

CORPORATE PROFILE

Bringing more smiles to you on your time off.



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RESOL HOLDINGS Co., Ltd.

Nishi-Shinjuku Mitsui Building 12F, 6-24-1 Nishi-shinjuku, Shinjuku-ku, Tokyo 160-0023 Japan

Bringing more smiles to you on your time off.

Vision for the Future

We provide not just services but value that delivers smiles and peace of mind. Guided by this policy, we will continue to take on challenges without fear of change and achieve sustainable growth while contributing to society. As a company committed to “Bringing more smiles to you on your time off,” we will continue moving forward.



Mission of the RESOL Group

Corporate Slogan

Bringing more smiles to you on your time off.

We create many smiles through our business activities.

Our corporate slogan, "Bringing more smiles to you on your time off," is the standard of value for everything we do. We contribute to a bright society by providing support for a life worth living, bonds, health promotion, and relaxation through innovative ideas and initiatives.

Group Long-term Policy



Be People-Friendly



Be Society-Friendly



Be Earth-Friendly

Realizing the three forms of friendliness.

Across all our businesses, we strive to realize our long-term policy of being people-friendly, society-friendly, and earth-friendly. We are committed to fair corporate activities and to becoming a company trusted by our customers.

Businesses of the RESOL Group

Through our various businesses, we provide services that bring genuine joy to our customers and strive to create many smiles.



RESOL NO MORI business

RESOL NO MORI Co., Ltd.

A concierge for your holidays



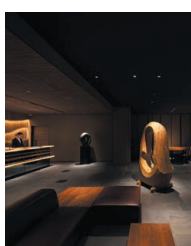
This business is developed at Sport & Do Resort RESOL NO MORI, the Group's symbolic experiential resort. It focuses on themes such as resort, health, sports, and outdoor activities.



Hotel operation business

RESOL Co., Ltd. / RESOL REAL ESTATE Co., Ltd.

Hotels with a Story



Based on the concept of Hotels with a Story, we operate the RESOL HOTELS brand as tourist hotels at 20 locations nationwide. In addition, our villa rental business, RESOL STAY, operates at 80 locations.



Golf operation business

RESOL Co., Ltd.

Fostering health and bonds through golf



We operate 17 golf courses nationwide (including partnership-operated courses) with management styles tailored to customer needs and the characteristics of each course. We also promote our Fairway Front Villa business.



Well-being business

RESOL LIFE SUPPORT Co., Ltd.

Supporting the well-being of companies and their employees



Through our comprehensive welfare service "Life Support Club," the core of our group synergies, we support the well-being of companies and working individuals.



Renewable energy business

RESOL GENERAL RESEARCH INSTITUTE Co., Ltd. / RESOL NO MORI Co., Ltd. / RESOL Co., Ltd.

Promoting decarbonization through solar power generation



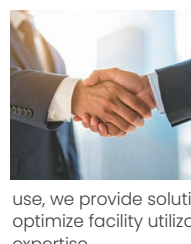
We develop solar power generation facilities on golf course land and buildings, expanding both electricity sales and local production for local consumption. We strive to be an earth-friendly corporate group.



Investment recovery business

Led by RESOL HOLDINGS Co., Ltd., optimally leveraging Group-wide assets.

Creating new value



Through value-enhancing revitalization of operating facilities, resort-style revitalization by constructing villas on golf courses, and converting golf courses for renewable energy use, we provide solution-based services that optimize facility utilization using our proprietary expertise.

Sustainability Initiatives

RESOL Group's Approach to Sustainability

The RESOL Group upholds the corporate slogan "Bringing more smiles to you on your time off" and the long-term policy of being people-friendly, society-friendly, and earth-friendly. Through our business activities, we contribute to creating a sustainable future and a society filled with smiles.



Be People-Friendly

Through our businesses, we realize a life worth living, bonds, health promotion, and relaxation.



Be Society-Friendly

Through our businesses, we maintain positive relationships with all stakeholders, including customers, shareholders, business partners, and employees.



