

# ESG Data

Data by Area

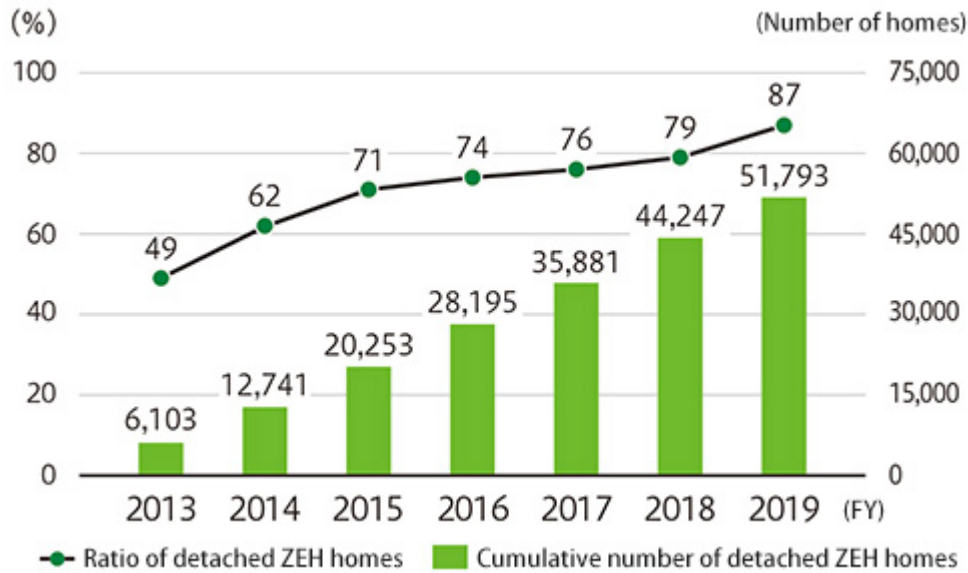
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## Environmental

### Growth in the number of detached ZEH (Green First ZERO) homes

	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
<b>Ratio of detached ZEH homes (%) *</b>	62	71	74	76	79	87
<b>Cumulative total sold (number of homes)</b>	12,741	20,253	28,195	35,881	44,247	51,793

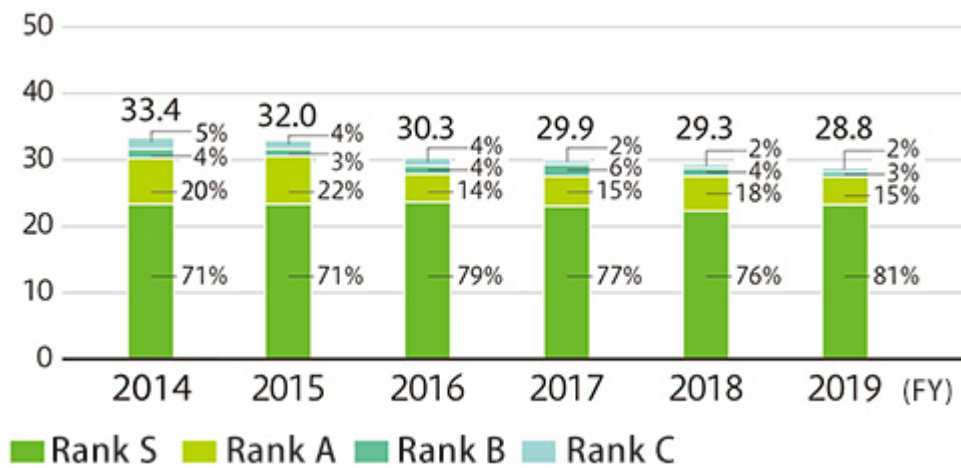
\* Ratio of detached ZEH (Green First ZERO) homes among newly built homes sold



### FairWood procurement volume and rank breakdown

	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
<b>FairWood procurement volume (10,000 m<sup>3</sup>)</b>	33.4	32.0	30.3	29.9	29.3	28.8
<b>Rank S (%)</b>	71	71	79	77	76	81
<b>Rank A (%)</b>	20	22	14	15	18	15
<b>Rank B (%)</b>	4	3	4	6	4	3
<b>Rank C (%)</b>	5	4	4	2	2	2

(10,000 m<sup>3</sup>)



