

October 15, 2025

For immediate release

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Notice Concerning Acquisition of the Highest Rating (3-Star) of “Eruboshi Certification” at Asset Management Company

Hoshino Resorts REIT, Inc. (hereinafter “HRR”) hereby announces that Hoshino Resort Asset Management Co., Ltd. (hereinafter the “Asset Management Company”), an asset management company to which HRR entrusts its asset management, has been certified with the highest 3-star rating of the “Eruboshi Certification,” from the Minister of Health, Labour and Welfare (MHLW), effective September 22, 2025. This certification was granted pursuant to the Act on the Promotion of Women’s Active Engagement in Professional Life (known as the Women’s Advancement Promotion Law, hereinafter the “Law”). Details are as follows.

1. Eruboshi Certification

The Eruboshi Certification is a system under which the minister of MHLW can certify companies that have formulated and submitted an action plan under the Law and meet specific requirements, such as outstanding initiatives for women’s professional advancement. The certification is evaluated in the three stages according to five criteria concerning women’s active engagement in their professional lives: recruitment, continued employment, work-life balance and working hours, ratio of female managers, and diverse career paths. The highest 3-star ranking is achieved when a company meets the standards in all five categories.

For more information on Eruboshi Certification, please refer to the official website of the MHLW. (Japanese only)

<https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/0000091025.html>



2. Initiatives to Promote the Active Engagement of All Employees

The Asset Management Company is committed to creating an environment where all employees can feel secure and stable, to facilitate their long-term engagement and development. We have established flexible work arrangements, including staggered working hours, childbirth and childcare support systems, and childcare leave, to accommodate various life stages and support sustainable personal and career growth. By leveraging these systems and support, we aim to improve the physical and mental well-being and empowerment of every employee. We will then further strive to create a work environment that enables all employees to thrive proactively.

* The HRR website address: <https://www.hoshinoresorts-reit.com/en/>

* We do not provide any guarantees regarding the completeness or accuracy of the English translation of this document. If there is any discrepancy between the English translation and the original Japanese text, the latter shall prevail.