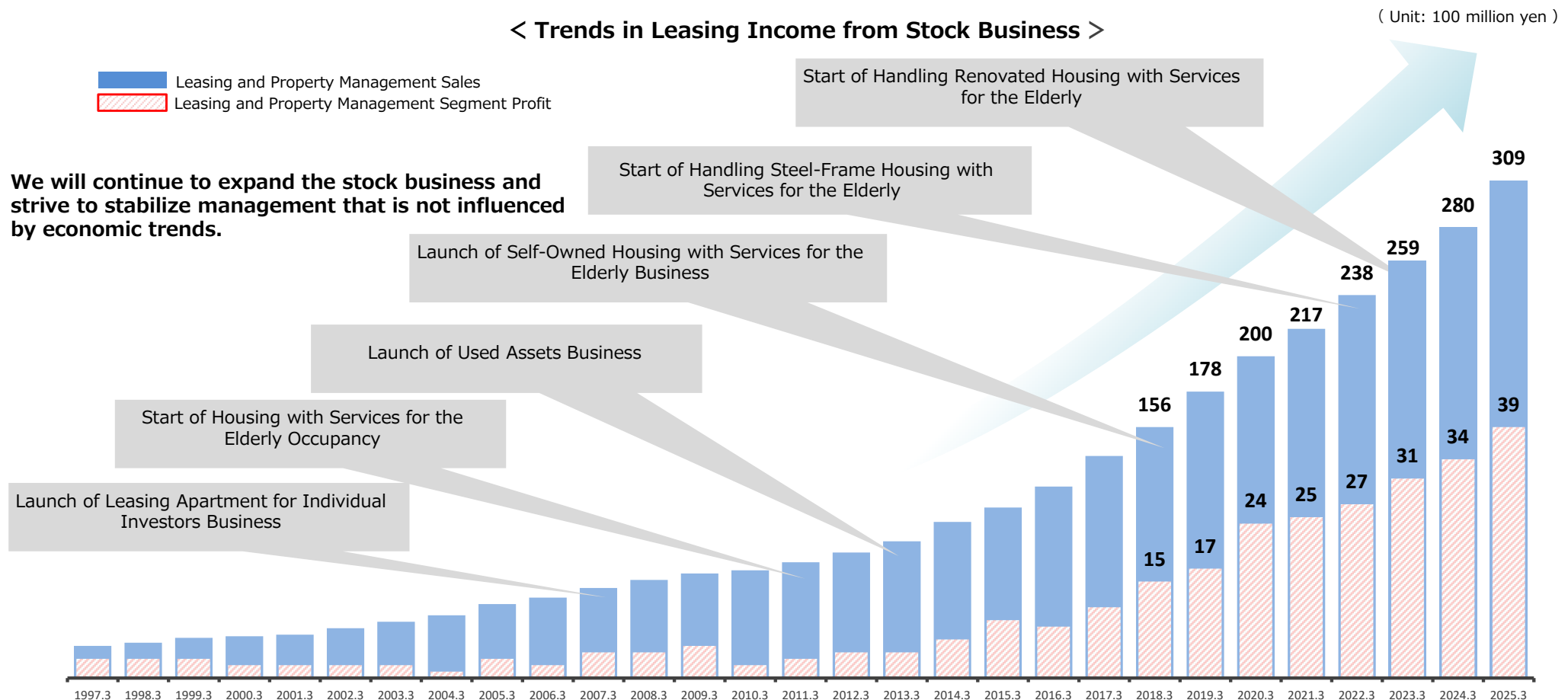


- ※1 Business related to the Construction segment has been included as a reportable segment since the fiscal year ending March 2021, and it has been incorporated into the consolidated totals for each fiscal year from the fiscal year ending March 2021 onward.
- ※2 Since the fiscal year ending March 2020, revenue from the insurance agency business has been included in the consolidated totals for each fiscal year.

- ※3 Segment profit represents the operating profit for each division before consolidation adjustments, excluding indirect department expenses.
- ※4 The annual consolidated totals for each fiscal year are presented on a financial statement basis and differ from the total values of each segment.

# Initiatives for Stock Business Aiming at Stable Growth in the Medium to Long Term

Our stock business leasing income has steadily grown and diversified, starting with the sublease business of Leasing Apartment for Individual Investors and Housing with Services for the Elderly, and expanding into the Used Assets business and self-owned Housing with Services for the Elderly business.



# Our Strengths ①: Creating Homes with Responsibility Towards Our Customers

## ～ Meeting Customer Expectations and Trust ～

The name "Fuji Jutaku" was inspired by Mount Fuji, aiming to become "the most beloved company in Japan."

Buying a home is one of the biggest purchases in life, and we believe that we must conduct our business in a way that ensures customer satisfaction to the very end. We strive to provide safe and heartfelt products and services, placing the utmost importance on meeting our customers' expectations and trust, so that every customer can say, "Fuji Jutaku delivers to the end, and I'm glad I bought a home from them." Since our founding, we have continued to create homes with responsibility towards our customers. As a result, a significant number of our Residential Development segment customers and business partners have introduced new clients to us, and in our Real Estate Utilization segment, many existing property owners have signed repeat contracts. In the 2025 ORICON Customer Satisfaction Survey, we achieved the top ranking in both the Kinki region and Osaka Prefecture, earning high praise from our customers.

### « High Contract Rate and Repeat Contract Rate through Referrals »

#### « Residential Development segment (New Construction) »

In the Residential Development segment (New Construction) for the fiscal year ending March 2025, 30.0% of the order contracts were based on referrals from customers who have already purchased from us or individuals related to our company.

#### « Existing Housing segment (Used) »

In the Existing Housing segment (Used) for the fiscal year ending March 2025, 47.6% of the order contracts for properties sold directly without intermediaries were based on referrals from customers who have already purchased from us or individuals related to our company.

#### « Real Estate Utilization segment (Leasing Apartment for Individual Investors, Lease Housing Construction Contracting) »

In the Real Estate Utilization segment for the fiscal year ending March 2025, repeat contracts, where owners who have previously purchased sign agreements for a second or third building, account for 40.0% of the total. While the repeat purchase rate has shown slight fluctuations in recent years due to strong demand necessitating lottery-based sales, repeat demand has remained consistently stable, and overall sales have continued to perform favorably. While the repeat purchase rate has shown slight fluctuations in recent years due to strong demand necessitating lottery-based sales, repeat demand has remained consistently stable, and overall sales have continued to perform favorably.

- ※1 The number of contracts through referrals for Residential Development (New Construction) is counted by adding up the number of lots purchased simultaneously. (Raw Land Sales are excluded.)
- ※2 For used houses, only customers who purchased directly from us without an intermediary are eligible.
- ※3 The number of order contracts is calculated based on the loan approval date from financial institutions.

# Our Strengths ②: Stable Business Structure through Balanced Management

## ～ Establishing a Structure Aimed at Stable Management through Business Diversification without Expanding Sales Areas ～

### « Stable Business Structure through Balanced Management »

Our sales area is mainly limited to the entire Osaka Prefecture and parts of Hyogo and Wakayama Prefectures. However, each business division boasts a nationwide level or top share within the sales area. **In the Residential Development segment, we ranked No. 1 in the Osaka Prefecture Housing Construction Volume Regional Builder Ranking for 17 consecutive years until FY2021 (although no certification was provided after FY2022 as the research by the source company was discontinued, we believe we have maintained our top share). In the Existing Housing segment, we ranked 8th nationwide in the number of used housing purchase and resale transactions. In the Real Estate Utilization segment, we are ranked No. 1 nationwide with 256 operational buildings of Housing with Services for the Elderly.** These achievements have been cultivated through years of creativity and ingenuity within our community-based management approach, adhering to the principle of 'Not Just Selling or Building'."

### « Strengths of Balanced Management »

#### • Ability to Meet a Wide Range of Customer Needs

The Residential Development segment caters to families, the Existing Housing segment targets investors and individuals who want to acquire a home more easily than purchasing a new one, and the Real Estate Utilization segment is for asset owners and investors. This allows us to conduct business with a wide range of customers.

#### • Expansion of Business Opportunities through Diverse Product Offerings

By accommodating a variety of products such as detached houses, condominiums, and leasing apartments, depending on the size, convenience, and locality of the land, we are able to expand the scope of land acquisitions, thereby increasing business opportunities.

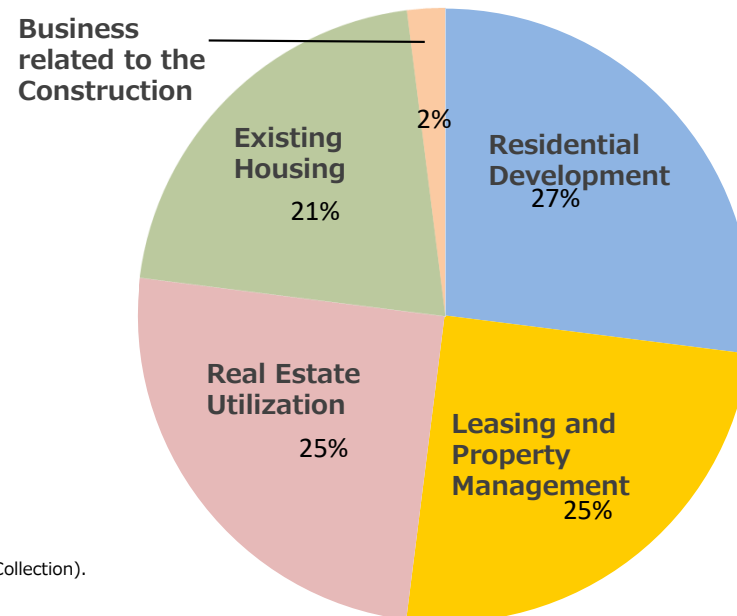
#### • High Resilience to Economic and Market Changes

The real estate industry is subject to fluctuations in economic conditions and land prices. However, our company is not reliant on a single specialized business; instead, our various business divisions complement each other, allowing us to respond flexibly to changes.

Source: The certification for No.1 in the Osaka Prefecture Housing Construction Volume Regional Builder Ranking is based on the combined total of areas excluding Osaka City (Osaka City is not included in the performance target). (Survey by Housing Industry Research Institute, from '23 No.1 Home Builder Comprehensive Collection).  
Source: Reform Industry Newspaper, Purchase and Resale Annual Sales Ranking 2024 (Published on July 29, 2024),  
Source: Senior Housing Newspaper 2024 Summer Special Edition.

### « Balanced Sales Composition Ratio by Business Segment »

Sales Composition Ratio for the Fiscal Year ending March 2025.



# Our Strengths ③: House with Charcoal / Pure Air (1)

～ To Live Healthily, One Should Be Thoroughly Particular About Indoor Air Quality. ～

In addition to air pollution from exhaust gases, pollen, bacteria, and viruses have become significant issues. Our 'House with Charcoal / Pure Air' was born from the integration of the technologies we have cultivated so far, with a thorough focus on 'air' and 'quality.' We have obtained the rights to use the patented 'House with Charcoal' system within our group's sales area, providing homes that offer peace of mind as products that differentiate us from competitors and add value.

(お客様が実感された効果を一部ご紹介)

(Overview of House with Charcoal / Pure Air)

The 'Carbon Air Clean System' forcibly draws in outdoor air using a fan and blocks fine harmful particles with a 'fine particle filter.'

Furthermore, a double measure is implemented by laying charcoal under the floor and passing air through it, ensuring clean air is supplied to each room.



(Reference) For more details, please check the following.

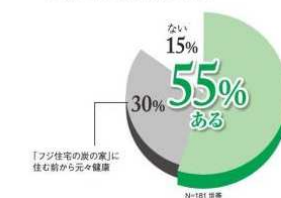
<https://www.fuji-ie.com/kodawari/>

Fuji Jutaku Co., Ltd. フジ住宅株式会社(証券コード: 8860)

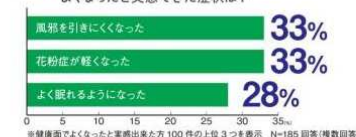
## 健康効果

暮らしはどう変わりましたか？

Q 「フジ住宅の炭の家」に暮らしてから、健康面でよかったと実感できた事がありますか？



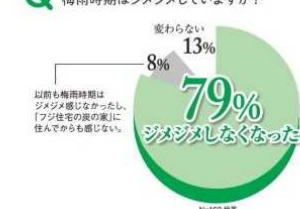
Q 「フジ住宅の炭の家」に暮らしてから、健康面でよかったと実感できた症状は？



【その他】

- 冷え性が改善された
- 便秘や下痢をしなくなった
- 食欲が旺盛になった
- 肩こりが楽になった
- イライラしなくなった
- 疲れが残らなくなった
- お肌の調子が良くなった
- ぜんそくが軽くなった
- アトピーが良くなった
- 集中力がアップした

Q 「フジ住宅の炭の家」に暮らしてから、梅雨時期はジメジメしていますか？



## 消臭効果

「フジ住宅の炭の家／ピュアエア」にお住まいのお客様にアンケートデータ！

Q 以前と比べて生活臭はいかがですか？



Q 以前と比べてペットの臭いは気になりますか？



Q 翌朝のタバコの臭いは消えていますか？



Q リビングで焼肉をした後臭いはいかがですか？



Q 洗濯物を室内干した時以前と比べて臭いはいかがですか？



※「炭の家」に1年以上お住まいのお客様にお聞きした内容を基に作成しております。



# Our Strengths ③: House with Charcoal / Pure Air (2)

~ We Offer a 'House with Charcoal' Overnight Experience for Customers. ~

In some of our subdivisions, we offer a 'House with Charcoal' overnight experience. This experience has been available since 2019, and many people have participated in it.

