

Social Data ①

Themes	KPI	Unit	2017 Results	2018 Results	2019 Results	2020 Results	2021		2022 Targets
							Targets	Results	
Customer initiatives, technology development and new business creation	Detached house customer satisfaction rate (from questionnaire one year after moving in)	%	95.6	95.8	95.9	96.1	95.0% or higher	96.0	95.0% or higher
Supply chain management	CSR procurement, human rights and labor scores	Points	86.2	87.6	85.2	90.1	90.4	90.9	90.9
	CSR procurement, human rights and labor coverage ¹	%	—	—	—	—	—	93.8	90.0
Coexisting with local communities	Percentage of employees joining employee-company joint donation programs (Sekisui House Matching Program employee participation rate)	%	18	21	25	27	30	31	35
	Trip Base <i>Michi-no-Eki</i> Stations Project, a project for regional revitalization (total numbers since start of project)	—	—	—	—	4 prefectures: 8 buildings 596 rooms	5 prefectures: 14 buildings 1,053 rooms	5 prefectures: 14 buildings 1,053 rooms	9 prefectures: 20 buildings 1,582 rooms
Developing human resources	Cumulative number of workers who have acquired major qualifications required for a position	Persons	20,632	21,516	22,176	22,534	22,700	22,940	22,900
Diversity and inclusion	Number of female directors of the Board (non-consolidated basis)	Persons	—	1	1	1	3	3	3 or more
	Number of female managers (Group basis) ²	Persons	158 (2.94%)	176 (3.10%)	206 (3.44%)	236 (3.79%)	240 (—)	273 (4.31%)	260 (—)
	Percentage of full-time female employees ²	%	25.1 (5,426 persons)	25.8 (5,687 persons)	26.5 (5,957 persons)	27.3 (6,225 persons)	27.5 (—)	28.1 (6,454 persons)	28.0 (—)
	Percentage of female new graduates hired (Group basis) ²	%	40.3 (266 persons)	37.7 (250 persons)	42.0 (281 persons)	41.6 (305 persons)	41.1 (—)	41.2 (278 persons)	42.0 (—)
	Employment rate of persons with disabilities (non-consolidated basis) ³	%	2.38	2.53	2.61	2.76	2.61	2.90	2.61 ⁴
Happiness health management	Take-up rate for eligible male employee childcare leave (%) (non-consolidated basis)	%	95.0	100	100	100	100	100	100
	Rate of employees opting for the secondary medical checkup ⁵	%	89.9	91.2	85.5	87.0	89.0	97.8	98.0
Respecting human rights	Monthly average working hours per person ⁶	Hours	168.32	170.26	168.17	176.71	176.00	177.64	175.50
Occupational health and safety	Frequency rate of accidents in the construction division that result in lost worktime ⁷	—	1.89	2.42	2.92	2.27	2.15	2.49	2.13
	Occupational illness frequency rate in the construction division ⁷	—	0.20	0.63	0.43	0.37	0.33	0.20	0.31

1. Ratio of CSR assessments related to human rights and labor to all suppliers (procurement value basis; includes major raw material manufacturers)

2. Consolidated (Sekisui House, Sekisui House Real Estate, Sekiwa Grand Mast, Ltd., Sekiwa Construction, SEKISUI HOUSE noie, Sekisui House Remodeling)

3. Calculation based on the exclusion rate system (construction industry 20%)

4. Regarding the number of employees with disabilities, we plan to achieve our 2022 target on a non-consolidated basis and satisfy the statutory requirement on a consolidated basis.

5. Results for FY2020 and FY2021 and targets for FY2021 and FY2022 are for non-consolidated sales divisions only.

6. Starting from FY2020, the aggregation method was changed to include managers and exclude employees on leave.

7. Scope of aggregation: (FY2017-2019) Contractors of Sekisui House, (from FY2020 onward) Contractors of Sekisui House, Sekisui House noie, and Konoike Construction Co., Ltd.