Be Earth-Friendly

Through our businesses, we promote energy conservation, renewable energy, green space conservation, and forest management, taking good care of the earth.



Key Initiatives



Environment

- Measuring greenhouse gas emissions.
- Promoting solar power generation through the renewable energy business.
- Providing used cooking oil generated at our facilities as raw material for sustainable aviation fuel (SAF), a type of biofuel.
- Conducting joint research with Chiba University on composting plant waste.
- Participating in initiatives that generate J-Credits by replacing existing lighting with LED lighting at selected facilities.



Society

- Promoting health and productivity management. Recognized as a Health and Productivity Management Organization for strategically managing employee health from a management perspective.
- Promoting women's empowerment to advance diversity. Women in management positions: 44.4%. Women among new graduate hires: 50%.



Governance

- A corporate governance structure has been established. (Detailed information is disclosed in the Corporate Governance Report.)
- The RESOL Group Compliance Policy has been established.
- A risk management system has been established through the Risk Management Committee, based on the Basic Risk Management Regulations.
- An internal reporting hotline has been established. The Corporate Ethics Helpline has been established to ensure prompt and appropriate response to misconduct.

Facilities Operated by the RESOL Group

From Hokkaido to Okinawa, we operate more than **120** facilities nationwide.

The RESOL Group will continue to expand its wide range of accommodation facilities and golf courses to meet increasingly diverse leisure needs.



RESOL NO MORI business

About 70 minutes from central Tokyo. The RESOL Group's Landmark Facility.

Sport & Do Resort RESOL NO MORI

We operate an experiential resort facility themed around resort, health, sports, and outdoor activities, along with a real estate development business that utilizes the natural environment. This integrated resort serves as a symbol of the RESOL Group, offering a wide variety of accommodation styles, a prestigious 45-hole golf course, and an array of sports and activities.



Concept

Sport & Do Resort A concierge for your holidays.

If you want to feel nature in a quiet setting or enjoy a new, uplifting experience, RESOL NO MORI welcomes you. RESOL NO MORI offers the finest holiday experience to all.

"Where should we go for our next holiday?"
If you ever find yourself wondering, leave it to us.
Located on the Boso Plateau in Chiba Prefecture, close to central Tokyo, RESOL NO MORI is an experiential resort that serves as your personal holiday concierge. From encounters with nature to mental and physical care, from trying sports for the first time to discovering new food experiences, we offer a variety of activities to guide every guest toward the perfect holiday.





Hotel operation business

RESOL HOTELS, the Group's main brand, operates 20 tourist hotels nationwide based on the concept of "Hotel with a Story," offering journeys colored by the unique character of each location.

RESOL HOTELS



Concept

Hotel with a Story

RESOL HOTELS are created to weave one-of-a-kind stories rooted in each region, becoming a reflection of the city itself. Just as every city has its own shape, each hotel welcomes guests with its own unique face.

Design

A miniature portrait of the city.

Respecting the local culture and arts rooted in each region, we incorporate them into our design. From the atmosphere of the space to the details of the interior, every aspect embodies the distinctive sensibilities of RESOL HOTELS.

Eatwell Breakfast

Eat wisely and deliciously.

With healthy and delicious breakfasts supervised by registered dietitians, we support improvements in dietary habits tailored to each guest's lifestyle and stage of life.

Tourist Support

A travel experience found only here.

As hotels designed to serve as hubs for regional tourism, we enhance each guest's journey with perspectives unique to tourist hotels.

Relaxation

Relax and unwind.

We aim to create a comfortable space where you can feel at ease, as if you were at home. From welcome aromas to shoes-off rooms and original beds that promise deep sleep, every detail is designed to make time at RESOL HOTELS even more comfortable and pleasant.



RESOL STAY



The Suite Villa series is operated mainly in Atami, Hakone, Izu, Nasu, the Fuji Five Lakes area, and Karuizawa.

Concept

Stay as if you were living there.