## Environmental [E] - Key performance indicator (KPI)

Main Themes	Indicator	Unit	2015	2016	2017	2018	2019			2020	2022
			Results	Results	Results	Results	Target	Results	Evaluation	Target	Target
Decarbonized Society	Green First ZERO ratio*1	%	71%	74%	76%	79%	80%	87%	◎	88%	90%
	Rate of CO <sub>2</sub> emissions reduction from business operations*2	%	8.6%	13.0%	16.0%	21.5%	23%	27.4%	◎	29%	34%
	Rate of CO <sub>2</sub> emissions reduction from new housing*3	%	21.3%	27.7%	36.1%	38.1%	39%	41.6%	◎	42%	43%
	Ratio of post-FIT power purchased*4	%	-	-	-	-	1%	1%	○	6%	15%
Society in Which Humans and Nature Coexist	Sustainable wood procurement ratio*5	%	93%	93%	92%	94%	95%	95%	○	96%	97%
	Eco-friendly tree planting*6	×1,000	1199	1306	1409	1502	1600	1611	○	1700	1900
Circular Economy	Waste ratio (new construction)*7	%	5.2%	5.6%	5.5%	5.5%	-	5.8%	-	5.5%	5.2%
	Waste recycling rate (new construction)*8	%	100%	100%	100%	100%	100%	100%	○	100%	100%
	Waste recycling rate (maintenance and remodeling)*9	%	93.2%	94.0%	95.5%	94.9%	90% min.	94.3%	◎	90% min.	90% min.

\*1 Ratio of ZEH equivalent houses to all built-to-order houses and condominiums (excluding Hokkaido)

\*2 Scope 1, 2: 50% reduction (relative to FY2013) in CO<sub>2</sub> emissions by FY2030. Excludes Konoike Construction Co., Ltd., which became a group company in October 2019 (described in the boundary of current SBT targets).

\*3 Scope 3, Category 11: 45% reduction (relative to FY2013) in CO<sub>2</sub> emissions by FY2030. Excludes Konoike Construction Co., Ltd., which became a group company in October 2019 (described in the boundary of current SBT targets).

\*4 Percentage of electricity used for business operations (FY2030: 50%, FY2040: 100%)

\*5 Procurement ratio of Rank S and Rank A wood products (according to Wood Procurement Guidelines)

\*6 Cumulative number of trees planted under the Gohon no ki project

\*7 Waste ratio from raw material production and resource inputs for new industrialized housing products

\*8 Waste recycling rate for new industrialized housing products

\*9 Waste recycling rate for maintenance and remodeling work

## Energy consumption in the group

(TJ)

	FY2015	FY2016	FY2017	FY2018	FY2019
Development and design	1,164	1,097	1,065	1,026	966
Factory production	854	880	869	838	812
Construction	488	464	450	415	404
Demolition	26	25	22	21	20
<b>Total</b>	<b>2,532</b>	<b>2,466</b>	<b>2,405</b>	<b>2,299</b>	<b>2,202</b>

## Energy consumption intensity

(MJ/million yen)

	FY2015	FY2016	FY2017	FY2018	FY2019
Development and design	626	541	0	475	400
Factory production	460	434	402	388	336
Construction	263	229	208	192	167
Demolition	14	12	10	10	8
<b>Total</b>	<b>1,363</b>	<b>1,216</b>	<b>620</b>	<b>1,065</b>	<b>911</b>

## Energy consumption by factory (breakdown by type)

		FY2015	FY2016	FY2017	FY2018	FY2019
Electricity	(MWh)	49,331	51,116	49,613	47,155	45,610
Natural gas	(thous. m <sup>3</sup> )	3,543	3,547	2,576	4,067	3,920
LPG	(t)	2,873	2,904	3,835	2,055	1,982
LNG	(t)	1,460	1,623	1,523	1,439	1,437
Kerosene	(kl)	221	240	234	223	214
Light oil	(kl)	66	90	76	73	64
Gasoline	(kl)	46	46	37	33	29
Heavy oil	(kl)	2	0 (no use)	0 (no use)	0 (no use)	0 (no use)
Hot water	(GJ)	4,040	2,433	0	0	0

## Amount of materials input into production

(thous. t)

	FY2015	FY2016	FY2017	FY2018	FY2019
Metals	311	308	300	276	271
Concrete	272	269	264	246	243

<b>Glass and ceramics</b>	273	270	255	237	229
<b>Lumber</b>	164	162	153	145	139
<b>Other</b>	89	89	86	80	78
<b>Total</b>	1,109	1,098	1,058	984	960

## Water use in the group

( ): Water used in production factories (thous. m<sup>3</sup>)