For those considering purchasing a detached house and interested in the effects of charcoal, we provide an opportunity to stay overnight for free in our 'House with Charcoal' model house. By spending a day in the model house, customers can experience the benefits of charcoal and the latest home features firsthand.



## Main Customer Feedback on the "House with Charcoal" Overnight Stay Experience

### ④ Reasons for Wanting to Participate in the Overnight Stay:

- ① To experience the spaciousness of the house and its layout in daily life
- It sounded fun after being introduced by the sales representative
- Currently living in an area with poor air quality and wanted to try Fuji Jutaku's "House with Charcoal"
- To see how much the symptoms of a chronic condition (rhinitis) would improve by staying in a "House with Charcoal"

### ④ Effects of the "House with Charcoal"

#### Health-related Feedback (pollen allergies, rhinitis, sleep quality, migraines, etc.):

- ① Even with the windows closed, the room doesn't feel stuffy at all, making it very comfortable.
- I felt that my itchiness subsided a little.
- Perhaps because of that, I felt I slept better.
- Normally, my eye drops don't help much, but during the stay, I felt one application was enough to relieve the itch.
- There was hardly any air stagnation, and I was able to sleep soundly through the night and wake up feeling refreshed.

#### Daily Life Aspects (Odors, Humidity, etc.):

- ① I cooked meat in a frying pan, but the smell seemed to disappear quickly.
- I was surprised that there was no lingering smell of food after dinner.
- After taking a bath, my body dried quickly, but it didn't feel dry or dehydrated.

#### Other Impressions (Air Purification and Additional Observations):

- ① I was surprised that there was no lingering odor even when food was left out.
- I was amazed that just one air conditioner could cool the entire house—perhaps due to the excellent design.
- Actually experiencing it led to many new discoveries and was more educational than expected. I'd like to use this as a reference in the future.

#### ④ About the Layout and Design:

- ① Staying here helped me develop ideas and preferences for the layout I would want in my own home.
- The furnishings were stylish and full of great inspiration.
- I felt at ease knowing I could sense my family's presence no matter where I was in the house.

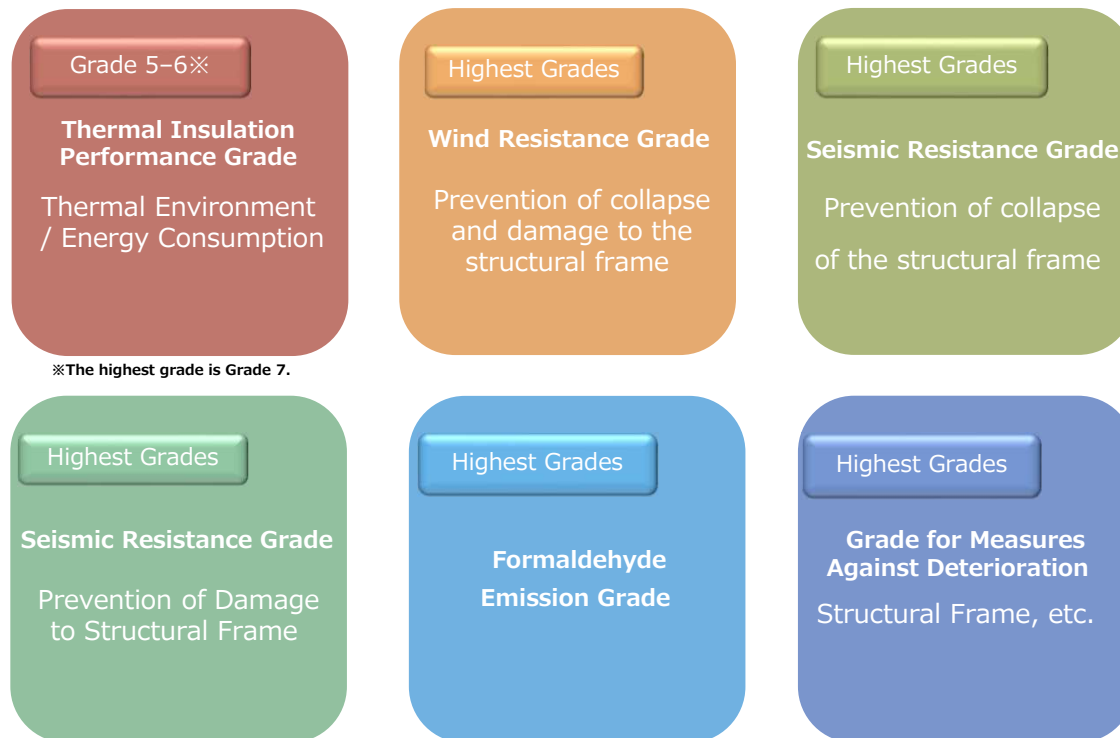
#### ④ About the Facilities (Kitchen, Bathroom, Floor Heating, etc.):

- ① The kitchen-centered layout allowed me to do housework while watching over everyone, so I didn't feel isolated and was able to enjoy cooking.
- It was a lot of fun to experience the latest home equipment firsthand.

# Our Strengths ④: Providing Homes with High Residential Performance

~ Earning Trust After Construction is the True Mission of Homebuilding. ~

## 【Items of the Housing Performance Indication System】



We believe that our mission is to provide high-quality homes where residents can enjoy a high level of satisfaction throughout their lives.

As part of this commitment, we obtain a housing performance evaluation report for all of free design house, ensuring they meet the top-level standards across all six categories of the housing performance indication system. Furthermore, we have introduced the 'TRC Damper' seismic control system, which helps reduce shaking caused by earthquakes and enhances the effectiveness of preventing wall damage and furniture from toppling over.

※1 The above information is as of March 31, 2025.

※2 Our company ensures that all of our homes meet insulation performance grade 5, which is the ZEH standard, and we also offer homes that meet grade 6 based on customer needs.  
Moving forward, taking into account customer demands and market trends, if grade 7 is determined to be the optimal choice, we plan to provide homes that meet grade 7 as well.

# Our Strengths ⑤: Creating High-Quality Homes with a Focus on the Local Community

NEW

## ～ Not Just Selling or Building ～

Our company upholds the founding spirit of 'Not Just Selling or Building.' We continue to engage in dense business activities within a range where we can see our customers' faces and have established a thorough after-sales support system. For this reason, we deliberately choose not to expand nationwide.

In line with our founding spirit, we are committed to creating high-quality homes with a focus on the local community, allowing us to build long-term relationships with our customers and provide them with homes they can continue to live in with peace of mind for decades.

Our 'After-Sales Support' is one of the founding principles of our company established by our current chairman, Imai. We have established a dedicated after-sales support department, which is rare in the industry, and all matters from the initial report by customers to resolution are handled entirely by our employees.

Additionally, regular after-sales services after handover are also carried out by our staff, ensuring a comprehensive support system that allows our customers to live with peace of mind while we continue to safeguard their homes.

(Regular After-Sales Service in Action)

From "The Reason Why Fuji Jutaku Was Established" — Comments from the Current Chairman, Mr. Imai

### <Out of a Sense of Responsibility to Customers>

—What motivated you to go independent after being a top salesperson?

Mr. Imai

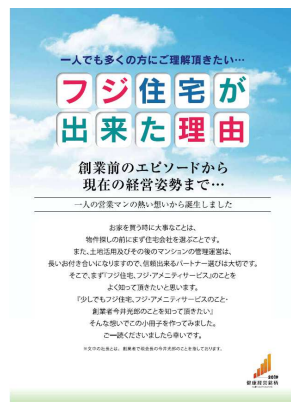
One of the responsibilities of a salesperson at a housing company was to handle customer complaints such as "there's a roof leak" or "the floor is creaking."

However, no matter how much I pleaded at the time, the company was reluctant to fix these issues.

Customers signed contracts because they trusted me or the company, so I believed it was my responsibility as the one who made the sale to see things through. That's why, if the company wouldn't make the repairs, I would sometimes pay for them myself out of my own salary.

However, while it was manageable to cover expenses of 10,000 or 20,000 yen, it became increasingly difficult when the cost exceeded 100,000 yen. Since I had an exceptionally strong sense of responsibility, I found it extremely frustrating and hard to accept.

That's why I decided to start my own company in January 1973. I believed that by doing so, I could take full responsibility for my customers and properly fulfill my obligations to them.



Our regular after-sales service is conducted by our dedicated after-sales department staff at 3 months, 1 year, 2 years, 5 years, and 10 years after handover.



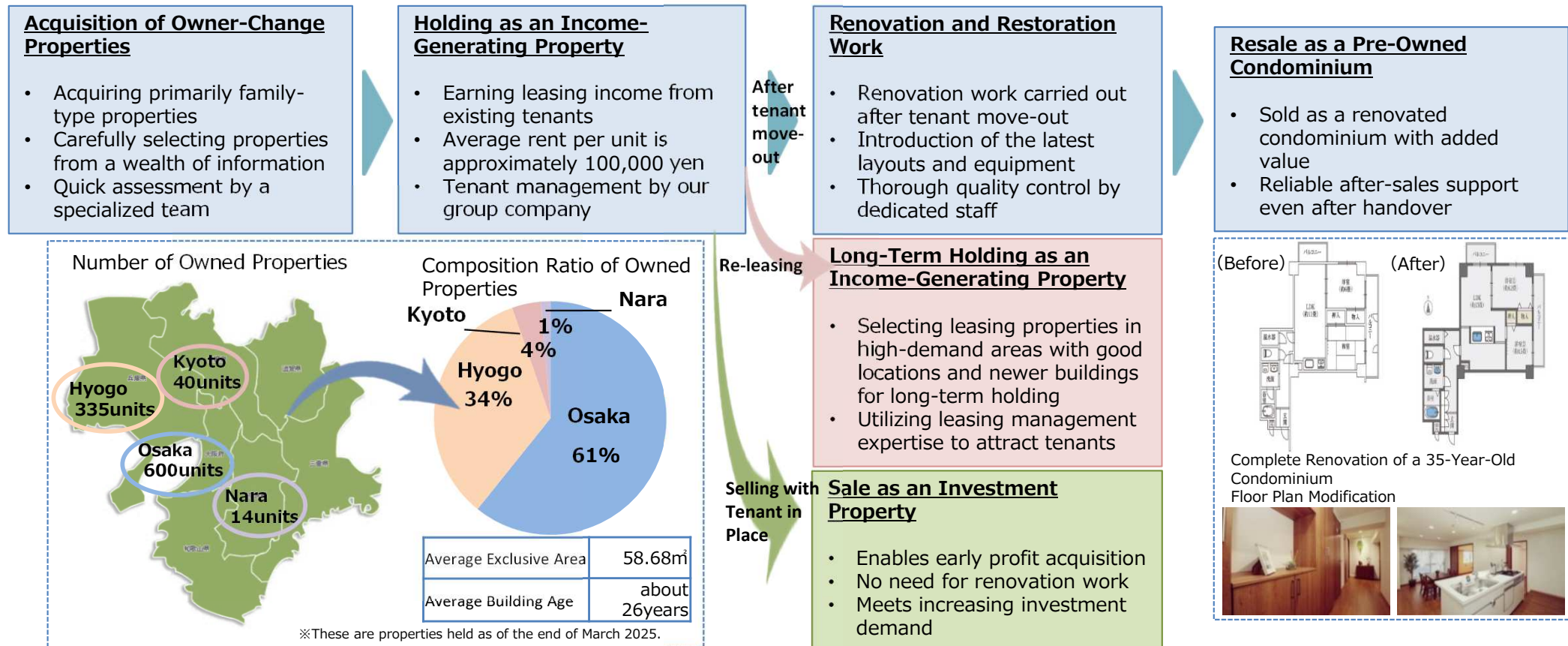
# Our Strengths ⑥: Used Assets Business in Collaboration with Leasing and Property Management

NEW

## ～ Establishment of Two Stable Revenue Sources: Leasing Income and Resale Profit ～

The used assets business involves acquiring pre-owned condominium units with existing tenants (owner-change properties), generating revenue through leasing income until the tenants vacate, and then renovating and reselling the units. This business model is closely linked to our leasing and property management operations. Our company ranks among the top nationwide in the buy-and-resell business by renovating and reselling vacant pre-owned homes. In this business model as well, we own 1,016 units in the Kinki region, maintaining a top-class position comparable to the largest competitors in the Kansai region.

Furthermore, as shown in the diagram below, we diversify our exit strategies by re-renting owner-change properties as income-generating assets and selling them with tenants in place as investment properties. By leveraging our group's leasing and property management division, we can flexibly manage properties according to their characteristics.