Stay in your favorite villa area as if you were living there and enjoy a holiday that feels truly your own. A free and easy travel style—RESOL STAY.



Enjoy a premium villa experience with a stay style different from hotels.

RESOL STAY is gaining attention as a new style of travel that cannot be experienced in hotels. With comfortable spaces featuring refined interiors and full amenities, these premium villas offer a private stay ideal for inbound guests, extended stays, and large groups. Looking ahead, we will continue to expand high-grade facilities and develop urban resort areas to further strengthen the business.

Stay patterns to match your needs

Reside in a villa Monthly

Monthly stays from 30 days

SUITE VILLA Monthly is a dedicated long-stay villa designed for spending a month or more living in a resort, offering a spacious and relaxed stay.

Live in a villa Weekly

Weekly stays of five weekdays

A five-night, six-day plan is available for check-in on Sundays or Mondays. The Weekly Plan was created from the desire to make villa living more accessible and enjoyable for more people.

Stay at a villa Daily

Single-night stays and beyond

Available for single-night stays as a casual lodging option. Perfect for enjoying weekends or holidays with friends or loved ones.



Golf operation business

We operate 17 golf courses nationwide with management styles tailored to customer needs and the unique characteristics of each course, including two partnership-operated courses.

RESOL GOLF



Concept

Fostering health and bonds through golf

RESOL Group golf courses provide value that exceeds expectations.



High-quality golf courses

We offer high-quality golf courses, with meticulous attention devoted to course maintenance.

GOLF & STAY

With Fairway Front Villas, on-site accommodation at golf courses, RESOL STAY (premium rental villas), and hotels located around the courses, we offer GOLF & STAY—where guests can enjoy golf while staying overnight.

Hospitality

We provide exceptional customer service and hospitality.