	FY2015	FY2016	FY2017	FY2018	FY2019
<b>Water supply</b>	728	698	666	645	634
	(164)	(154)	(146)	(149)	(143)
<b>Groundwater</b>	481	488	478	529	446
	(481)	(488)	(478)	(529)	446
<b>Industrial-use water (Reclaimed water)</b>	38	33	30	32	32
	(38)	(33)	(30)	(32)	(32)
<b>Total</b>	1,247	1,219	1,174	1,206	1,112
	(683)	(675)	(654)	(710)	(621)

## Ratio of green procurement, etc. \*

(%)

	FY2015	FY2016	FY2017	FY2018	FY2019
<b>Green procurement ratio</b>	92.4	95.4	93.0	92.7	91.7
<b>Recycled copy paper usage ratio</b>	99.3	99.6	99.5	99.7	99.8

\* On a non-consolidated basis (Sekisui House only)

## CO<sub>2</sub> emissions Scope 1-3

(Unit: thous. t)

Classification			FY2015	FY2016	FY2017	FY2018	FY2019	Ratio
<b>Scope 1 &amp; 2</b>	Scope 1	CO <sub>2</sub> emissions associated with fuel consumption	86	80	77	73	71	1.3%
	Scope 2	CO <sub>2</sub> emissions associated with purchased electricity and heat	67	67	63	58	51	0.9%
		Total of Scope 1, 2	153	147	140	131	121	(2.2%)
	Category 1	Purchased goods services (raw materials)	1,511	1,539	1,582	1,561	1,538	27.3%
	Category 2	Capital goods	80	82	26	99	51	0.9%
	Category 3	Fuel- and energy-related activities not included in Scope 1 or Scope 2	17	17	17	17	15	0.3%

Scope 3	Category 4	Upstream transportation and distribution [Transport]	36	36	34	32	31	0.6%
	Category 5	Waste generated in operations [Business waste]	147	118	111	95	98	1.7%
	Category 6	Business travel	7	7	7	7	7	0.1%
	Category 7	Employee commuting	2	2	2	2	2	0.0%
	Category 8	Upstream leased assets	-	-	-	-	-	N/A *
	Category 9	Downstream transportation and distribution	-	-	-	-	-	N/A
	Category 10	Processing of sold products	-	-	-	-	-	N/A
	Category 11	Use of sold products [Dwellings]	4,855	4,461	3,944	3,817	3,605	64.1%
	Category 12	End-of-life treatment of sold products [Product waste]	200	201	185	137	152	2.7%
	Category 13	Downstream leased assets	4	18	13	11	6	0.1%
	Category 14	Franchise	-	-	-	-	-	N/A
	Category 15	Investment	-	-	-	-	-	N/A
			Total of Scope 3	6,859	6,481	5,921	5,778	5,505
		Total of Scope 1, 2, 3	7,012	6,628	6,061	5,909	5,626	(100.0 %)

\* CO<sub>2</sub> emissions from leased vehicles (company cars) are calculated in Scope 1.

## CO<sub>2</sub> Emissions (Scope 1 & 2 breakdown)

	(thous. t-CO <sub>2</sub> )				
	FY2015	FY2016	FY2017	FY2018	FY2019
<b>Development and design</b>	72	67	63	60	54
<b>Factory production</b>	47	48	47	44	42
<b>Construction</b>	32	31	29	26	25
<b>Demolition</b>	2	2	2	1	1
<b>Total</b>	153	148	141	131	122

## CO<sub>2</sub> emissions intensity (Scope 1 & 2)

	(kg-CO <sub>2</sub> / million yen)				
	FY2015	FY2016	FY2017	FY2018	FY2019

Development and design	38.6	32.8	29.4	27.6	22.3
Factory production	25.2	23.7	21.7	20.4	17.2
Construction	17.3	15.1	13.2	12.1	10.4
Demolition	1.0	0.9	0.7	0.7	0.6
<b>Total</b>	<b>82.1</b>	<b>72.5</b>	<b>65.0</b>	<b>60.8</b>	<b>50.5</b>

## GHG emissions (Scope 1 & 2)

(thous. t-CO<sub>2</sub>e)

	FY2015	FY2016	FY2017	FY2018	FY2019
GHG emissions	153	148	141	132	123

## Volume of waste generated

(thous. t)