**NEW**

# Our Strengths ⑧: Aiming to Become Japan's Most Beloved Management Company ~The Secret to High Occupancy Rates~

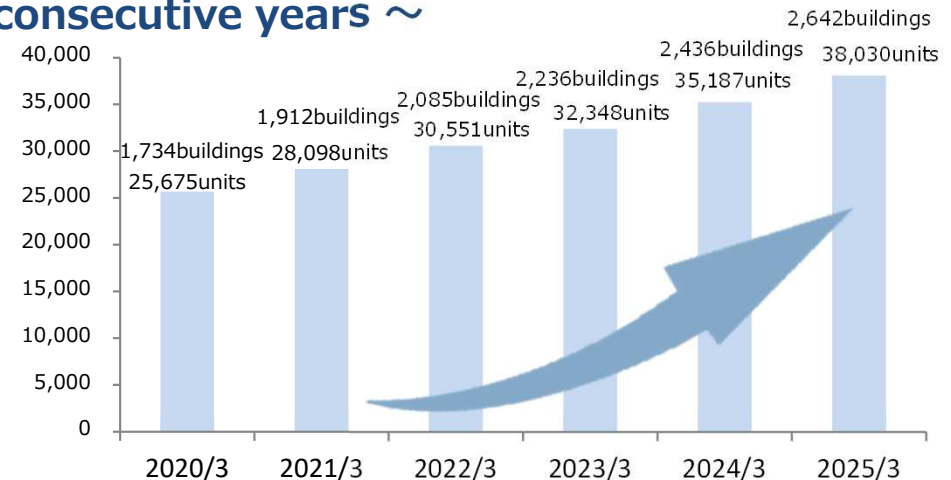
## ~ Leasing and Property Management maintaining a high occupancy rate of around 97% for five consecutive years ~

As of the end of March 2025, the total number of managed housing units is 38,030 units (with 2,642 managed facilities). Among them, the number of units managed under master leases is 33,388 units (with 2,467 managed facilities), and the occupancy rate is 96.8%, maintaining a high occupancy rate of around 97% over the past five years.

This achievement is attributed to the company's meticulous property selection, ensuring long-term, stable leasing management for property owners. Key factors contributing to this success include:

1. Strong collaboration with brokerage firms to enhance customer acquisition.
2. High standards of property management.
3. A specialized management system that allows for quick and flexible operations.

The company aims to continue striving to be Japan's most beloved property management company, ensuring that tenants can live comfortably and securely for a long time.



\* Number of Leasing Management Buildings and Units (Including Company-Owned Properties) as of the End of March 2025.

### Towards High Occupancy Rates

#### ① Strong collaboration with brokerage firms to enhance customer acquisition

- We assign our employees to each brokerage firm, maintaining close communication while jointly implementing the following customer acquisition promotion measures as a unified effort.
- We share information such as vacancy status and floor plans with brokerage firms through a dedicated site, enabling property viewings 24/7/365 without our mediation, thereby adopting measures to increase contract speed.

#### ② High standards of property management

- Cleaning of common areas is conducted twice a week for all managed properties. To ensure consistent cleaning quality across properties, monthly cleaning checks and study sessions are conducted with partner companies, standardizing a high level of cleanliness across all properties.
- A dedicated team capable of responding to resident inquiries and troubleshooting 24/7/365 has been established, ensuring operations from the residents' perspective.

#### ③ A specialized management system that allows for quick and flexible operations

- By assigning dedicated personnel for specialized roles such as equipment management and customer acquisition, and adopting a division of labor, we achieve faster and higher-quality responses compared to the typical full-operation handled by a single individual.
- The back office is structured with finely tuned teams handling everything from contract-related tasks to patrol responses, ensuring a system that can respond quickly and flexibly to irregular situations.

#### Policy for Careful Selection of Property Locations to Ensure Long-Term and Secure Leasing Management (Business of Leasing Apartment for Individual Investors)

Leveraging Extensive Land Information Accumulated as a Comprehensive Real Estate Business, We Carefully Select Prime Locations Near Stations with Low Lease Price Decline Risk from Approximately 20,000 Annual Land Information Entries.



# Our Strengths ⑨: The Reasons Why We Can Provide High-Quality Housing

## ～ Stable Provision of High-Quality Housing Through Deep Trust with Partner Companies ～

To continuously provide high-quality housing in a stable manner, the cooperation of our partner contractors is indispensable. In order to ensure the delivery of high-quality housing, we hold monthly Safety and Health Council and an annual Site Cooperation Meeting to share our Management Philosophy and reinforce safety and quality control measures. At the 2024 Site Cooperation Meeting, approximately 900 partner contractors participated. Together with our company, they strive toward our goal of "bringing happiness to our customers." As part of this effort, we conducted an awards ceremony to recognize companies and workers who have contributed significantly to our shared mission.

Furthermore, to express our gratitude to our dedicated partner contractors who work tirelessly for our customers, we hold appreciation certificate ceremonies three times a year. Our company and our partner contractors work as one to achieve the common goal of providing high-quality housing in a stable and reliable manner.

### (Site Cleanliness Campaign (Mass Cleaning Activities))



Customers and nearby residents perceive our construction sites as clean, allowing workers to perform their tasks comfortably and ensuring accident-free operations. To achieve this, our cooperating contractors diligently carry out waste separation, organization, tidying up, and cleaning five times a day. Additionally, every Friday, all site workers participate in a 30-minute collective site cleaning. Furthermore, the organization publishes a ranking of cleanliness and tidiness for each site, striving to create even better work environments.

### (Opinion Letter)

We have installed a 'Suggestion Box' at the Safety and Health Council to collect proposals and concerns from our cooperating partners. The opinion letters are reviewed by site supervisors and department heads, and we ensure that every opinion received is responded to and addressed, contributing to the creation of better work environments.

### (Communication Card)

The communication card is a card that conveys words of appreciation from our company to the workers. It is not only addressed to the workers themselves but also communicated to the companies they belong to, so that the workers can receive recognition from their companies as well.

## 3. ESG and SDGs Initiatives



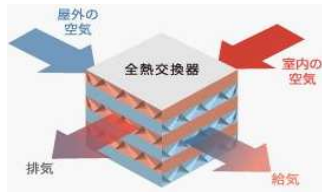

# Overview of ESG and SDGs

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## Basic Sustainability Policy

Our group, under the Management Philosophy of 'To operate the Company for the sake of employees, their families, customers, business partners, shareholders, local communities, and ultimately the nation,' has been engaging in social contribution activities through our business operations since our founding. The importance of the role that companies play in addressing social issues, such as the United Nations-adopted SDGs (Sustainable Development Goals), is increasing. By being aware of the relationship between ESG (Environment, Society, Governance) and SDGs with our community-based business operations and engaging in social contribution, we aim to continue growing sustainably with society and strive to become a trusted corporate group.













Environment	Our Group's Initiatives	SDG s
Business Activities Considerate of Environmental Conservation	<p><b>Efforts in the Used Housing Regeneration Business</b> Renovation of used houses, compared to rebuilding projects, significantly reduces CO2 emissions and waste, directly contributing to resource conservation.</p> <p><b>Total Heat Exchange System with IAQ Control</b> Our "House with Charcoal / Pure Air" adopts a "Total Heat Exchange System," which prevents heat energy loss during ventilation, making it an energy-efficient housing option.</p>  <p><b>Pre-Cut Construction Method</b> By adopting the pre-cut construction method, where wood materials are pre-processed in a factory and assembled on-site, we reduce waste materials and lessen environmental impact.</p> <p><b>Cellulose Fiber (Insulation Material)</b> The cellulose fiber insulation material we use is made from recycled newspaper before shipment. Compared to manufacturing conventional glass wool insulation, the production process requires significantly less energy, thereby reducing environmental impact.</p> <p><b>Participation in the OSAKA Zero Carbon Smart City Foundation</b> We are participating in the "OSAKA Zero Carbon Smart City Foundation," which aims to take a more ambitious and advanced approach to SDGs from Osaka, spreading these initiatives nationwide, and playing a leading role in realizing a decarbonized society by 2050.</p>	<p><b>6</b> 安全な水とトイレを世界中に</p> <p><b>7</b> エネルギーをみんなにそしてクリーンに</p> <p><b>9</b> 産業と技術革新の基盤をつくろう</p> <p><b>11</b> 住み続けられるまちづくりを</p> <p><b>12</b> つくる責任 つかう責任</p>
Improvement of Office Environment with Consideration for Environmental Conservation	<p><b>Various In-House Initiatives for Environmental Conservation</b></p> <ul style="list-style-type: none"> <li>- Introduction of hybrid vehicles for all company cars</li> <li>- Paperless documentation within the company through the introduction of electronic approval systems and electronic contract services (elimination of stamps)</li> <li>- LED conversion of office lighting and the headquarters building advertising tower</li> <li>- Promotion of Cool Biz to reduce air conditioning usage</li> <li>- Utilization of recycled paper by dissolving used paper within the company</li> <li>- Installation of demand monitoring equipment to monitor and control the office's maximum power demand</li> </ul> 	<p><b>13</b> 気候変動に具体的な対策を</p> <p><b>15</b> 陸の豊かさも守ろう</p>








Environment	Our Group's Initiatives	SDG s
<p>Environmental conservation activities by employees</p>	<p><b>Tree-Planting Volunteer so called “Fuji Jutaku Forest” (Hidakagawa-cho, Hidaka-gun, Wakayama Prefecture)</b></p> <p>The 2.16-hectare forest in Hidakagawa-cho, Hidaka-gun, Wakayama Prefecture, has been named so called “Fuji Jutaku Forest” and certified by Wakayama Prefecture. Our company and the Fuji Jutaku Group employees and their families participate as volunteers in tree planting and forest cultivation activities.</p> <p>Through these activities, we are working to contribute to the conservation of the local natural environment as a member of the local community and to enhance environmental awareness.</p> <p>On Saturday, November 30, 2024, a total of 53 employees and their families participated as volunteers in the 6th tree-planting event of the "so called Fuji Jutaku Forest," planting 300 saplings and conducting undergrowth mowing.</p> <div data-bbox="439 703 766 1198"> </div> <div data-bbox="788 703 1115 1198"> </div> <div data-bbox="1137 703 1464 1198"> </div> <div data-bbox="1487 906 1921 1198"> </div> <div data-bbox="1568 501 1912 884"> <p>( Certification Notice )</p> <p>フジ住宅株式会社 代表取締役 室 宣 雄</p> <p>和歌山県環境生活部 部長 印</p> <p>和歌山県森林による二酸化炭素の吸収等環境保全活動推進事業実施要綱 に基づき認定について（通知）</p> <p>令和4年1月18日付けの申請は、和歌山県森林による二酸化炭素の吸収等環境 保全活動推進事業実施要綱第3条第1項の規定により、下記のとおり認定されまし た。</p> <p>なお、認定書及び水（肥料材）認定プレートについては、後日交付することを 申し添えます。</p> <p>記</p> <ol style="list-style-type: none"> <li>対象森林の名称 フジ住宅の森</li> <li>対象森林の所在地 和歌山県高田町山崎字沢川谷 3125番地</li> <li>認定開始日 平成31年4月27日</li> <li>種 数 面積 1、14 ヘクタール</li> <li>主 要 樹 種 広葉樹（ヤブズミ、クヌギ、コナラ、タブノキ、イロハモミジ）</li> <li>二酸化炭素吸収量 約400トン-CO2/100年</li> </ol> </div>	<div data-bbox="1980 384 2145 539"> <p>6 安全な水とトイレ を世界中に</p> </div> <div data-bbox="1980 555 2145 710"> <p>7 エネルギーをみんなに そしてクリーンに</p> </div> <div data-bbox="1980 726 2145 880"> <p>9 産業と技術革新の 基盤をつくろう</p> </div> <div data-bbox="1980 896 2145 1051"> <p>12 つくる責任 つかう責任</p> </div> <div data-bbox="1980 1067 2145 1222"> <p>13 気候変動に 具体的な対策を</p> </div>
<p>Establishment of TCFD Working Group</p>	<p><b>Promotion of Initiatives Considering the Relationship Between ESG, SDGs, and Our Community-Based Business Activities</b></p> <p>Since April 12, 2022, we have established the TCFD Working Group to assess the impact of climate change on our business operations. Based on the framework proposed by the TCFD recommendations, we analyze future changes in the external environment and promote initiatives aligned with our basic sustainability policy.</p>	<div data-bbox="1980 1222 2145 1377"> <p>15 陸の豊かさも 守ろう</p> </div>