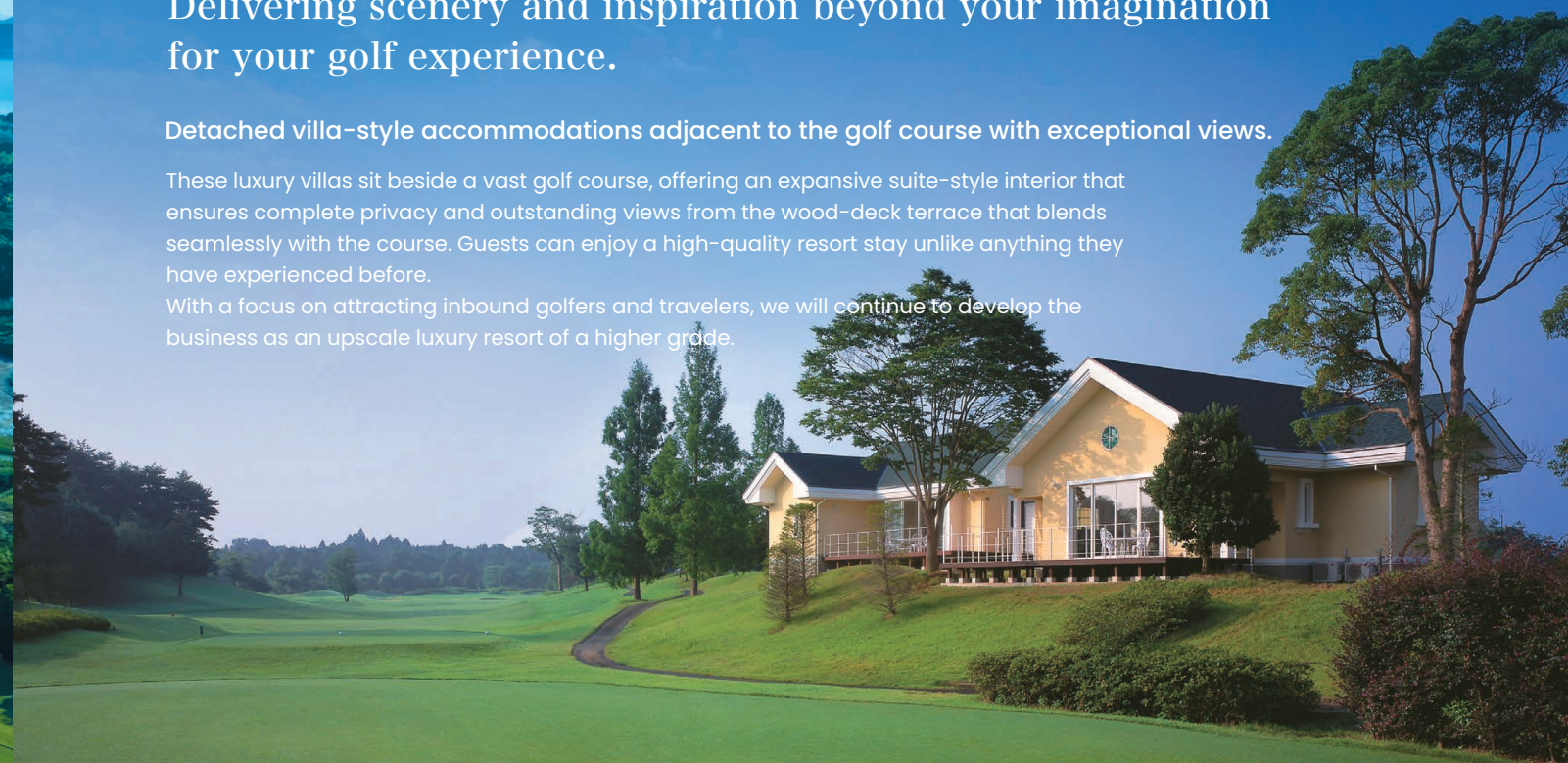
FAIRWAY FRONT VILLA

Delivering scenery and inspiration beyond your imagination for your golf experience.

Detached villa-style accommodations adjacent to the golf course with exceptional views.

These luxury villas sit beside a vast golf course, offering an expansive suite-style interior that ensures complete privacy and outstanding views from the wood-deck terrace that blends seamlessly with the course. Guests can enjoy a high-quality resort stay unlike anything they have experienced before.

With a focus on attracting inbound golfers and travelers, we will continue to develop the business as an upscale luxury resort of a higher grade.



◆ Spa & Golf Resort Kuji (Ibaraki)

Villas with excellent views overlooking the entire course line the fairway, creating a landscape reminiscent of a Western townscape. Guests can also enjoy private natural hot springs 24 hours a day. The kitchens are fully equipped for self-catering, ensuring a comfortable stay even for medium- to long-term visits.



◆ Setouchi Golf Resort (Hiroshima)

Within a golf course boasting one of Japan's finest views overlooking the Seto Inland Sea's archipelago beauty, seven villas of three distinct styles stand side by side. From the verandas and terraces, guests can enjoy breathtaking views where the fairways contrast beautifully with the sea, offering an exceptional resort stay.





Well-being business

We provide a comprehensive employee-benefit outsourcing service, Life Support Club, for corporate clients. Through menu development and product planning focused on each user's life worth living, bonds, health promotion, and relaxation, we support the well-being of working people.



By offering a life worth living, bonds, health promotion, and relaxation, we help realize the well-being of those in the workforce.



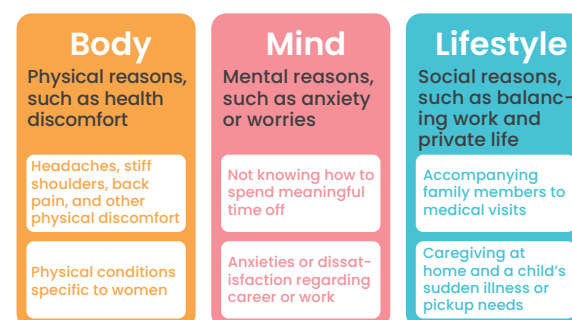
Life Support Club

B-to-B Employee Benefit Outsourcing Services

Amid the growing importance of human-capital management and diverse working styles, interest is rising in a state of well-being in which individuals are physically, mentally, and socially fulfilled. Our Group has long supported the health and happiness of working people through the comprehensive benefit service Life Support Club. As we advance, we will broaden our business beyond traditional employee-benefit services and expand into the wider, comprehensive well-being domain.