		FY2015	FY2016	FY2017	FY2018	FY2019
Production factory		19.4	21.1	18.3	17.2	16.3
Construction site*		154.9	156.6	154.3	155.2	148.6
Demolition work		598.0	547.4	505.9	465.9	454.8
Other (head office building)		0.1	0.1	0.1	0.1	0.1
<b>Total</b>		<b>772.4</b>	<b>725.3</b>	<b>678.5</b>	<b>638.3</b>	<b>619.8</b>
Breakdown	Non-recyclable waste	33.0	26.3	22.3	17.9	16.2
	Recyclable waste	739.4	699.0	656.3	620.4	603.6
	Recycling rate (%)	95.7%	96.4%	96.7%	97.2%	97.4%

## Wastewater volume by discharge destination

( ): Production factory discharge (thous. m<sup>3</sup>)

	FY2015	FY2016	FY2017	FY2018	FY2019
Sewers	525	509	485	459	455
	(18)	(20)	(13)	(9)	(9)
Rivers	349	365	325	362	342
	(349)	(365)	(325)	(362)	(342)
Total	874	874	810	821	797
	(367)	(385)	(338)	(371)	(351)

## SO<sub>x</sub> and NO<sub>x</sub> emissions (factories in Japan)

(t)

	FY2015	FY2016	FY2017	FY2018	FY2019

Sulfur oxides (SOx)	0.053	0.055	0.049	0.053	0.050
Nitrogen oxides (NOx)	4.500	5.332	5.572	5.361	4.646

## Social

### Social [S] - Key performance indicator (KPI)

Main Themes	Indicator	Unit	2015	2016	2017	2018	2019			2020	2022
			Re sul ts	Re sul ts	Re sul ts	Re sul ts	Tar get	Re sul ts	Ev a- lua tio n	Targ et	Targ et
Contributing to Health, Longevity and Wealth; Pursuing Customer Satisfaction through Our Value Chain	Customer satisfaction*1	%	92.5%	95.5%	95.6%	95.8%	95% min.	95.9%	◎	95% min.	95% min.
	SDG procurement coverage	%	-	-	77%	80%	80%	76%	△	85%	90%
	SDG procurement score	Points	-	-	85.0	86.2	82.2*2	86.7	◎	87.0	88.0
Promoting Diversity	Number and percentage of female managers	People (%)	114 (24.3%)	141 (29.9%)	158 (34.4%)	176 (38.0%)	185	206 (34.4%)	◎	200	260
	Percentage and number of full-time female employees	% (people)	23.6% (49/54)	24.2% (51/42)	25.0% (54/31)	25.7% (56/57)	-	26.4% (59/30)	-	27.0%	28.0%
	Percentage and number of female new graduates hired	% (people)	40.6% (27/6)	41.6% (23/7)	40.3% (26/6)	37.7% (25/0)	-	42.0% (28/1)	-	41.6%	42.0%
	Number of female directors (non-consolidated basis)	People	-	-	-	1*3	1 or more	1*3	○	1 or more	1 or more
	Employment rate of persons with disabilities (non-consolidated basis)*4	%	2.21%	2.20%	2.38%	2.53%	2.55%	2.61%	◎	2.61%	2.61%*5
Workstyle Reforms	Take-up rate for male childcare leave (non-consolidated basis)	%	23.0%	70.0%	95.0%	100%	100%	100%	○	100%	100%
	Annual paid leave take-up rate and number of days taken	% (days)	32.8% (58)	35.0% (6.2)	39.7% (7.1)	42.2% (7.4)	-	56.1% (9.8)	-	57%	60%
	Monthly average working hours per person	Hours	171.1	170.02	168.32	170.26	-	168.17	-	166.66	164
Human Resource Development	Cumulative number of workers who have acquired major qualifications required for a position*6	People (total)	18516	19588	20632	21516	-	22176	-	22300	22900
Respect for Human Rights	Governance awareness survey score for "Anti-power harassment culture"*7	Points	77.7	78.1	77.5	79.2	-	79.7	-	81.0	83.0

Contributing to Society	Sign-up rate for Sekisui House Matching Program	%	15	16	18	21	25%	25	o	30%	40%
			%	%	%	%	%	%	%	%	%

\*1 Total ratio of “very satisfied,” “satisfied,” and “somewhat satisfied” responses in the questionnaire after one year

\*2 Score evaluation criteria changed in 2019.

\*3 The three female executives comprise one Outside Director, one Outside Auditor and one Executive Officer.