Social	Our Group's Initiatives	SDGs
<p>Establishing a Comfortable Work Environment①</p>	<p>Initiatives for KENKO Investment for Health</p> <p>"A company is its people. Without the health and happiness of employees, customer satisfaction and company development cannot be achieved."</p> <p>Since its establishment, our company has upheld this belief. To ensure our customers experience genuine happiness, we believe it is essential that our employees, who work at our company, are both physically and mentally healthy, take pride in their work, find purpose and fulfillment, and lead rich and meaningful lives both professionally and personally. We approach employee health management from a managerial perspective, with a focus on creating workplace environments that contribute to long-term improvement in corporate value.</p> <p>The Ministry of Economy, Trade and Industry, in collaboration with the Tokyo Stock Exchange, has selected our company for the "KENKO Investment for Health Stock" designation in 2016, 2018, and 2019. In March 2025, we were certified for the eighth time under the "KENKO Investment for Health Outstanding Organization 2025 (Large Enterprise Category) [White 500]", a recognition jointly granted by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi. Additionally, we were honored for the third consecutive year as an Excellent Company for Cancer Control Promotion by the Ministry of Health, Labour and Welfare.</p> <div data-bbox="448 842 815 938">  <p>健康経営銘柄 2019 Health and Productivity</p> </div> <p>The Ministry of Economy, Trade and Industry, in collaboration with the Tokyo Stock Exchange, has selected our company for the "KENKO Investment for Health Stock" designation in the real estate industry the highest number of times—three times in total.</p> <div data-bbox="875 815 1294 927">  <p>健康経営優良法人 KENKO Investment for Health 大規模法人部門 ホワイト500</p> </div> <p>Certified for the eighth time under the "KENKO Investment for Health Outstanding Organization 2025 (Large Enterprise Category) [White 500]", a recognition jointly awarded by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi.</p> <div data-bbox="1368 786 1514 959">  <p>DBJ健康格付 2021</p> </div> <p>Development Bank of Japan (DBJ) KENKO Investment for Health (Health Management) Highest Rating</p> <div data-bbox="1704 786 1910 935">  </div> <p>Ministry of Health, Labour and Welfare 'Outstanding Company in Cancer Control Promotion' Award</p> <p><b>Specific Initiatives for KENKO Investment for Health</b></p> <p>Our company has established policies for key initiatives related to health promotion, which are decided at the Board of Directors meetings. Regarding these key initiatives, we set goals and indicators for KENKO Investment for Health, positioning health checkups for all employees, including part-time staff, as a critical issue. Over the past 10 years, we have achieved a 100% participation rate in health checkups. These checkups include not only legally mandated items but also additional tests such as tumor marker tests, Helicobacter pylori tests, breast ultrasound examinations for all female employees, and, since April 2022, tests for pancreatic, bile duct, and gallbladder cancers (CA19-9). In addition to non-statutory health checkup items, we fully cover the costs of follow-up tests and re-examinations. We are committed to continuously implementing initiatives aimed at maintaining and improving employee health, with a long-term focus on enhancing corporate performance.</p>	<div data-bbox="1977 371 2145 531"> <p>1 貧困をなくそう</p>  </div> <div data-bbox="1977 539 2145 699"> <p>3 すべての人に健康と福祉を</p>  </div> <div data-bbox="1977 707 2145 866"> <p>4 質の高い教育をみんなに</p>  </div> <div data-bbox="1977 874 2145 1034"> <p>5 ジェンダー平等を実現しよう</p>  </div> <div data-bbox="1977 1042 2145 1201"> <p>8 働きがいも経済成長も</p>  </div> <div data-bbox="1977 1209 2145 1369"> <p>10 人や国の不平等をなくそう</p>  </div>

Social	Our Group's Initiatives	SDG s
Establishing a Comfortable Work Environment②	<p><b>Promoting Work Style Reform through Telework Implementation</b></p> <p>Utilizing ICT (Information and Communication Technology), we promote telework as a flexible work style that is not constrained by location or time. In 2018, we received the "Telework Pioneer 100 Selection Minister of Internal Affairs and Communications Award", in 2021 and 2022, the "Telework Promotion Award for Excellence", and in 2024, we were selected for the "25th Commemorative Telework Promotion Award Special Prize."</p> <p>The promotion of telework supports balancing work with childcare and caregiving, employment for people with disabilities who have difficulty commuting, securing talented personnel in regional areas, and establishing BCP (Business Continuity Planning), ultimately contributing to the enhancement of corporate value.</p>  <p><b>Proactive Initiatives for Sports</b></p> <p>We support the fundamental value of sports in enabling people to lead a healthy and culturally enriched life throughout their lifetime. In line with this belief, our company has implemented various initiatives to promote sports. We have installed a box-type high-pressure oxygen chamber that can accommodate up to ten people, allowing employees to engage in stretching and training. Additionally, we organize walking events and encourage employees to commute in sneakers by providing incentives for walking. As a result of these efforts, on January 31, 2025, we were certified as a "Sports Yell Company 2025" Bronze Award recipient.</p> 	   
Establishing a Comfortable Work Environment③	<p><b>Operation of the Shirahama Resort</b></p> <p>Our company owns a resort in Shirahama Town, Nishimuro District, Wakayama Prefecture, which is accessible to all employees, including part-time and temporary staff, as well as group company employees. This resort is conveniently located just a two-minute walk from Shirarahama Beach. It features natural hot springs with water directly from the source and offers delicious meals made with local specialties at affordable prices. Operated with the intention of creating a space "for our employees and their families," the resort provides a relaxing environment where employees can enjoy quality time with their loved ones.</p> <div>     </div>	 

Social	Our Group's Initiatives	SDG s
Development of residential housing with a focus on safety, beautiful landscapes, and revitalization of local communities.	<p><b>Safe and Secure Town Development</b> To enhance both safety and aesthetics, we have adopted an open exterior design that provides a bright and beautiful impression while also ensuring visibility for crime prevention. This design makes it difficult for suspicious individuals to enter the area, enhancing security. Additionally, roads within the town feature gentle curves as their primary design element, naturally reducing vehicle speed and improving overall safety.</p> <p><b>Community Revitalization</b> To create a space where people of all generations, from children to the elderly, can gather comfortably, we have established community spaces such as town parks and meeting halls. Our goal is to foster a "connected" town where residents can enjoy a lively and engaging community environment.</p>	 
Building Homes with a Focus on Health	<p><b>Our House with Charcoal/ Pure Air</b> Unlike conventional 24-hour ventilation systems that use "natural air intake + forced exhaust," our company has adopted a system with "fan-powered forced air intake + forced exhaust." During air intake, harmful substances are blocked using a "fine particle filter," and further purification is achieved by passing the air through charcoal installed beneath the floor. This dual approach removes harmful particles of 0.5μm or larger, including PM2.5, yellow dust, bacteria, and pollen, ensuring clean and fresh air throughout the home 24 hours a day. We are committed to building homes with a strong focus on health.</p>	 
Cooperation in Support Activities for Various Asian Countries	<p><b>Support Activities Through Asia Child Support</b> In February 2024, we received a letter of appreciation from "Asia Child Support." Our company has placed donation boxes in our headquarters building and business offices, where employees, visitors, and partner companies contribute donations. These collected funds are then sent to support the initiative. We will continue our modest but dedicated efforts to contribute to support activities.</p>	



Social	Our Group's Initiatives	SDG s																
Initiatives for an Aging Society	<p><b>Expansion of Housing with Services for the Elderly</b></p> <p>In recent years, the rapid progression of an aging society has led to projections that by 2030, individuals aged 65 and older will make up more than 30% of the total population. Given this situation, the role of housing as a final residence and the enhancement of services such as caregiving and medical care are significant social issues.</p> <p>With the concept of "a home where people can entrust their parents with peace of mind," we provide affordable and high-quality housing with services for the elderly. Currently, we operate over 250 facilities, ranking first nationwide.</p> <p>Moving forward, we will continue striving to create homes where many elderly individuals can live with security, safety, and a rich and healthy lifestyle.</p>	 																
	<p><b>Utilization of ESG Goal-Setting Special Loan "Try Now"</b></p> <p>On December 24, 2021, we received a loan of 500 millions yen from The Minato Bank, Ltd through the "ESG Goal-Setting Special Loan: Try Now."</p> <p>This loan was designed to contribute to the spread of safe and secure housing in an aging society. The primary objective is to increase the supply of housing with services for the elderly beyond a certain threshold, ensuring the provision of suitable living environments for seniors.</p>																	
	<p><b>Utilization of "Sustainability-Linked Loan"</b></p> <p>Our company has been recognized for setting ambitious goals and proactively addressing environmental and social issues. As a result, we have secured financing through a "Sustainability-Linked Loan" as indicated on the right.</p> <p>By establishing the goal of increasing the supply of housing with services for the elderly by approximately 5% annually as a sustainability initiative contributing to the resolution of social issues, we aim to further enhance our sustainability-driven management approach.</p> <table border="1" data-bbox="1357 1090 1944 1453"> <thead> <tr> <th>Implement ation Date</th><th>Bank</th><th>Amount</th></tr> </thead> <tbody> <tr> <td>2022/10/31</td><td>The Kiyo Bank, Ltd.</td><td>1B yen</td></tr> <tr> <td>2023/4/3</td><td>CHUGOKU bank Ltd.</td><td>0.5B yen</td></tr> <tr> <td>2024/3/29</td><td>The Senshu Ikeda Bank, Ltd.</td><td>0.5B yen</td></tr> <tr> <td>2024/7/31</td><td>Kansai Mirai Bank, Limited</td><td>0.5B yen</td></tr> <tr> <td>2024/12/25</td><td>The 77 Bank, Ltd.</td><td>0.5B yen</td></tr> </tbody> </table>		Implement ation Date	Bank	Amount	2022/10/31	The Kiyo Bank, Ltd.	1B yen	2023/4/3	CHUGOKU bank Ltd.	0.5B yen	2024/3/29	The Senshu Ikeda Bank, Ltd.	0.5B yen	2024/7/31	Kansai Mirai Bank, Limited	0.5B yen	2024/12/25
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Social	Our Group's Initiatives	SDG s
Contribution to the Local Community	<p><b>Blue Crime Prevention Patrol</b></p> <p>In collaboration with the Kishiwada Police Station, we have launched the "Fuji Jutaku Blue Crime Prevention Patrol Team" to ensure the safety of local children and eliminate street crime. As a company, we are actively involved in local crime prevention efforts along school routes within Kishiwada City. As part of this initiative, on September 30, 2023, we were recognized as a "Crime Prevention Contributor (Corporate Sector)" by the Chief of the Osaka Prefectural Police Headquarters and the Osaka Prefectural Crime Prevention Association Federation. Additionally, on June 17, 2024, we received a letter of appreciation signed by the Chief of the Kishiwada Police Station and the President of the Kishiwada Business Site Crime Prevention Association.</p>	  
	<p><b>Donation to the Osaka Nursing Association</b></p> <p>To support measures against COVID-19, we made a donation as a token of our gratitude to the medical professionals engaged in treatment on the front lines and to those involved in maintaining the healthcare system.</p>	
	<p><b>Environmental Beautification Activities</b></p> <p>Our staff regularly clean the surrounding roads, including those in front of our Head Office Building, Higashi-Kishiwada Building, and Ouchi-kan Main Store. As a result, our contributions to road beautification and local cleanup activities have been recognized. The sidewalks surrounding the Higashi-Kishiwada Building have been certified as "Adopt Road Habu-cho 2-chome" by Osaka Prefecture and as "Family Road Fuji Jutaku" by Kishiwada City.</p>	
	<p><b>Promotion of e-Tax</b></p> <p>The National Tax Agency has been actively promoting the use of the e-Tax system, which enables online tax filing. As a result of encouraging all employees to use e-Tax for their tax filings, we received a letter of appreciation from the Head of the Kishiwada Tax Office in May 2021.</p>	


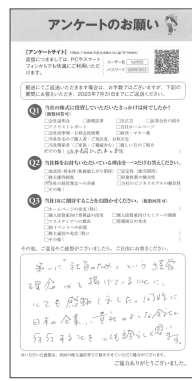





# ESG and SDGs Initiatives ⑧

## Governance

Governance	Our Group's Initiatives	SDG s
Strengthening Governance Through Organizational Structure	<p><b>Board of Directors, Audit &amp; Supervisory Board, and Other Organizational Structures for Strengthening Corporate Governance</b></p> <p>The Board of Directors consists of seven members, including two external directors, while the Audit &amp; Supervisory Board comprises three members, including two external auditors. To reinforce corporate governance, we have established the Risk &amp; Compliance Promotion Committee, the Internal Control Promotion Committee, and the TCFD Working Group. Additionally, we have implemented an internal whistleblowing system.</p>	
Strengthening Governance through Talent Development	<p><b>Management Philosophy and Policy Booklet</b></p> <p>As the saying goes, "A company is its people," we consider human resource development our most critical initiative. To ensure that all employees act with a unified mindset, without deviation from our shared goals and objectives, we require every employee to carry a copy of the Management Philosophy and Policy Booklet at all times. Through this practice, we strive to cultivate and increase the proportion of personnel within the Fuji Jutaku Group who fully understand and implement our Management Philosophy and Policies.</p> 	<p>4 質の高い教育をみんなに</p>  <p>5 ジェンダー平等を実現しよう</p> 
	<p><b>Direct Dialogue Between Top Management and Employees</b></p> <p>We regularly hold the "Q&amp;A Session with the Chairman and President", providing employees with opportunities to engage in direct discussions with the Chairman or President. During these sessions, the Chairman or President personally conducts phone meetings with each employee, addressing not only work-related matters but also private concerns and personal challenges.</p> <p>This direct dialogue between employees and top management enhances mutual trust and fosters a stronger sense of belonging. We believe that such engagement is essential for reinforcing governance through a deeper understanding and practical implementation of our Management Philosophy and Policies.</p>	<p>8 働きがいの経済成長も</p>  <p>12 つくる責任 つかう責任</p> 
	<p><b>360-Degree Employee Evaluation System</b></p> <p>We have adopted the "360-Degree Employee Evaluation System," which incorporates feedback from not only direct supervisors but also colleagues, subordinates, and executives from other departments. This comprehensive evaluation approach ensures fairness and impartiality in personnel assessments. Through this system, we aim to develop employees with outstanding insight, judgment, and discernment, who actively embody our Management Philosophy and Policies. We believe that fostering such high-caliber personnel contributes to the long-term enhancement of corporate value.</p> 	<p>16 平和と公正をすべての人に</p> 

