



Resorttrust Group's
**Sustainability
Report**





Resorttrust Group's Co-creation Story

Resorttrust proposes:
A new level of enrichment for people and society.

Since our founding, we have read the winds of the times that change moment to moment, listened to our customers' aspirations, and created new value in the realm of "leisure and health."

Encouraged by our customers, who say they are glad to be Resorttrust members, we cherish the time we've invested in creating a "wonderful life" for everyone involved, deepening bonds, and proposing new paths to enrichment.

We focus on developing state-of-the-art eco-friendly hotels and renovation projects, preventive medicine and pre-symptomatic research, solutions for achieving well-being, and the development of professional talent that forms the foundation of everything.

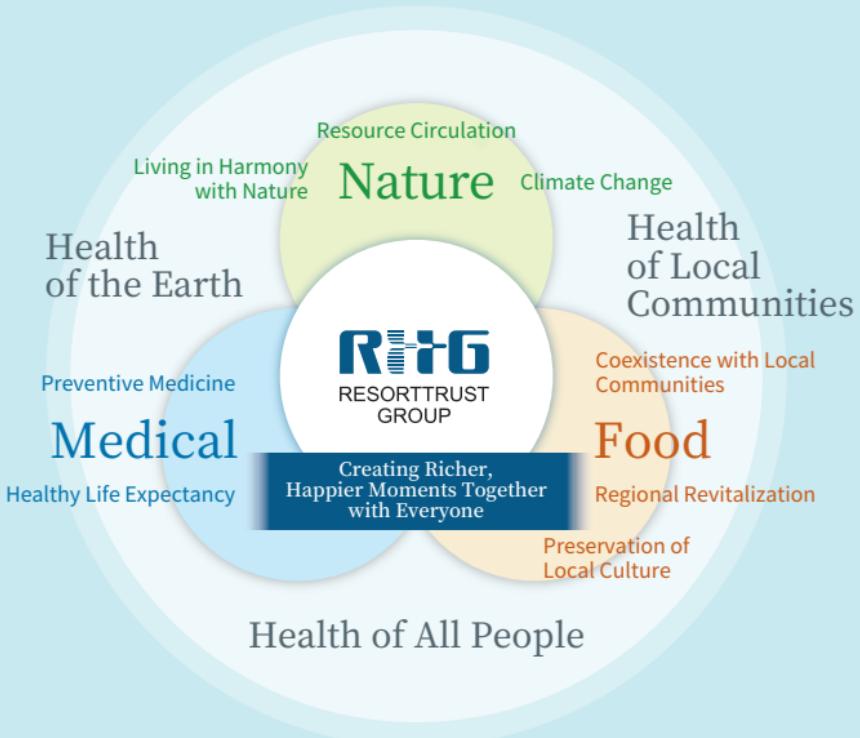
We strive to be a world-class hospitality Group, pursuing products and services that accompany our customers throughout their lives.

Group Identity

Together for a Wonderful Life

- Creating a richer, happier time -





Group Management Philosophy

The Resorttrust Group is a dynamic organization of individuals committed to pushing the envelope, blazing new trails, and creating opportunities. We earn the trust and loyalty of our guests and stakeholders through a willingness to take on challenges and by delivering unparalleled quality, sophistication, and hospitality.





Environment

As a company that has developed facilities in various locations while conducting business in harmony with the natural environment, we are uniquely positioned to carry out activities that connect beautiful nature and finite resources to the next generation.



Environment

As we're a company deploying facilities across various locations, even small improvements can lead to significant results.

The Resorttrust Group's environmental activities include planting more trees than those cut during development, promoting energy conservation, resource recycling, and local cleanup initiatives. It's a source of pride when local residents tell us that their surrounding area has improved or become more beautiful thanks to the growth of our facilities. Looking ahead, we believe we need to accelerate our environmental initiatives while maintaining a balance between luxury and eco-consciousness. Given the large scale of each facility, even adjusting the air-conditioning temperature by 1 degree Celsius, for instance, can have a significant impact when viewed across our entire operation. What's more, it's essential to gain our members' understanding and cooperation for environmental measures such as eco-friendly amenities and optional linen change for extended stays. This isn't just about implementation at individual facilities – we need to establish company-wide systems that can pursue both cost efficiency and environmental consideration. I believe we can achieve sustainability by approaching it from multiple angles together with all stakeholders in our Group.



Seiichiro Oshiba
Executive Officer
Development Division

Environment

Environmentally Conscious Facility Development and Operation

Natural Coexistence

When developing facilities, we strive to create and operate environmentally friendly facilities that are gentle on nature. This involves conducting thorough preliminary surveys and engaging in communication with local authorities and community members to ensure that existing natural environment is not harmed.