What does **well-being** mean in the Life Support Club's initiatives*?



*A state in which one is physically, mentally, and socially fulfilled.

Employee-benefit programs that support self-management are essential.



Renewable energy business

We operate in two business domains: the power sales business and the self-consumption energy business. While promoting initiatives to meet decarbonization needs, we continuously reduce CO₂ emissions and work to operate as an earth-friendly corporate group.



Power Sales Business

Power generation on facility grounds and buildings

We develop solar power generation systems on the land and buildings of our operated facilities and sell the generated electricity. At the 1.5 million kWh solar power system within RESOL NO MORI, we sell approximately 1.5 million kWh of electricity annually.

Self-Consumption Energy Business

Solar carports

We construct carports equipped with solar power systems in golf course parking areas. The clean energy generated is used at the golf course clubhouses, covering approximately 30% of each course's electricity consumption. As of 2025, the system is operational at four Group golf courses. Plans are underway to expand installation to other Group golf courses.



RESOL NO MORI Local Production-Local Consumption Energy System

A dedicated power line connects on-site solar power facilities to the Medical Training Center, supplying about 40% of its annual electricity consumption with clean energy. Surplus energy is also used at the Mana Country Club clubhouse. (Approximately 10% of its annual electricity consumption.)



Investment recovery business



We create new value through solution-based services that optimize the use of facilities with our proprietary expertise.