Governance	Our Group's Initiatives	SDG s
<p>Strengthening Governance through Improvement of Customer Satisfaction</p>	<p><b>Relentless Pursuit of Customer Satisfaction</b></p> <p>We receive words of joy and gratitude from our customers in the form of "Bravo Cards" and "Thank You Reports," while dissatisfaction and complaints are collected as "Yellow Cards." These valuable customer insights are shared across relevant departments within the company, utilized for problem-solving at the operational level, and incorporated into personnel evaluations. This approach enables us to uncover genuine customer needs and fundamental issues, directly contributing to the strengthening of our governance.</p> <div data-bbox="1400 295 1915 534">  </div> <p>1 st Place in the Kinki region in the ORICON Customer Satisfaction Survey for Built-for-Sale Home Builders from 2021 to 2025. 1 st Place in Osaka Prefecture of the Kinki region in the ORICON Customer Satisfaction Survey for Built-for-Sale Home Builders from 2020 to 2025.</p>	<p>4 質の高い教育をみんなに</p> <p>8 働きがいも経済成長も</p>
<p>Proactive Dialogue with Stakeholders</p>	<p><b>Implementation of IR Events and Dialogue with Shareholders and Institutional Investors</b></p> <p>We regularly hold company briefings for individual investors, securities analysts, and institutional investors in Osaka and Tokyo. Additionally, we conduct meetings and telephone interviews with institutional investors within reasonable limits and participate in online company briefings hosted by securities firms several times a year. For individual investor inquiries, we strive to provide clear and courteous explanations. We also conduct proactive dialogue through shareholder surveys enclosed in the biannual "Shareholder Communication" publication.</p> <p>We believe that constructive dialogue with shareholders and investors contributes to the enhancement of our medium- to long-term corporate value and sustainable growth.</p> <div data-bbox="1713 726 1904 1109">  </div>	<p>10 人や国の不平等をなくそう</p> <p>12 つくる責任 つかう責任</p>
<p>Strengthening Relationships with Business Partners and Cooperating Contractors</p>	<p><b>Holding Briefing Sessions on the Implementation of the Consumption Tax Invoice System</b></p> <p>With the revision of the Consumption Tax Act, the invoice system was introduced in October 2023. Prior to its implementation, we held a briefing session in September 2022 for our business partners and cooperating contractors, inviting representatives from the Kishiwada Tax Office. The session aimed to dispel concerns regarding the new system. Approximately 200 participants attended, further strengthening our ongoing cooperative relationship with our business partners and contractors.</p> <div data-bbox="1646 1236 1937 1460">  </div>	<p>16 平和と公正をすべての人に</p>

# DX Strategy① (Digital Transformation)

We are promoting the Next-Generation System Development Project to eliminate redundant tasks through overall optimization and to significantly accelerate operational efficiency by facilitating rapid information sharing. Through this initiative, we aim to build a resilient system infrastructure that can swiftly adapt to changes. Examples of our initiatives are presented on the next page.

## Three Realization Goals in the DX Strategy

- Company-Wide and Departmental Business Process Improvement (Revenue Growth and Cost Minimization)
- Establishing a System for Timely Information Provision to Support Managerial Decision-Making
- Building a Stable Development, Operation, and Maintenance Framework to Address Future Shortages of IT Talent

### Specific Guidelines

#### Improvement of Cost Management

Promote the systemization of cost management operations to establish a framework that enables cost and profit analysis from various perspectives (forecast vs. actual) and flexible viewpoints (company-wide, product, property, process, etc.) whenever needed.

#### System Modernization

Transition to a system with superior usability and scalability to establish a robust development, operation, and maintenance framework while ensuring adaptability to changes in the external environment.

#### Data Utilization

Promote digitalization for data collection and accumulation, enabling evidence-based decision-making and AI utilization to create an environment where human resources can be focused on high-value-added operations.

#### Business Process Improvement for Each Department

Prioritize requests from departments that are expected to benefit from systemization and implement various tools and software to enhance operational efficiency across departments.

#### Data Centralization

Integrate and manage information held redundantly by various departments across the company to establish a system that facilitates timely updates, reduces maintenance burdens, and enables swift data extraction and sharing.

#### Systemization of Process Management

Establish a system that allows company-wide sharing of process management progress, issues, and challenges, thereby enhancing communication efficiency and activation among relevant departments.

# DX Strategy② ( Examples of DX Initiatives)

## Example 1



## Example 2

### Introduction of the Electronic Contract Service "Release"

**フジ住宅株式会社 × Release**

**特別企画**  
フジ住宅が顧客満足度を向上  
電子契約サービス「リリース」採用

大阪府守口市に本社を置くフジ住宅(運営:フジ住宅(株))は、今年2月、GOVERN(京都市、和歌山県)の電子契約・契約管理サービス「Release」を導入した。フジ住宅でカスタマーサポート業務を担当する新原秀明氏は「契約書類を紙から電子化し、売りたいという顧客のニーズに合わせたサービスを提供したい」という考えのもと、顧客満足度向上に努める。顧客へ安心と信頼の住まいを提供するために日々業務改善に取り組み、契約書類の電子化を進めてきた。今回のリリース導入もその取り組みの一環であり、契約書類の電子化を進めてきた。今回のリリース導入もその取り組みの一環であり、契約書類の電子化を進めてきた。今回のリリース導入もその取り組みの一環であり、契約書類の電子化を進めてきた。

「お客さまへの負担軽減」が目的だった顧客満足度の向上。電子契約サービスの導入により、契約書類の電子化が進められ、顧客の負担が軽減された。また、契約書類の電子化により、顧客の負担が軽減された。また、契約書類の電子化により、顧客の負担が軽減された。また、契約書類の電子化により、顧客の負担が軽減された。

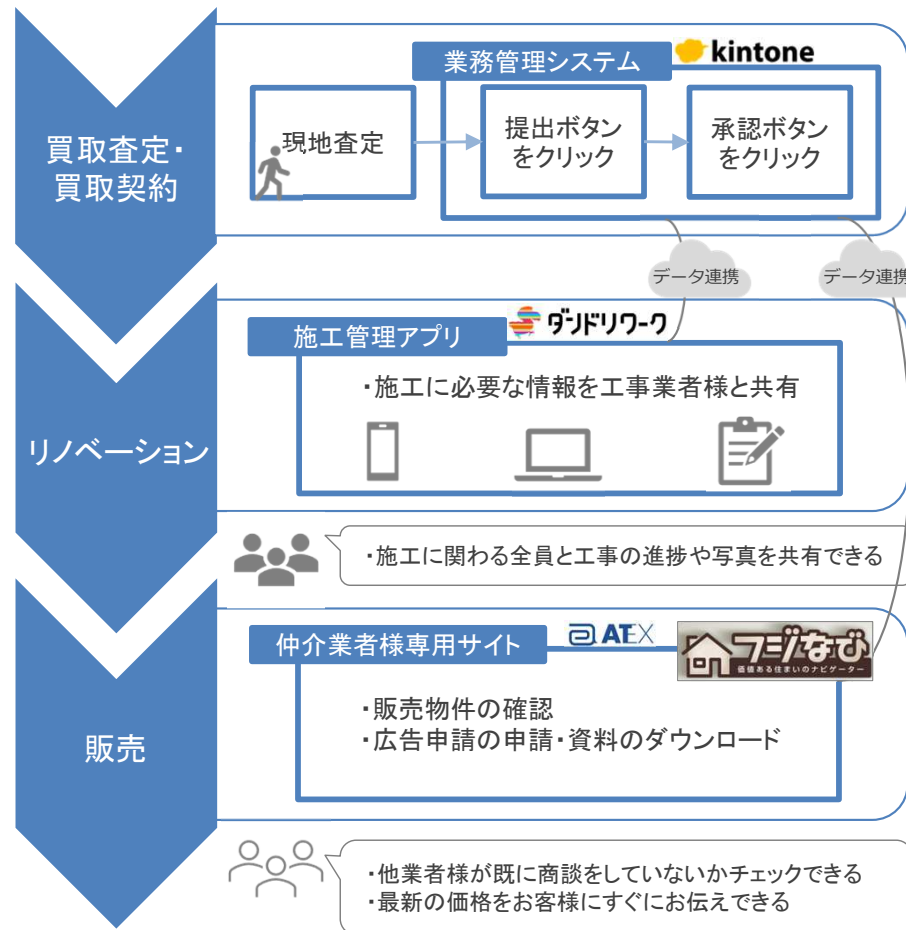
「フジ住宅では、お客さまの満足度を向上させることが最大の使命です。そのため、契約書類の電子化を進め、顧客の負担を軽減し、より良い住まいを提供したいと考えています。今回のリリース導入は、その一環として、お客さまの満足度を向上させるための取り組みです。」

Since February 2023, we have introduced the electronic contract and document management service "Release" for sales contracts in the Residential Development business. Additionally, from June 2024, we have implemented this service for lease agreements in Housing with Services for the Elderly.

# DX Strategy ③ ( Examples of DX Initiatives)

## Example 3

### Digitalization of Purchase and Resale of Used House Operations



In the used housing purchase and resale business, we have achieved seamless management by digitalizing operations in collaboration with our partner companies.

## Example 4

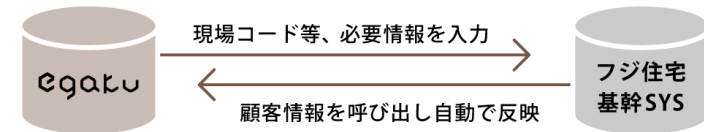
### Introduction the cloud service "egaku" for Finalizing housing specifications



by COMTEX

### egaku 運用イメージ

#### 1 お施主様情報を基幹システムから連携登録



#### 2 ご自宅からいつでも確認

#### 3 仕様決め面談へ



Since December 2023, we have introduced the cloud service "egaku" for Finalizing housing specifications.



## 4 . Management Philosophy



# Management Philosophy

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## **To operate the Company for the sake of**

- **Employees**
- **their Families**
- **Customers, Business partners**
- **Shareholders**
- **Local communities**
- **and Ultimately the nation**

**Our Management Philosophy begins with "For the sake of Employees" and "For the sake of their Families."**

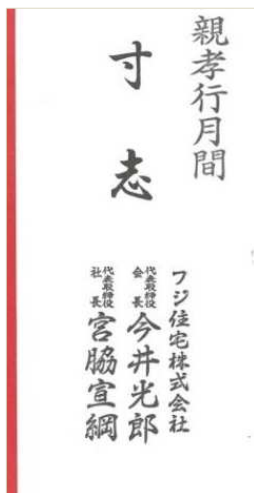
**This is because we believe that if our employees and their families are not happy, they cannot truly provide work that brings joy to our customers.**

**By valuing our employees and their families, fostering gratitude, pride in their work, a sense of purpose, and fulfillment, our employees can genuinely care for our customers. As a result, this leads to the happiness of all stakeholders, including business partners, shareholders, the local community, and the nation.**

**Based on this belief, we would like to introduce some of the various initiatives we have implemented at our company.**

# Filial Piety Month and Anniversary Bouquet Presentation

## "Filial Piety Month" – Feeling Happiness Through Gratitude



"Those who cannot cherish their closest parents cannot truly cherish their customers."

"By expressing gratitude to one's parents and practicing filial piety, one develops the ability to bring Joy to others, fostering a sense of appreciation and compassion toward customers as well."

Based on this philosophy of our founder (current chairman), Imai, we have implemented a unique initiative: Every year on April 1st, all employees receive a grant of 10,000 yen to carry out an act of filial piety. This system, which has been in place since 2004, must be used for acts of filial piety. Some employees submit a reflection essay based on their experiences of fulfilling filial pieties, and these essays are shared with all employees. Through them, staff members can learn about various touching episodes and different expressions of filial piety.

We believe that fostering gratitude toward those around us and appreciating everyday blessings not only enhances personal happiness but also contributes to individual growth as human beings.

## "Anniversary Bouquet Presentation" – Expressing Gratitude to Families as Well

Once a year, all executives and employees are eligible to participate in the "Anniversary Bouquet Presentation" initiative. On their designated person's birthday or wedding anniversary, employees can choose from a bouquet of flowers, a potted plant, or an ornamental plant, which will be delivered as a token of appreciation.

The growth and success of the company today are undoubtedly the result of the continuous efforts of our executives and employees. However, we also recognize the invaluable support of their families. As a gesture of gratitude, each gift is accompanied by a personal letter from the Chairman and President.

Even during company-wide cost-cutting measures following the burst of the economic bubble, this initiative has remained uninterrupted, upheld by the strong commitment of our founder and current Chairman, Imai.