Laguna Baycourt Club
(Water Filtration and Recirculation)

Our Business Activities Thrive in Diverse Locations

Our Group business has spread across more than 100 varied sites, many in mountain, riverside, and coastal locations. Each operation draws on local natural and cultural blessings. For example, we offer nature tourism programs that enable guests to interact with the local environment by taking part in conservation activities. We strive to coexist with nature by working to maintain natural abundance that will thrive through generations.



Nature tourism (rice-planting experience)

Preservation of Biodiversity

Since our Group business is dependent on nature's bounty, it is essential that we take action to restore and maintain biodiversity. For example, by planting mixed broadleaf trees, in Mie Prefecture, our *Arigato no Mori* [Forest of Thanks] environmental support activities foster a rich ecosystem. In our hotels, hubs for such activities, we work along with willing guests to protect and help nurture the region's natural bounty.



Taskforce on Nature-related
Financial Disclosures

Environment

Waste Reduction

From fiscal 2022, we began switching some hotel room amenities to environmentally friendly products. As an example, toothbrush packaging now uses biomass materials, and the brushes themselves use recycled resin. Used toothbrushes are collected, their tips removed, and recycled again. We've also adopted 100% recycled materials for PET bottles.

This kind of resource circulation – simultaneous use and collection – is unique to hotels.



Room amenities

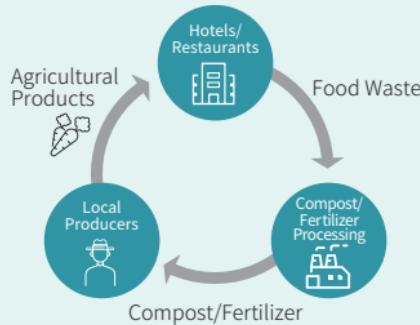
Food Recycling

As part of our Group's unique efforts, we are establishing a "food recycling loop." In this circulation, food waste generated at hotel restaurants and other locations is composted or processed into feed and then used to grow vegetables and raise livestock. The resulting food may then be served to guests at our hotels. In unique ways that involve our guests and local communities, we are engaging in "food circulation" that includes agricultural, livestock, and marine products.



Vegetable service at a buffet

Food Recycling Loop



Compost/Fertilizer

Environment

Toward Carbon Neutrality by 2050

Climate Change

Climate change and its various environmental impacts represent a critical challenge for our Group's business operations. Accordingly, we are advancing energy conservation and green energy implementation initiatives with the goals of reducing CO₂ emissions by 40% by 2030 (compared to fiscal 2019 levels) and achieving carbon neutrality by 2050.

TCFD | TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Solar Panel Installation

We have installed solar panels at all domestic membership resort hotels and Group golf courses. The electricity generated contributes to a portion of our daytime energy consumption, enabling environmentally conscious facility operations.



Grandee Hamanako solar panels

Electric Shuttle Bus

To reduce the environmental impact on local communities and improve guest convenience, Sanctuary Court hotels is now running electric shuttle buses. During operation, with minimal noise and vibration, while providing guests with a comfortable ride, these buses emit no greenhouse gases.



Electric bus(Sanctuary Court Takayama)



Healthcare

In this era of hundred-year lifespans, we aim to help everyone live their own authentic, ever-radiant life through contributions to extending healthy life expectancy.



Helping people stay beautiful and healthy. Bringing physicians' research and correct medical mechanisms to society.

Our Medical Division started in 1994 with the GRAND HIMEDIC CLUB. About three decades ago, when cancer disclosure and self-funded medical examinations were not yet common, we pioneered the introduction of PET scanning and, by conducting advanced screening, took the initiative in early cancer detection. Through this, we created new forms of medical care and actively incorporated necessary medical technologies to support better living. Our initiatives go beyond merely providing medical services – we believe we play a major role in shaping the future of healthcare. Our appeal lies in our comprehensive involvement from disease detection through treatment to home care. We take pride in giving concrete form to physician aspirations and research and applying them in actual medical settings, which we believe also contributes to addressing societal challenges. I believe our Medical Division's pioneering spirit is about building proper mechanisms for early detection and treatment of diseases together with forward-thinking medical experts.



Kyoko Uemura
Executive Officer
Medical Division

Creating a Society Where No One Loses Their Loved Ones to Illness

Targeting the big three diseases – cancer, heart disease, and cerebrovascular disease – through screening, our Medical Business focuses on early detection and treatment (secondary prevention). We operate a membership-based comprehensive medical club that provides a wide range of medical services, such as screening with PET scanners and other advanced imaging diagnostic equipment.