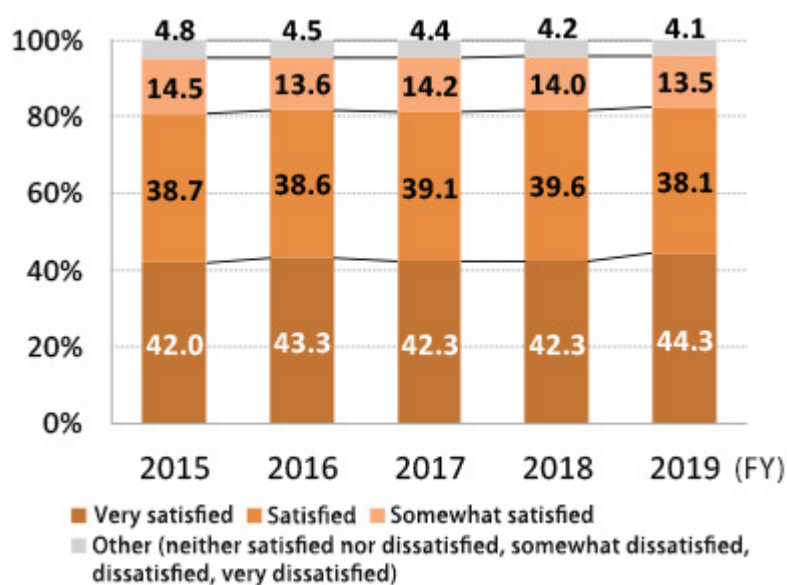
\*4 Calculation based on the exclusion rate system (construction industry 20%)

\*5 The statutory requirement for number of employees with disabilities is achieved in the group as a whole.

\*6 First-class architect, second-class architect, first-class construction management technician, residential land building trader (passed), FP skill test (1st, 2nd, 3rd class)

\*7 An item of the annual governance awareness survey. Figures in the table are average values calculated as follows: “strongly agree”: 100 points, “mostly agree”: 75 points, “mostly disagree”: 25 points, “strongly disagree”: 0 points.

## Customer satisfaction survey (after one year in home) Level of satisfaction (7 degrees)



\* The horizontal axis on the graph (year) is the survey year.

## Number of employees (as of end of fiscal year) (non-consolidated)

	FY2015		FY2016		FY2017		FY2018		FY2019	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
No. of employees	11,170	2,685	11,258	2,783	11,455	3,027	11,469	3,147	11,512	3,289
Average no. of years worked	16.73	11.04	17.09	11.48	17.29	11.62	17.53	11.88	17.76	11.88
Average age	42.84	34.21	43.53	34.75	44.04	35.33	44.35	35.79	44.70	36.14

## Number of new graduates hired (male/female) and job leavers over last three years (non-consolidated)

		FY2017	FY2018	FY2019
	Male	308	314	281



No. hired	Female	199	173	189
	Total	507	487	470
No. of job leavers		69	21	9

**Number of female managers by type of position (ratio of total managers) (as of end of fiscal year)**

	FY2017	FY2018	FY2019
Sekisui House Group sales position	84(4.26%)	88(4.26%)	95(5.09%)
Sekisui House Group technical position	44(1.74%)	50(1.87%)	58(2.31%)
Sekisui House Group administrative position	30(3.47%)	38(4.06%)	50(4.73%)
Total	158(2.94%)	176(3.10%)	206(3.44%)

**Rate of return to the job after childcare leave (non-consolidated)**

	FY2015	FY2016	FY2017	FY2018	FY2019
Male (%)	100	100	100	100	100
Female (%)	93.5	95.8	100	95.3	97.5

**Ratio of employees who stayed on the job 12 months after returning from childcare leave (non-consolidated)**

	FY2015	FY2016	FY2017	FY2018	FY2019
Male (%)	100	98.6	98.6	98.9	98.1
Female (%)	95.4	99.3	100	100	98.2

**Number of users of childcare leave system (including short-term use)**

	FY2015	FY2016	FY2017	FY2018	FY2019
Male	162	436	597	818	1054
Female	240	295	241	282	264
Total	402	731	838	1100	1318

## Results of Sekisui House Matching Program, an employee-company joint donation system

		FY2016	FY2017	FY2018	FY2019	FY2020
Children's Fund	Total amount	1,350 million yen	1,505 million yen	1,450 million yen	1,704 million yen	2,153 million yen
	No. of organizations	13	16	15	17	18
Eco-Fund	Total amount	864 million yen	1,149 million yen	1,034 million yen	1,110 million yen	1,320 million yen
	No. of organizations	11	13	12	12	15
Housing Community Fund	Total amount	170 million yen	101 million yen	150 million yen	210 million yen	360 million yen
	No. of organizations	2	2	2	2	4
Total	Total amount	2,384 million yen	2,755 million yen	2,634 million yen	3,024 million yen	3,833 million yen
	No. of organizations	26	31	29	31	37