# Bread Delivery

## ～ The True Relationship Begins After the Handover ～

We deliver "bread baked by Fuji Jutaku" to all customers who have purchased a home from us.

- Not Just Selling or Building.
- We always cherish our gratitude toward our customers and strive to deliver our bread to as many customers as possible, bringing them joy and peace of mind.
- We want Fuji Jutaku to always remain connected with our customers.

With this sentiment of our founder (current chairman) Imai, we purchased 11 bread baking machines, hired baking and delivery staff, and deliver "bread baked by Fuji Jutaku" every day to customers who have purchased a home from us. We have received numerous words of appreciation from our customers.



# KENKO Investment for Health ①

~ A company is its people. Without the health and happiness of employees, customer satisfaction and company development cannot be achieved. ~

**Building on the vision of our founder and current chairman, Imai, we are committed to safeguarding the irreplaceable health of each employee and supporting the health management of both our employees and their families.**

## Regular Health Checkups

- In addition to non-legally mandated screenings for colorectal cancer, breast ultrasound, tumor markers, Helicobacter pylori tests, and NT-proBNP tests, CA19-9 screening for pancreatic cancer, bile duct cancer, and gallbladder cancer was introduced in April 2022. We maintain a 100% screening rate. The company fully covers the cost of follow-up and detailed examinations, including eradication (treatment) of Helicobacter pylori.
- Introduced brain dock subsidy programs and family health checkup referral programs (same menu as employees).

high-pressure oxygen chamber



## Utilization of Free Consultation Hotline (Available 24/7, 365 Days a Year)

- We promote the use of a free consultation hotline that is available 24/7, 365 days a year for employees and their families. This service provides support not only for health-related concerns but also for a wide range of issues, including childcare, nursing care, and mental health, ensuring a comprehensive support system.

Electrolyzed Hydrogen Water Purifier



## Establishment of a Mental Health Consultation Service

- We have established a third-party mental health consultation service that ensures confidentiality by utilizing telephone and video calls (such as Zoom) for consultations.

## Initiatives for Workplace Environment Improvement

- Installed a high-pressure oxygen chamber, which is widely adopted in medical institutions, sports facilities, and various industries.
- Equipped all business locations with electrolyzed hydrogen water purifiers, recognized under the Pharmaceuticals and Medical Devices Act (formerly the Pharmaceutical Affairs Act) for improving gastrointestinal symptoms.
- Installed health measurement devices for vascular age, blood pressure, weight, and visceral fat assessment.
- Introduced Mozart BGM and Green Mate air purification systems, which use ultraviolet lamps to eliminate 99.9% of viruses and bacteria.

Vascular Age Measurement Device





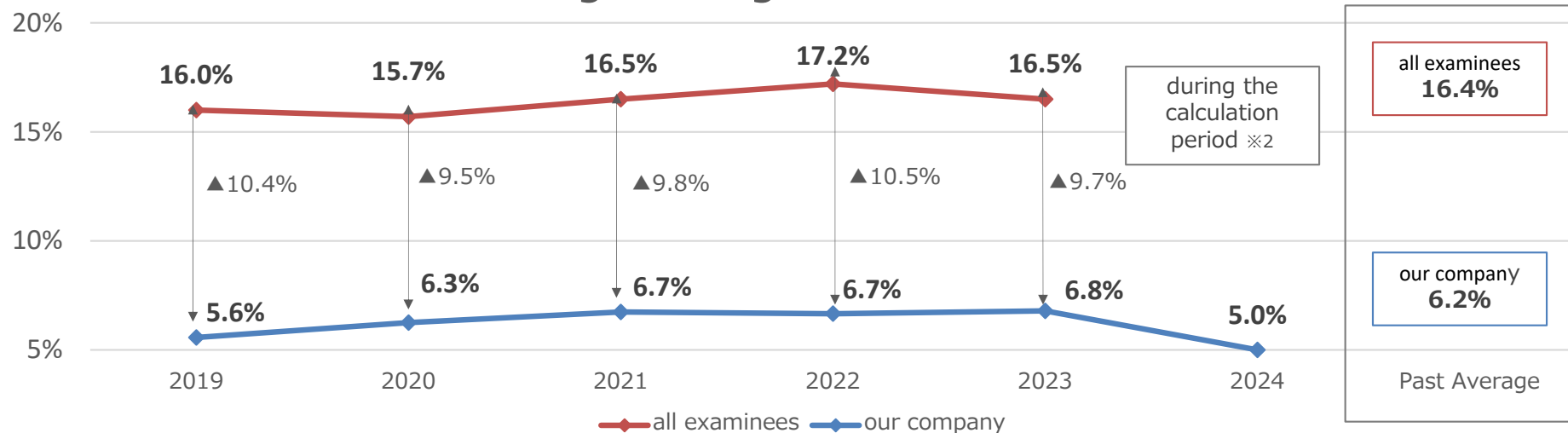
# KENKO Investment for Health ②

## ～ We conduct stress checks for all employees. ～

We conduct annual stress checks for all directly employed employees, including those on short working hours. While the past average percentage of high-stress individuals among all examinees at the testing institution was 16.4%, our company recorded a significantly lower rate of 6.2%, and in the fiscal year 2024 results, this figure further decreased to 5.0%, which is less than half of the overall historical average.

Moving forward, based on our philosophy of "honesty, directness, and straightforwardness" and "just ask, just say," we will continue striving to create a workplace environment where employees can work energetically, positively, and with enthusiasm.

### <Percentage of High-Stress Individuals> ※1



※1 This data is aggregated using the "Workplace Stress Check +plus," which has been conducted for over 300,000 people nationwide.

※2 The percentage of high-stress individuals among all examinees for the fiscal year 2024 is currently being aggregated. Additionally, our company's aggregation was conducted in June 2024.

# Human Capital Management

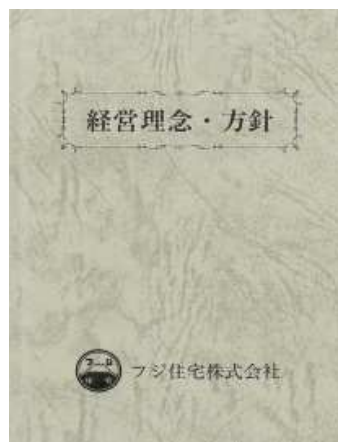
## ～ Our Management Philosophy begins with "For the sake of Employees." ～

Since the company's founding, our current Chairman, Imai, has believed that if employees themselves are not happy, they cannot truly care about the happiness of our customers. Reflecting this belief, our Management Philosophy is shared among all employees, and we have implemented a variety of unique initiatives to ensure a bright, energetic, and fulfilling work environment.

### Visualization of Management Philosophy and Policies

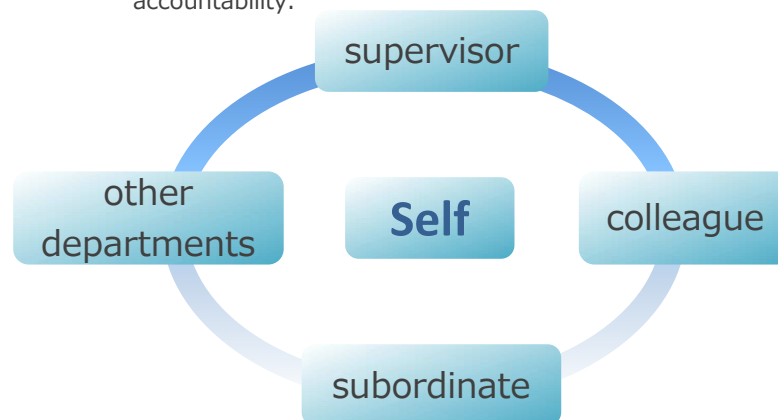
To ensure that all employees share the same goals and objectives and act without deviation in their mindset, the founder's desired behavioral guidelines are compiled in the "Management Philosophy and Policy Booklet."

This booklet, structured in a Q&A format for clarity, is carried by all employees as a reference for their behavioral guidelines.



### 360-Degree Employee Evaluation System

We have adopted a 360-Degree Employee Evaluation System, in which employees are evaluated not only by their direct supervisors but also by colleagues, subordinates, and executives from other departments. Through fair and impartial personnel evaluations, we recognize individuals with outstanding insight, courage, and discernment, as well as those who effectively embody our Management Philosophy and Policies. This system also fosters an environment where every employee develops a sense of ownership and accountability.



### Direct Dialogue Between Top Management and Employees

We regularly hold "Q&A Sessions", where employees can engage in direct dialogue with the Chairman or President. During these sessions, the Chairman or President personally conducts one-on-one phone meetings with each participant.

The topics discussed are not limited to work-related matters but also include personal concerns and various challenges employees may face. This initiative is based on the belief that "Employees are not just workers; they are family and partners in creating value together."

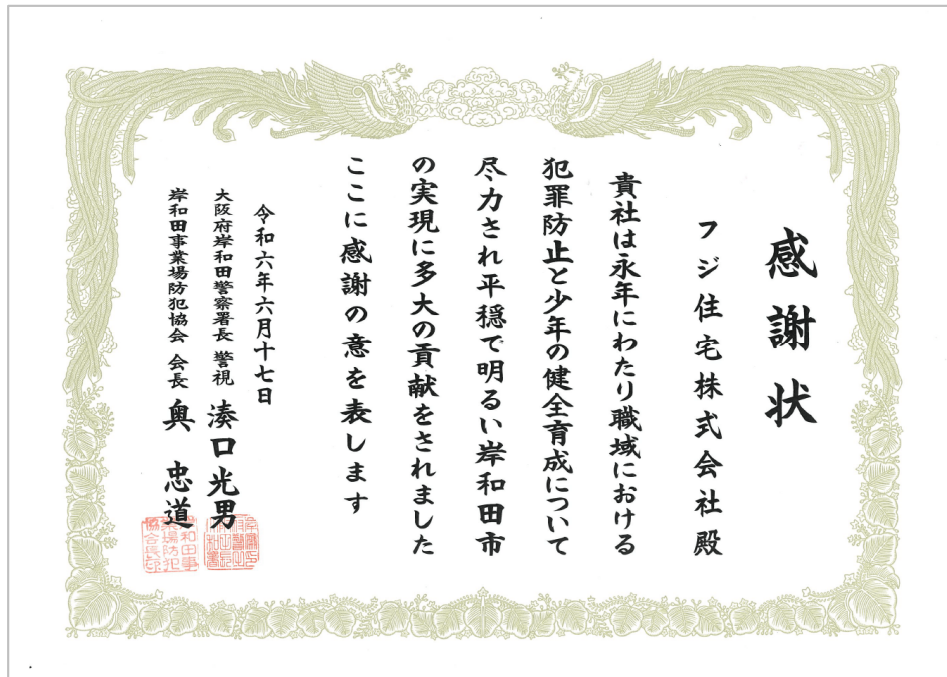
Additionally, with the permission of the participants, questions and responses from the Chairman or President are indexed and shared, allowing other employees facing similar concerns to access and utilize this valuable resource.

## 5 . Topics



## «Topics ①» We received a letter of appreciation from the Kishiwada Business Site Crime Prevention Association.

～ Our efforts in the Blue Crime Prevention Patrol, contributing to the creation of a safe and livable community, have been recognized ～



On June 17, 2024, we received a letter of appreciation from the Kishiwada Business Site Crime Prevention Association, jointly signed by the Chief of Kishiwada Police Station and the Chairman of the Kishiwada Business Site Crime Prevention Association.

Since March 2019, as part of our regional crime prevention activities, we have launched the 'Fuji Jutaku Blue Crime Prevention Patrol Team' to contribute to creating a safe and livable community by protecting local children and striving to eliminate street crime. In the past, on September 30, 2023, we were also recognized as a Crime Prevention Contributor (Corporate Sector) by the Head of Osaka Prefectural Police Headquarters and the Osaka Prefecture Crime Prevention Association Federation. Moving forward, we will continue our commitment to regional crime prevention activities to help create a safe and livable environment for local children.



# 「Topics ②」 We participated in a career education sponsorship program for elementary and junior high school students.

～ We have been featured again this year in the 'Work Notebook for Elementary School Students' and the 'Work Book for Junior High School Students.' ～

As part of our support for community contribution projects, we have once again sponsored the production of career education supplementary books for elementary and junior high schools. This year, we were featured in the Kishiwada City and Wakayama City editions of the "Work Notebook for Elementary School Students" and the Wakayama Prefecture edition of the "Work Book for Junior High School Students."

This initiative aims to introduce local businesses to children, fostering their interest in various careers and helping them envision their future aspirations. Typically, only one company per industry is featured in the publication. Our company was selected as a representative of the real estate industry due to our strong commitment to regional contribution. With the hope of supporting children's career education, we are honored to continue our participation in this project.