As well as detection, through health promotion, lifestyle improvement, and disease prevention, we also engage in primary prevention. Furthermore, to create a society where no one loses a loved one to cancer, we are pushing ahead with BNCT (Boron Neutron Capture Therapy). In a major step towards practical application, targeting unresectable angiosarcoma,¹ we have already achieved the primary endpoint in a domestic phase II clinical trial of treatment efficacy.

¹ Originating in blood vessel endothelial cells, this cancer can occur anywhere in the body, but most often presents in the skin.

Preventive Medicine



BNCT Treatment Room

Joint Clinical Research with The Jikei University School of Medicine and Others

The Tokyo Midtown Center for Advanced Medical Science and Technology ("Advanced Medical Center") participated in joint clinical research with The Jikei University School of Medicine and others, contributing to the development and implementation of the world's first immunochemotherapy for inoperable pancreatic cancer patients (stage 3 or 4). This treatment combines WT1 dendritic cell vaccine with standard chemotherapy (gemcitabine and nab-paclitaxel). Using proprietary cultivation techniques developed through some 15 years of joint research with medical institutions, including university hospitals, the Advanced Medical Center assists in vaccine production and other tasks. One current clinical study has achieved an extremely high 70.0% treatment response rate.² Moreover, based on data from long-term survival patients, multiple biomarker candidates for predicting treatment effectiveness were identified.

² Treatment response rate: percentage of patients whose tumors shrank or disappeared after treatment.

Focus on Dementia Prevention and Care

In our Senior Life business, facilities nationwide hold an annual case presentation conference to compete in care planning, techniques, and quality. This is a meeting where multidisciplinary teams, including physicians, come together to evaluate cases that have led to improvements in residents' symptoms and quality of life, creating a system to elevate outstanding examples into shared knowledge across all facilities. Additionally, on the fourth floor of Felio Momochi in the city of Fukuoka, we received the Bronze Award for the "Humanitude" dementia care method. We will also implement this method across all facilities.



Healthy Longevity

Solving Women's Health Issues Through Femtech

As women's empowerment gains importance, our Group embarked on full-fledged "femtech" (female technology) in 2021 to address women's health issues. This led to the creation of "est're," a brand based on gynecological concepts that supports women's physical and emotional fluctuations while promoting proper self-care. Further, Dr. Remi Yoshikata, Club Doctor at GRAND HIMEDIC CLUB and gynecologist, actively shares information about women's health issues in various forums.



est're®

Sharing Health-related Information with Society

We share medical and nursing care information gained through our Group's operations with society.



ILACY
- medical media
for working women



Trust Garden
official
YouTube channel



Social Contributions

As a member of local communities, we work together with regions to convey their unique appeal, contributing to the preservation of rich cultural heritage and community revitalization.



Social Contributions

Local Production for Local Consumption

Our Group emphasizes "local production for local consumption" by using ingredients produced in the surrounding regions of where our hotels are located.

Using local ingredients contributes to benefits that include reducing environmental impact through lower food miles, fuel conservation, and CO₂ emission reduction, while also stimulating the local economy. Above all, it's an initiative that brings smiles to everyone involved – customers, producers, and chefs – by providing safe and reliable seasonal ingredients.

Creating Local Appeal



Cocktails made with regional ingredients

Promotion of Culture and Sports

Art and sports enrich people's lives and are essential elements of the "wonderful life" that our Group advocates. Sanctuary Court Takayama, which opened in March 2024, includes the Hida Takayama Museum of Art, preserving the artistic culture cherished by the region.

Furthermore, from August 2025 to June 2026, we will actively promote sports in the region as a B.LEAGUE – Invigorating Japan through Basketball – official team partner supporting four teams: Alvark Tokyo, Yokohama B-Corsairs, Nagoya Diamond Dolphins, and Kobe Storks.



Social Contributions

Communication with Local Communities

As a local member of the regional community, we value communication with regional residents. We engage in various activities such as, for example, volunteer work, participation in regional events, handling regional specialty products, and hosting school visits. Through its conservation activities on Mount Ogura, its provision of experience programs that engage with local traditional industries, and various other initiatives, our hotel in Saga, Kyoto is recognized for its ongoing contributions to sustainable tourism.

Regional Contributions



Gion Festival Volunteers

Portion of Proceeds from Membership Sales Donated

We help communities with close ties to our Group. To support people afflicted by the 2024 Noto Peninsula Earthquake, in September 2025, we donated 226.5 million yen to Ishikawa Prefecture. This new form of support, linked to the sale of memberships at Sanctuary Court Kanazawa, allows us, along with our members, to contribute to the local community.



