

Creation of High-Quality Housing Stock and KPIs

Value Provided	NO.	Indicator	Officer remuneration indicator PSU			Mid-Term Management Plan	Used as president commendation ESG indicator	FY2022	FY2023	
			1	2	3			Results	Targets	As of the end of 2Q FY2023
Safety, peace of mind and comfort	1	Detached house customer satisfaction rate						96.3%	95% or higher	95.7%
	2	Rental housing occupancy rate						97.8%	97% or higher	97.7%
	3	Housing units sold in the overseas business				○		—	FY2025 10,000戸	1,777
Asset value creation	4	New proposals of technologies, lifestyle design and services						「SUITE CONCIER」 launched	—	「life knit design」 launched
	5	Patent applications (R&D)						109	100	46
	6	Internal standard for evaluating detached houses with exterior design and greenery that beautify the community (residence evaluation)					○	77.5% overall Third-range products: 83.9%	80% or higher overall Third-range products: 90% or higher	82.5% overall Third-range products: 89.5%
	7	Internal standard for evaluating the townscape attractiveness of rental housing that emphasizes resident safety, peace of mind and comfort (Sha Maison Gardens)					○	56%	57% or higher	59.9%
Extended useful life of housing	8	Rental housing units renovated				○		6,035	6,800	3,662
	9	Percentage of detached houses certified as Long-Life Quality Housing						92.1%	90% or higher	—
	10	Ratio of SumStock housing in the Group's existing home transactions (Contracts reached for the resale of SumStock existing houses)						63%	800	738

Contributing to a Sustainable Society and KPIs

Value Provided	NO.	Indicator	Officer remuneration indicator PSU			Mid-Term Management Plan	Used as president commendation ESG indicator	FY2022	FY2023	
			1	2	3			Results	Targets	As of the end of 2Q FY2023
Decarbonization	11	Ratio of detached house ZEH	○	○	○		○	93%	90%	92%
	12	Ratio of ZEH units for rent	○	○	○	○	○	65%	70%	77%
	13	Ratio of ZEH condominiums for sale					○	88.80%	100%	100%
	14	Number of Idocoro Dan-netsu houses (location-based insulation upgrades)					○	1,601	1,800	681
	15	Rate of CO2 emissions reduction from new housing						55.3%	—	—
	16	Rate of CO2 emissions reduction from business operations						50.9%	—	—
	17	RE100 achievement rate						55.1%	—	—
	18	Rate of electrified Company vehicles						11%	19%	—
	19	Supplier science-based target-setting rate						31.9%	FY2030 80%	—
Biodiversity conservation	20	Sustainable wood procurement rate						97.1%	97.4%	—
	21	Rate of zero-deforestation timber procurement						88%	91%	—
	22	Biodiversity-friendly tree planting (Gohon no Ki Project)						19,003 thousand	20,000 thousand	—
Resource recycling	23	Waste rate (new construction)						5.6%	5.0%	—
	24	Waste recycling rate (new construction)						100%	100%	—
	25	Waste recycling rate (maintenance and remodeling)						94.6%	90% or higher	—
Coexisting with Local Communities	26	Percentage of employees joining employee-company joint donation programs (Sekisui House Matching Program employee participation rate)						32%	—	31.2%
	27	Trip Base Michi-no-Eki Stations Project, a project for regional revitalization						10 prefectures: 23 buildings 1,848 rooms	14 prefectures: 29 buildings 2,336 rooms	12 prefectures: 27 buildings 2,192 rooms
Occupational Health and Safety & Supply Chain	28	Frequency rate of accidents in the construction division that result in lost worktime						2.55	2.27	—
	29	Occupational illness frequency rate in the construction division						0.35	0.30	—
	30	CSR procurement human rights and labor supply chain scores						85.7 points	85.8 points	—

Diversity and Inclusion and KPIs

Value Provided	NO.	Indicator	Officer remuneration indicator PSU			Mid-Term Management Plan	Used as president commendation ESG indicator	FY2022	FY2023	
			1	2	3			Results	Targets	As of the end of 2Q FY2023
Promote diversity	31	Number of female directors of the Board						3 persons	3 persons or more	3 persons
	32	Number of female managers	○	○	○			302 persons	300 persons	313 persons(4.78%)
	33	Ratio of full-time female employees						28.9%	29.2%	—
	34	Ratio of female new graduates hired						44.6%	40%	—
	35	Employment rate of persons with disabilities Upper row: Sekisui House (non-consolidated basis) Bottom row: The 33 domestic consolidated companies subject to statutory requirements to hire persons with disabilities (including the Company)						2.97% 2.86%	2.97% 2.87%	2.97% 2.88% (27countries)
Employee health and happiness	36	Rate of employees opting for the secondary medical checkup					○	98.7%	95%	100%
	37	Walking Challenge participants and average step count					○	20,816 persons 6,600 steps	—	21,026 persons 6,675 steps
	38	ESG dialogue implementation (workplace basis)						100%	100%	—
	39	Well-Being Circle total score						65.86%	—	—
Diverse workstyles and job satisfaction/ Human resource development and self-directed career	40	Take-up rate for eligible male employee childcare leave	○	○	○			100%	100%	100%
	41	Monthly average working hours per person		○	○		○	170.73 hours	175 hours	175.16 hours
	42	Annual paid leave take-up rate	○					73.1% 13.1 days	70%	—
	43	Investment in human resource development						¥ 886 million	¥ 1,435 million	¥ 612 million
	44	Cumulative number of workers who have acquired major qualifications required for specific duties						23,608 persons	24,100 persons	24,440 persons
	45	DX training participation rate						—	100%	—
	46	SHIP registration rate and number of posts						26.9% 2,176	30% 2,500	—
	47	Participants in self-directed career development elated training						16,987 persons	18,936 persons	17,703人

Themes and KPIs for Initiatives That Provide a Basis for Our Material Issues

Value Provided	NO.	Indicator	Officer remuneration indicator PSU			Mid-Term Management Plan	Used as president commendation ESG indicator	FY2022	FY2023	
			1	2	3			Results	Targets	As of the end of 2Q FY2023
Governance	48	Responding to Corporate Governance Code according to reviews by evaluation organizations and others	○	○	○			4th place	9th place pr higher	—
	49	Strengthening the Group governance system (Group administrative regulations; development and appropriate assignment of governance specialists)		○	○			Enforce regulations	Human resource (HR) development and allocation	—
	50	Number of serious violations of laws and voluntary norms						0	0	—
	51	Number of cases brought to Compliance Helpline or Sexual and Power Harassment Hotline for consultation (Per 1,000 employees)						8.5	—	5.4
	52	Progress in the strengthening of security measures (% of progress vis-à-vis the annual plan)						—	100%	100%
	53	Ratio of employees who completed security training						—	100%	—
	54	Cumulative number of DX-related projects (linked with Mid-Term Management Plan)						—	—	22