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Index	Unit	2017 Results	2018 Results	2019 Results	2020 Results	2021 Results	
Number of female directors/Total number	Consolidated	Persons	—	—	1/150 (0.67%)	1/119 (0.84%)	4/90 (4.44%)
			—	—	Of which, 1/3 are external	Of which, 1/4 are external	Of which, 3/4 are external
	Non-consolidated	Persons	—	—	1/11 (9.09%)	1/12 (8.33%)	3/10 (30.00%)
			—	—	Of which, 1/3 are external	Of which, 1/4 are external	Of which, 3/4 are external
Number of female Audit and Supervisory Board members/Total number	Consolidated	Persons	—	—	1/8 (12.50%)	1/8 (12.50%)	2/8 (25.00%)
			—	—	Of which, 1/6 are external	Of which, 1/6 are external	Of which, 1/6 are external
	Non-consolidated	Persons	—	—	1/6 (16.67%)	1/6 (16.67%)	2/6 (33.33%)
			—	—	Of which, 1/4 are external	Of which, 1/4 are external	Of which, 1/4 are external
Number of female executive officers/Total number	Consolidated	Persons	—	—	3/26 (11.54%)	4/28 (14.29%)	3/40 (7.50%)
	Non-consolidated	Persons	—	—	1/18 (5.56%)	1/18 (5.56%)	2/28 (7.14%)
Number of female managers by job type	Sales positions		84 (4.26%)	88 (4.26%)	95 (5.09%)	105 (5.49%)	113 (5.86%)
	Technical positions	Persons	44 (1.74%)	50 (1.87%)	58 (2.31%)	64 (2.41%)	79 (3.00%)
	Administrative positions		30 (3.47%)	38 (4.06%)	50 (4.73%)	65 (6.05%)	79 (7.10%)
Female managers ¹			—	—	3	2 (0.34%)	2 (0.36%)
Returning rate from childcare leave ²	Male	%	100	100	100	100	99.9
	Female		100	95.3	97.5	97.3	97.1
Retention rate per year after returning from childcare leave ²	Male	%	98.6	98.9	98.1	100	99.9
	Female		100	100	98.2	98.7	98.9
Number of employees who have taken childcare leave ³	Male	Persons	597	818	1,054	642	549
	Female		241	282	264	334	270

1. Job classification was changed in February 2019.

2. On a non-consolidated basis

3. On a consolidated basis (Sekisui House, Sekisui House Real Estate, Sekiwa Grand Mast, Ltd., Sekiwa Construction, Sekisui House noie, Sekisui House Remodeling)

* Our diversity-related initiatives and achievements are also disclosed in the Ministry of Health, Labour and Welfare's Database on Companies Promoting Women's Active Participation (Japanese only).

 [Database on Companies Promoting Women's Active Participation](#) (Japanese only)

Social Data ③

Index	Unit	2017 Results	2018 Results	2019 Results	2020 Results	2021 Results	
Number of employees ¹	Male	Persons	11,455	11,469	11,512	11,354	11,222
	Female		3,027	3,147	3,289	3,717	3,795
Average years of service ¹	Male	Years	17.29	17.53	17.76	17.97	18.12
	Female		11.62	11.88	12.16	11.96	12.36
Average age ¹	Male	Age	44.04	44.35	44.70	45.00	45.28
	Female		35.33	35.79	36.14	36.80	37.28
Number of new graduates hired ²	Male	Persons	308	314	281	284	277
	Female		199	173	189	176	159
Amount invested in training ³	Millions of yen	873	848	887	543	623	
Annual paid leave take-up rate and number of days taken ⁴	%	39.7	42.2	56.1	46.5	52.7	
	Days	7.1	7.4	9.8	8.4	9.5	
Average annual salary ²	Yen	8,184,794	8,188,632	8,021,888	7,927,285	7,995,230	

1. On a non-consolidated basis, contract employees (excluding part-time workers) have been included from FY2020 onward.

2. On a non-consolidated basis

3. On a non-consolidated basis until FY2018

4. Aggregation method has been changed (to include managers) since FY2020.

Charitable contributions (Type of donations)

Total amount		¥1,411,488,303
Cash donations		¥1,365,695,662
	[Types of major donation recipients] Sports-related	¥200,628,800
	School/education-related	¥100,010,895
	Environmental	¥16,047,825
	Time donations	¥0*
In-kind donations		¥45,792,641

* Reconstruction support activities by new employees had been counted as time donations, but this was canceled in FY2021 due to the COVID-19 pandemic.