【岸和田市版】「小学生のためのお仕事ノート」提供：泉州広告株式会社

This page is a spread from a children's work notebook. The left page (page 20) has a red header with a house icon and the text "「幸せはこぼれまわります」を言葉に、家族に幸せをお届けする家づくりをしています。" (We turn the phrase 'happiness spills over' into words, providing happiness to families through home creation). It features a photo of a Fujitaku building and a section titled "私たちの仕事" (Our Work) explaining their services. The right page (page 21) has a green header with a cartoon character and the text "仕事の流れを見てみよう！" (Let's look at the flow of work!). It shows a 10-step process from "1. お話をよく聞く" (Listen carefully) to "10. 完成！" (Completion), with photos of staff and buildings. At the bottom, there's a "働く人の声" (Voices of workers) section with three staff members: 出口 純太 (出口 純太), 玉井 洋輔 (玉井 洋輔), and 富田 なつみ (富田 なつみ).

【和歌山県版】「中学生のためのお仕事ブック」提供：株式会社中広

This page is a spread from a junior high school work book. The left page (page 19) has a purple header with a house icon and the text "「不動産ってどんなもの？」" (What is real estate?). It includes a QR code and a section titled "みなさんの日々の暮らしを支える住宅、マンション、土地などを指します。" (It refers to housing, mansions, and land that support everyone's daily lives). The right page (page 20) has a purple header with a QR code and the text "「サービスの流れ」" (The flow of service). It shows a 10-step process from "1. ビジネス" (Business) to "10. 完成！" (Completion), with photos of staff and buildings. At the bottom, there's a "働く人の声" (Voices of workers) section with three staff members: 出口 純太 (出口 純太), 玉井 洋輔 (玉井 洋輔), and 富田 なつみ (富田 なつみ).



## «Topics ③» We have installed a corporate advertisement billboard inside JR Tennoji Station.

### ～ We have installed a corporate advertisement billboard inside JR Tennoji Station. ～

On June 1, 2024, we installed our corporate advertisement billboard inside JR Tennoji Station. It is placed in a highly visible location near the connecting bridge staircase leading from the JR Tennoji Station South Exit to Abeno Harukas. JR Tennoji Station is a major terminal with an average daily ridership of approximately 220,000 passengers. Given the presence of numerous shops, public facilities, and universities in the surrounding area, we believe this placement will help increase awareness of our company across various generations.

( In front of the JR Tennoji Station South Exit )



## « Topics ④ » As part of our human capital management initiative, we have distributed books.

～ We have distributed four books useful for work and life to all employees. ～

Our company fosters talent that understands and practices our Management Philosophy under the belief that “A company is its people.” We believe that if each employee can grow by combining their abilities, enthusiasm, and way of thinking, they will be able to provide even greater satisfaction to our customers. As part of this initiative, we distribute books that are useful for work and life to all employees so they can be effectively utilized not only for themselves but also for their families, customers, and business partners. This year, we have distributed following four books to approximately 1,410 employees, including part-time and temporary staff.



発行：株式会社フニックス  
著者：仙光  
2024年5月20日 第2刷発行



発行：株式会社知出版社  
著者：藤尾 秀昭  
2024年3月5日 第19刷発行



発行：フォレスト出版株式会社  
著者：津田 紘彰  
2024年7月11日 第2刷発行



発行：ダイヤモンド社  
著者：木下 勝寿  
2024年10月30日 第5刷発行

## « Topics ⑤ » "Branneed Oimazato" was featured in the Sankei Shimbun.

～ An article about "Branneed Oimazato" was published in the Sankei Shimbun. ～

発行：(株)産業経済新聞社 発売日：2024年8月10日



大阪市内にありながら「緑の街」を演出する新築分譲マンション「ブランニード大今里」(大)

豊かな緑がエントランスを彩る  
フジ住宅「ブランニード大今里」

大阪市内にありながら「緑の街」を演出する新築分譲マンション「ブランニード大今里」(大)

「都市の森」が竣工。入居が開始された。マンションは15階建て、98戸。「都市の森」をテーマに、オープンスペースを確保し、植栽を多く取り入れているのが特徴だ。

エントランスアプローチを「常緑の森」として豊かな緑で彩り、公園空間として「花と緑の小径」「芝生のポケットパーク」「四季のプランジ」を設け、開放感あふれる街並みづくりに貢献。四季を通じて楽しめる植栽を計画している。

大阪メトロ今里筋線・千日前線の今里駅に徒歩約9分、10分のJR大阪環状線森ノ宮駅か

分、中央線・今里筋線の緑から大阪駅にもアクセスでき駅には徒歩約12分。千日前線・なんば駅に中央線で本町駅に、それぞれ約7分で直結する。また、自転車で約6分のJR大阪環状線森ノ宮駅か

「都市の森」を掲げるマンションが完成した

今里駅前にあるスーパーとクリニック、キールの複合施設をはじめ、食料品店や飲食店が並ぶ商店街など、周辺には生活に便利な施設が充実。小・中学校や保育園、幼稚園、公園なども徒歩圏内にそろっている。

間取りは1LDK、2LDK。多彩な住プランを用意している。

フジ住宅では、さまざまなライフスタイルやライフステージに合わせた、4タイプのモデルルームを案内中。来場予約をぜひおこなってください。

問い合わせは同社の無料電話0120-000-002

An article about our condominium "Branneed Oimazato" was featured in the housing section of the Osaka Headquarters edition of the Sankei Shimbun, published on August 10, 2024.

"Branneed Oimazato" was designed with the concept of creating a "green town", where residents can enjoy lush natural landscapes and experience a sense of fulfillment and comfort, while being located within Osaka City.

With four train lines and five stations, including Osaka Metro Sennichimae Line, Chuo Line, Imazatosuji Line, and JR Osaka Loop Line, the property offers seamless access to major city areas.

Currently, we have set up four different model rooms, allowing prospective buyers to explore various layouts that cater to diverse lifestyles and life stages.



« Topics ⑥ » An article about Fuji Palace Senior has been published

～ An interview article about Fuji Palace Senior has been published in the Sankei Shimbun ～

発行：(株)産業経済新聞社 発売日：2024年9月21日

21 【社会】 高齢者 令和5年(2024年) 6月21日 土曜日

【1】 全国・地方・高齢者福祉・介護・福祉・生活

人海老川駅に近づく、高齢者向け住宅「フジ・アムニティサービス」

「高齢者向け住宅」は、高齢者が安心して暮らせることが出来る「住の環境」へのニーズが高まっています。その状況下、大都市圏の住宅市場は「自分の親を安心して預けられる住まい」を求め、かつ「サービス」が充実した住宅を求めています。フジ・アムニティサービスは、高齢者向け住宅「フジ・アムニティサービス」を積極的に展開しています。独自の建築・運営ノウハウを活かし、全国ナンバーワン運営棟数<sup>※1</sup>、入居率は常に90%以上を誇るなど高い実績で社会の要請に応えています。

「高齢者向け住宅」は、高齢者が安心して暮らせることが出来る「住の環境」へのニーズが高まっています。その状況下、大都市圏の住宅市場は「自分の親を安心して預けられる住まい」を求め、かつ「サービス」が充実した住宅を求めています。フジ・アムニティサービスは、高齢者向け住宅「フジ・アムニティサービス」を積極的に展開しています。独自の建築・運営ノウハウを活かし、全国ナンバーワン運営棟数<sup>※1</sup>、入居率は常に90%以上を誇るなど高い実績で社会の要請に応えています。

## 自分の親を安心して預けられる住まい

「高齢者向け住宅」は、高齢者が安心して暮らせることが出来る「住の環境」へのニーズが高まっています。その状況下、大都市圏の住宅市場は「自分の親を安心して預けられる住まい」を求め、かつ「サービス」が充実した住宅を求めています。フジ・アムニティサービスは、高齢者向け住宅「フジ・アムニティサービス」を積極的に展開しています。独自の建築・運営ノウハウを活かし、全国ナンバーワン運営棟数<sup>※1</sup>、入居率は常に90%以上を誇るなど高い実績で社会の要請に応えています。

## フジバレスニア サービス付き高齢者向け住宅

増え続ける高齢者人口と、自身高齢世帯  
求められる安心と住まい

「高齢者向け住宅」は、高齢者が安心して暮らせることが出来る「住の環境」へのニーズが高まっています。その状況下、大都市圏の住宅市場は「自分の親を安心して預けられる住まい」を求め、かつ「サービス」が充実した住宅を求めています。フジ・アムニティサービスは、高齢者向け住宅「フジ・アムニティサービス」を積極的に展開しています。独自の建築・運営ノウハウを活かし、全国ナンバーワン運営棟数<sup>※1</sup>、入居率は常に90%以上を誇るなど高い実績で社会の要請に応えています。

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## 地域の高齢者のお役に立ちたい

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## フジ・アムニティサービス株式会社

フジバレスニア サービス付き高齢者向け住宅  
0120-170-280

フジ住宅株式会社  
0120-37-9982

フジ・アムニティサービス株式会社  
0120-170-280

フジ住宅株式会社  
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0120-170-280

フジ住宅株式会社  
0120-37-9982

フジ住宅株式会社

〒506-8586 大垣市東区西土町1丁目4番23号

https://www.fuji-jutaku.co.jp

**An interview article about our Housing with Services for the Elderly, "Fuji Palace Senior", was published in the Sankei Shimbun Osaka Headquarters Edition on September 21, 2024.**

**Our company is actively expanding “Fuji Palace Senior,” a Housing with Services for the Elderly based on the concept of “homes where people can entrust their parents with peace of mind.”**

**We strive to meet the diverse needs of residents and their families, ensuring that elderly individuals can live safely, brightly, joyfully, and with peace of mind in their final home.**

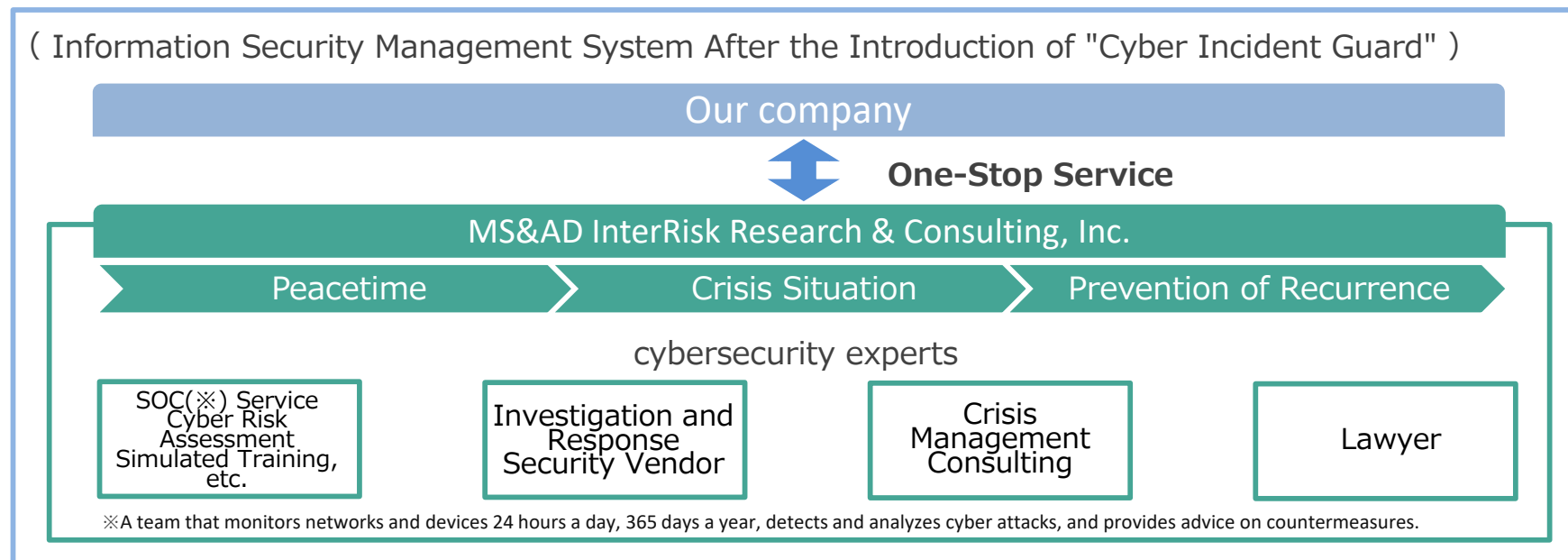
The published article covers the background of how Fuji Palace Senior was established, its operational structure, and its strengths.

## « Topics ⑦ » We have introduced "Cyber Incident Guard."

~ We will strengthen our information security management system and establish a robust governance framework. ~

Our company is advancing its DX strategy under a policy of maximizing IT utilization. However, while the use of cloud services and the diversification of devices have improved convenience, concerns about cyber risks, such as cyberattacks targeting corporate information assets, have also increased.

To address these concerns, we introduced "Cyber Incident Guard" provided by MS&AD InterRisk Research & Consulting, Inc. on October 1, 2024. This service enhances our information security management system by offering cyber risk assessments and simulated incident response training during normal operations. In the event of a cyber incident, the service provides one-stop support from initial response to proposing measures for preventing recurrence, with guidance from cybersecurity experts.





## « Topics ⑧ » Regarding Acquisition of Treasury Stock

~ The acquisition of 350,000 shares of treasury stock has been completed. ~

The acquisition of 350,000 shares of treasury stock, based on the resolution of the Board of Directors meeting held on October 31, 2024, was completed on December 23, 2024.