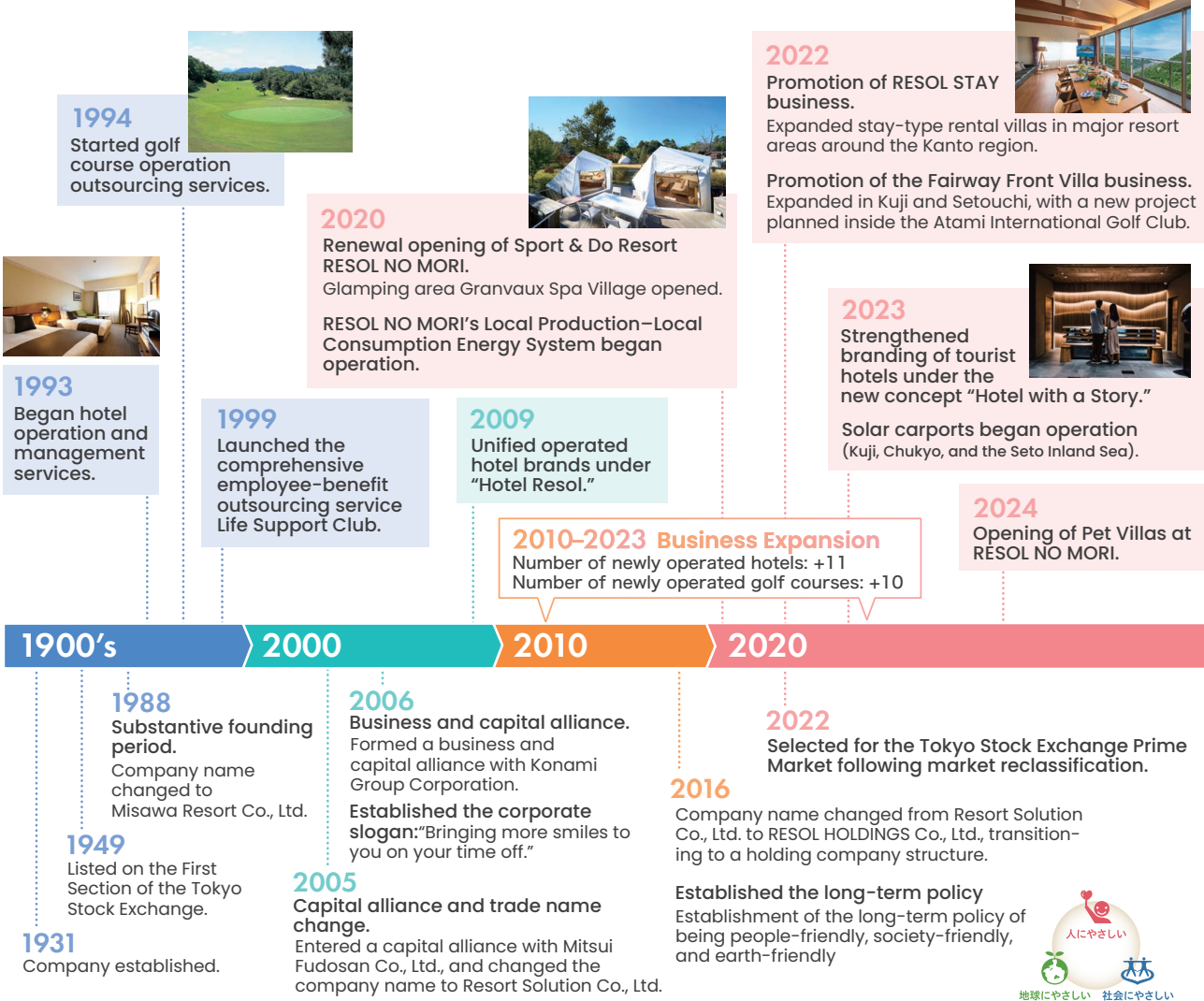
Past initiatives

- Value-enhancing redevelopment of operated facilities
- Resort-style redevelopment by constructing villas on golf courses
- Renewable-energy conversion projects at golf courses
- Revitalization and redevelopment of resort facilities, golf courses, and hotels
- Redevelopment of underutilized real estate



History

RESOL Group Milestones



Shareholder Benefit Program

*As of March 31, 2025

Gift certificates that are usable at more than 80 RESOL-operated facilities, including hotels, golf courses, resorts, rental villas, and directly managed restaurants.

Shareholder Benefit Program
RESOL Family Gift Certificates

1 Timing of Shareholder Benefit Distribution

Shareholder benefits will be granted to shareholders of record on the following record date.

Record date	Scheduled shipping period
End of March	July of the same year

Validity period

From August 1 of the same year through July 31 of the following year

RESOL Family Gift Certificate

Shareholder Card

2 Details of Shareholder Benefits

Shareholders who own 100 shares or more of the Company will receive the following shareholder benefits.

RESOL Family Gift Certificates

These gift certificates can be used at facilities operated by the RESOL Group.

Number of shares held	Gift certificates (2,000 yen per certificate)
100 shares to less than 300 shares	10 certificates (20,000 yen per year)
300 shares to less than 500 shares	30 certificates (60,000 yen per year)
500 shares or more	50 certificates (100,000 yen per year)

*Facilities operated by the RESOL Group are subject to change.

3 Use of Shareholder Benefits

How to use shareholder benefits

Eligible users

Eligible users are the shareholders, their relatives within the second degree of kinship, and persons accompanying them at the time of use.

Maximum number of certificates usable

Up to 20 certificates(40,000 yen)per settlement per day
*Cannot be used for customers who incur no charges, such as infants sharing a bed.

Available menu items

In principle, the items must be related to experiences or services that can be settled at the front desk of operated facilities (lodging plans, golf play, activities, and directly managed restaurants).
*Cannot be used for shop purchases or front-desk retail items.
*Eligible facilities are listed on the official website under "IR Documents."
(<https://www.resol.jp/ir/>)

Group Structure

The group management structure comprises RESOL HOLDINGS Co., Ltd., the holding company, and the operating companies responsible for each business. With facility operations such as hotels, golf courses, and resorts as its core, the Group develops unique business models in the domains of well-being and solution business. Through innovative ideas and proactive actions, the Group strives to create new value.