## Donation type

Donation type		Amount
Cash donations		¥463,173,053
Time donations Participation in recovery support efforts by new employees (460 employees in FY2019)		¥14,986,800
Physical goods donations		¥7,016,902
-Breakdown-	Donations of goods to areas hit by Typhoons nos. 15 and 19	(¥2,943,700)
	Utilizing the system of distributing gifts to shareholders, a portion of the rice normally sent to shareholders-either declined or returned due to an unknown address-was donated to facilities and groups such as homes for people with disabilities or elder care facilities.	(¥2,970,902)
	Event support (SELP goods, etc.)	(¥1,102,300)

## Governance [G] - Key performance indicator (KPI)

Main Themes	Indicator	Unit	2015	2016	2017	2018	2019			2020	2022
			Results	Results	Results	Results	Target	Results	Evaluation	Target	Target
Strengthening Our Corporate Governance System	Governance awareness survey score for "Workplace culture"*1	Points	77.9	77.6	79.3	79.7	82.6	79.0	△	82.6	83.0
	Governance awareness survey score for "Compliance"*1	Points	81.3	81.1	82.9	82.7	86.1	81.9	△	86.1	87.0
	Governance awareness survey score for "Employee satisfaction"*2	Points	80.8	80.6	82.0	82.0	82.5	81.5	△	82.0	83.0
Compliance and Risk Management	Number of serious violations of laws and voluntary norms	Cases	0	0	0	0	0	0	○	0	0
Occupational Health and Safety Management	Lost-time accident frequency rate in the Construction Department	-	2.42	2.57	1.89	2.42	2.18	2.92	△	2.63	2.13
	Occupational illness frequency rate in the Construction Department	-	0.14	0.34	0.20	0.63	0.57	0.43	○	0.39	0.31

\*1 Items that serve as indicators for the creation of an open workplace culture among all survey items of the annual governance awareness survey. Figures in the table are average values calculated as follows: "strongly agree": 100 points, "mostly agree": 75 points, "mostly disagree": 25 points, "strongly disagree": 0 points.

\*2 Average of all items in the governance awareness survey. The calculation method is the same as that stated in footnote 1 above.

## Board of directors composition (as of April 24, 2020)

Directors	Of which are outside directors	Age		
		Under 50	50 to 59	60 or above
12 (11 male, one female)	4 (3 male, one female)	0	2	10

Note: There are no members belonging to minority groups that require special mention.

## Audit & supervisory board composition (as of April 24, 2020)

Audit & supervisory board members	Of which are outside audit & supervisory board members	Age		
		Under 50	50 to 59	60 or above
6 (5 male, one female)	12 (11 male, one female)	0	0	6

Note: There are no members belonging to minority groups that require special mention.

## Number of board of directors 'meetings and average attendance rate

	FY2015	FY2016	FY2017	FY2018	FY2019
<b>No. of board meetings</b>	11	11	13	12	12
<b>Average attendance rate</b>	97.2%	97.2%	97.1%	98.0%	99.0%
<b>Outside directors</b>	90.9%	81.8%	96.2%	96.9%	100%
<b>Outside audit &amp; supervisory board members</b>	97.0%	100.0%	87.2%	93.3%	97.9%

## Accidents resulting in lost worktime and occupational illness frequency rates

(Total of one or more days of lost worktime)

Department		Frequency rate of accidents resulting in lost worktime			Frequency rate of occupational illnesses		
		FY2017	FY2018	FY2019	FY2017	FY2018	FY2019
Administrative department (employees)*		0.10	0.19	0.42	0.07	0.03	0.07
Production department	Employees*	0.00	0.00	0.45	0.00	0.00	0.00
	Subcontractors	0.51	0.00	0.27	0.00	0.00	0.00
Construction department (subcontractors only)		1.89	2.42	2.92	0.20	0.63	0.43

\* On a non-consolidated basis (Sekisui House only)

Frequency rate of accidents resulting in lost worktime: number of accidents resulting in lost worktime (1 day or more) 1,000,000

Frequency rate of occupational illnesses: number of occupational illnesses resulting in lost worktime (1 day or more) 1,000,000