### Details of the Acquisition

- Type of stock to be acquired : Ordinary shares of the Company
- Acquisition period : From November 1, 2024, to December 23, 2024 ( Trade basis )
- Total Number of Acquired Shares : Up to 350,000 shares  
(0.95% of total shares outstanding, excluding treasury stock)
- Total acquisition price : 269,144,400 yen
- Acquisition method : Market purchases on the Tokyo Stock Exchange

# « Topics ⑨ » Holding of the Site Cooperation Meeting

## ～ The 28th Fuji Jutaku Co., Ltd. Site Cooperation Meeting was held ～

In October 2024, the 28th Fuji Jutaku Co., Ltd. Site Cooperation Meeting was held at Nankai Namikiri Hall in Kishiwada City, Osaka Prefecture, with approximately 900 partner company representatives in attendance. The Site Cooperation Meeting aims to unify efforts with partner companies to create better housing, featuring commendations for partner companies and special lectures by external speakers. This year's event began with a reception to express our gratitude to our partner companies. The ceremony included a safety lecture aimed at achieving zero occupational accidents, followed by our employees expressing their appreciation to the partner companies. During the awards ceremony, President, Miyawaki, presented certificates of appreciation to the partner companies.

( Scene Before the Opening )



( Award Ceremony )



( Reception )



( Lecture )



Speaker: Aki Solano, President and CEO of Terra Hawaii Consulting

「 Starting Now: Healthy Habits for Mind and Body – The Secret to Attracting Happiness and Prosperity 」

# « Topics ⑩ » Awarded the Special Prize at the 25th Commemorative Telework Promotion Awards

NEW

～ Recognized for Supporting People with Disabilities, Offering Diverse Work Styles Tailored to Employees' Circumstances, and Demonstrating Strong Continuity. ～



On November 8, 2024, our company was selected for the "Special Award" in the Practical Division at the 25th Commemorative Telework Promotion Awards, hosted by the Japan Telework Association.

Our company was selected for the "Top 100 Telework Pioneers Minister of Internal Affairs and Communications Award" in 2018. Regarding the Telework Promotion Awards, we were previously awarded the Excellence Award in 2021 and 2022, and this time marks our third selection with the Special Award.

The key evaluation points for receiving the Special Award were our full-scale implementation of telework since FY2017 and our commitment to sustaining diverse work styles at a high level under the philosophy of "Telework for Employees and Their Families." This includes support for employees with disabilities and flexible work arrangements tailored to individual circumstances. The persistence in continuing these initiatives was highly praised. These awards served as a catalyst for our telework initiatives to be featured as a case study on the official website of the Tokyo Metropolitan Government.

## « Topics ⑪ » We have been certified as a "Sports Yell Company."

~ We have been certified as "Sports Yell Company 2025"  
Bronze by the Japan Sports Agency. ~



In January 2025, we were certified as "Sports Yell Company 2025" Bronze. This marks our sixth consecutive year of certification, and as a company that has been certified five or more times in total, we have been awarded the Bronze certification.

Our group is committed to promoting various initiatives to help all employees enhance their awareness of health and maintain their physical and mental well-being. We actively encourage opportunities for employees to engage in exercise, aiming to establish healthy lifestyle habits as part of their daily routines.

As specific initiatives, we promote walking encouragement through sneaker commuting, encourage hiking participation for our employees and their families through tree-planting volunteer events, and organize walking events in collaboration with the health insurance association to support health maintenance and improvement. Moving forward, we will continue striving to help our employees maintain their physical and mental well-being.

# « Topics ⑫ » About the “2025 ORICON Customer Satisfaction Survey”

~ We have won first place in both the "Built-for-Sale Home Builders Kinki ranking" and the "Built-for-Sale Home Builders Kinki region Osaka Prefecture category."~



1st Place in the 2025 ORICON Customer Satisfaction Survey for Built-for-Sale Home Builders in the Kinki region

1st Place in the 2025 ORICON Customer Satisfaction Survey for Built-for-Sale Home Builders in the Kinki region Osaka Prefecture

【2025 ORICON Customer Satisfaction Survey: Overview of Built-for-Sale Home Builders in the Kinki region】

Survey Organizer: Oricon ME Inc.

Survey Method: Internet Survey

Sample Size: 1,575 people

Minimum Required Participants: 50 or more

Survey Periods:

– September 13, 2024 – November 18, 2024

– October 19, 2023 – November 13, 2023

– September 27, 2022 – October 17, 2022

Survey Target:

– Gender: Not specified

– Age: 25 to 84 years old

– Region: Kinki (Shiga, Kyoto, Osaka, Hyogo, Nara, Wakayama)

Condition: Individuals who have moved into a newly built spec home within the past 12 years and were involved in the selection of the purchased property.

Number of Surveyed Companies: 30

Definition: Builders that primarily carry out construction in-house or through their own corporate group. However, house manufacturers and developers are excluded from the survey.

In the "2025 ORICON Customer Satisfaction Survey," our company has achieved first place in both the "2025 ORICON Customer Satisfaction Survey Built-for-Sale Home Builders Kinki ranking" and the "2025 ORICON Customer Satisfaction Survey Built-for-Sale Home Builders Kinki region Osaka Prefecture category" for the fifth consecutive year.

In Kinki, we have achieved the overall No.1 ranking for five consecutive years, and in Osaka Prefecture, we have secured the No.1 ranking for six consecutive years.

We sincerely believe that this achievement is a result of our continuous pursuit of practicing our Management Philosophy since our founding, as well as our unwavering commitment to bringing happiness to our customers. Moving forward, we will continue to provide homes built with security and trust, ensuring that we never betray the confidence our customers have placed in us.



# «TOPICS ⑬» Certified as “Family Road Fuji Jutaku”

## ～ Participated in the Kishiwada Family Road Program Certification Award Ceremony～

(Kishiwada Family Road Program Certification Award Ceremony)



As part of our community contribution activities, our staff regularly clean the surrounding roads, including those in front of our office buildings—the Head Office Building, Higashi-Kishiwada Building, and Ouchi-kan.

These long-standing efforts have been recognized by Kishiwada City, and the roads surrounding the Higashi-Kishiwada Building (including the area in front of JR Hanwa Line Higashi-Kishiwada Station and Habu-cho, Kishiwada City) have been officially certified as “Family Road Fuji Jutaku.”

On March 4, 2025, a certification award ceremony was held, and signboards were installed at two locations: in front of JR Hanwa Line Higashi-Kishiwada Station and at the rear entrance of our Higashi-Kishiwada Building. We will continue our efforts in this initiative with the aim of contributing to the beautification of the local community.

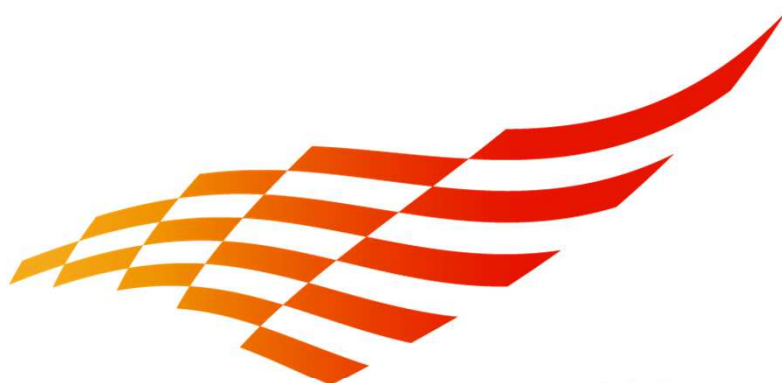
(Signboard)



# «TOPICS ⑭» Certified as “KENKO Investment for Health Outstanding Organization 2025”

NEW

~Recognized under the  
“KENKO Investment for Health Outstanding Organization 2025  
(Large Enterprise Category) [White 500]”~



2025

健康経営優良法人

KENKO Investment for Health

大規模法人部門

ホワイト500

The “Large Enterprise Category (White 500)” is a designation awarded to the top 500 organizations, based on the results of the health management survey, among those certified under the “KENKO Investment for Health Outstanding Organization (Large Enterprise Category)” program.

On March 10, 2025, our company was certified for the eighth time under the “KENKO Investment for Health Outstanding Organization 2025 (Large Enterprise Category) [White 500]”, a recognition jointly awarded by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi.

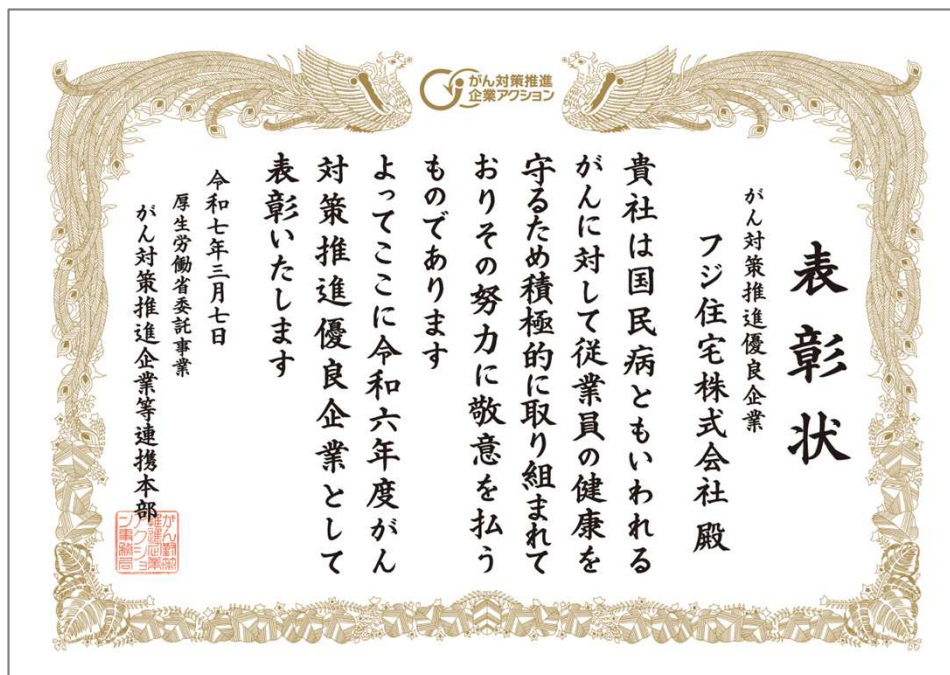
As a White Company, we will continue to work together as a unified organization to maintain and enhance the health of our employees.

Furthermore, by approaching employee health management from a managerial perspective and promoting health enhancement, we aim to contribute to the improvement of both our business performance and corporate value.

# «TOPICS ⑮» Received the “Excellent Company for Cancer Control Promotion” Award

NEW

～ Recognized as an Excellent Company for the third time  
under the “Excellent Company for Cancer Control Promotion Award System”～



The Excellent Company for Cancer Control Promotion Award System is part of the national project "Cancer Control Promotion Corporate Action" promoted by the Ministry of Health, Labour and Welfare. Under this initiative, companies that take the lead in raising awareness about the importance of early detection and early treatment of cancer, while working to improve cancer screening rates and support the balance between cancer treatment and work, are recognized and honored as Excellent Companies for Cancer Control Promotion.

On March 7, 2025, our company was recognized for the third consecutive year as an “Excellent Company for Cancer Control Promotion” by the Ministry of Health, Labour and Welfare.

We conduct regular health checkups during working hours and maintain a 100% participation rate.

In addition to legally required items, our health checkups include screenings for colorectal cancer, breast cancer ultrasound, tumor markers, Helicobacter pylori (a potential cause of gastric cancer), and NT-proBNP. Since April 2022, we have also introduced CA19-9 testing, which can detect pancreatic, bile duct, and gallbladder cancers.

Furthermore, we offer a health checkup support program that allows not only employees but also their family members to receive the same comprehensive checkup menu.



## Sponsored the 49th National Tree-Cultivating Festival

NEW

~ We have sponsored the 49th National Tree-Cultivating Festival,  
which is scheduled to be held in Wakayama Prefecture in the fall of 2026.~

The National Tree-Cultivating Festival is held every autumn in the prefectures that have previously hosted the National Tree-Planting Festival. Its purpose is to widely promote and raise awareness of the importance of preserving and nurturing forests.

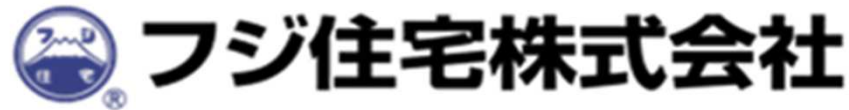
At the National Tree-Cultivating Festival scheduled to be held in Wakayama Prefecture in the fall of 2026, a member of the Imperial Family is expected to care for trees (such as pruning and fertilizing) that were planted by Their Majesties the Emperor and Empress at the time during the 2011 National Tree-Planting Festival. In addition, various accompanying events are planned, including award ceremonies and the National Green Youth Group Activity Presentation Conference.

As a member of the local community, our company is committed to contributing to the preservation of the region's rich natural environment and to raising environmental awareness. Sharing the vision and values of this event, we have decided to support the festival as a sponsor.



# Disclaimer

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Fuji Jutaku Co., Ltd.

Department: Investor Relations Office (IR Office)

IR information is available on our company website.

<https://www.fuji-jutaku.co.jp/ir/>

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