Donation documents presented to the Prefectural Governor



Human

Supporting our employees' diverse values and lifestyles as we grow into an even stronger corporate Group with high-aspiration colleagues.



Attracting, developing, and enabling the success of people who fit our company – we're building the systems and structure to make this happen.

The Resorttrust Group creates value through human-delivered services, and our human resources are the driving force behind our growth. We attract and empower people who love serving others, making people smile, and bringing happiness to others. We aim to create a positive cycle where such talent can work over the long term and continue growing. To achieve this, we're focusing on creating an environment that offers both "job satisfaction and ease of working" throughout the company. One of our points of appeal is having many opportunities for diverse talent to demonstrate their own abilities. Through our internal job-posting system, we can match departments seeking new talent with applicants. Cross-business personnel transfers within the Group are possible, allowing for broad career development. We've also introduced a new Group talent system, registering all staff members' skills, career information, and the like, and are beginning to implement optimal personnel placement using this system. Our various systems and organizations continue to evolve flexibly together with corporate growth, and we consider this adaptability a major strength.

Satoru Hada
General Manager
HR Planning Department



Smile Spiral

Job Satisfaction

To achieve "sustainable growth in each business centered on human-resource capability" as stated in our HR strategy, we must be a company where each employee can lead a "wonderful life."

We have established "Smile Spiral ↑" as our slogan for this purpose, making it the common language for all staff members. We are promoting a corporate culture where each individual can work with a smile, grow autonomously through their work, and continue to create new value for our customers.



Improving Engagement

A culture and environment where people can work energetically with job satisfaction while empathizing with the company's philosophy and identity is essential for staff and business growth. We implement various internal events and training for promotion of mutual understanding and knowledge-sharing through internal newsletters to help highly motivated staff gather and grow together. Some internal organizations have also introduced engagement surveys, using monthly responses to monitor changes and conditions by organization, helping to improve management and teamwork.



Hotel staff



Hotel and Golf Division staff

Diversity and Inclusion

People's lifestyles and ways of being are increasingly diversifying. Our Group has over ten thousand staff members, each with different individual attributes and preferences. To foster a culture that recognizes diversity and enables mutual growth, we're working to ensure that everyone can work energetically through such moves as promoting women's advancement, employing people with disabilities, supporting LGBTQ+, and utilizing foreign and senior staff.

Ease of Working



Female Manager Ratio
⟨Group⟩ **20.7%**

※Target for FY2027: 25%

Work-life Balance

We've established various systems and mechanisms to enable continued work and success while experiencing life events such as childcare and nursing care. For example, regarding work-life balance with childcare, we're expanding leave and work-style programs while promoting understanding through workshops. We also provide work and financial support to help balance work with family-care responsibilities or personal illness.



Work-life balance workshop

Paternity Leave Rate
⟨Group⟩ **77.3%** ⟨Non-consolidated⟩ **79%**

※Target for FY2027: 85% for men

Resorttrust Group's materialities

Check here for details▶



| Divisions | Categories | Group themes | Materialities | Associated goals |
|-----------|------------|--|--|------------------|
| E | Earth | ● Reduction of environmental impact (living in harmony with nature into the future) | <p>① Reducing GHG emissions</p> <p>② Reducing plastic and food waste</p> <p>③ Conserving biodiversity</p> | |
| S | Prosperity | <ul style="list-style-type: none"> ● Achievement of “Together for a Wonderful Life” ● Collaborative creation of the Group’s unique added value | <p>④ Offering services that accompany the lives of every person</p> <p>⑤ Pursuing service quality, safety, and innovation</p> <p>⑥ Contributing to regional revitalization</p> | |
| S | People | ● “Wonderful Life” for staff members | <p>⑦ Promoting diversity and inclusion</p> <p>⑧ Pursuing happiness for all staff members</p> <p>⑨ Developing abilities and careers</p> | |
| G | Governance | ● Strengthening of governance | <p>⑩ Engaging in highly transparent and fair business operations</p> <p>⑪ Disclosing non-financial information and promoting dialogue with stakeholders</p> | |

Sustainability Website

Check here for details
(Japanese only)▶

Visit our website for the Group's sustainability information.

Access
"ESG-related
Regulations & Policies"
here (Japanese only)▶



Access
"Sustainability-related Data"
here (Japanese only)▶



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Corporate website

<https://www.resorttrust.co.jp/english/>

Sustainability website (Japanese only)

<https://www.resorttrust.co.jp/sustainability/>