

# Corporate Governance Report

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**Sekisui House, Ltd.**

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Securities Code: 1928

<https://www.sekisuihouse.co.jp/english/>

The corporate governance of Sekisui House, Ltd. (the “Company”) is described below.

## **I. Basic Concept of Corporate Governance, Capital Structure, Corporate Attributes and Other Basic Information**

### **1. Basic Concept**

In accordance with the Corporate Philosophy espousing the underpinning philosophy of “Love of Humanity” that embraces “Truth and Trust,” “Superior Quality and Leading Technology” and “Comfortable Housing and Ecologically Sound Communities,” the Sekisui House Group (the “Group”) considers corporate governance as one of the major management subjects. The Group has improved the effectiveness of its corporate governance to increase the corporate value while sustainably earning the trust of shareholders, investors and other all stakeholders, and has put in place a system that enables speedy management marked with integrity. [Principle 3.1(ii)]

Its details are stipulated in the Sekisui House, Ltd. Basic Policy on Corporate Governance, which is posted on the Company’s website.

URL: <https://www.sekisuihouse.co.jp/english/info/gov.html>

### **[Reasons for Non-compliance with the Principles of the Corporate Governance Code]**

The Company is implementing all of the principles in the Corporate Governance Code.

### **[Disclosure Based on the Principles of the Corporate Governance Code]**

[Principle 1-4] Cross-shareholdings

(1) The Company shall not enter cross-shareholdings with business partners unless it judges that it will be helpful to medium- and long-term increases in the corporate value through the stable maintenance and strengthening of relationships with them. In addition, the Company shall comprehensively verify the economic rationality of transactions with parties that own cross-shareholdings to determine if it will continue these transactions. [Supplementary Principle 1.4.2]

(2) The Company shall analyze the appropriateness of cross-shareholdings at the meeting of the Board of Directors based on the minimum holdings required from a perspective of increasing capital and asset efficiency each year. At the meeting of the Board of Directors, members shall comprehensively analyze the medium- and long-term economic rationality of each individual stock based on holding objectives and risk and return. As a result, the Company shall sell any stock which is no longer meaningful to continue holding after considering the market environment etc. Even for stocks considered appropriate to hold, the Company may sell all or some shares after considering its capital policies and the market environment, etc.

(3) An overview of the analysis at the meeting of the Board of Directors regarding cross-shareholding shall be disclosed as appropriate in the reports related to corporate governance, etc.

(4) When companies holding the Company stock as cross-shareholdings express an intention to sell such shares, the Company shall not prevent the sale in any way by, for example, insinuating a reduction in their business relationship. [Supplementary Principle 1.4.1]

<Overview of the verification on the appropriateness with regard to the maintenance of individual cross-shareholdings>

At the meeting of the Board of Directors held in July 2020, the members analyzed all listed stocks it holds as cross-shareholding (for 32 different companies excluding Sekisui House Reit, Inc. and equity-method affiliates) in terms of the status of shareholding, risk and return (deviation rate of stock price, dividend yield, ratings and others) and importance of transactions and overall significance of owning them. Based on the result of the analysis, the Company has sold all shares of the 8 companies and a portion of shares of a specific company by the end of January 2021.

[Principle 1-7] Transactions among related parties

When transactions between the Company and Directors are carried out, excluding special cases, such as sales at regular prices, when there are only limited risks of conflict of interest, approval at the meeting of the Board of Directors shall be obtained and ex post facto reports on important facts shall be provided.

The Company shall strive to understand the status of transactions by carrying out surveys every business year in writing with each director on whether or not there are any transactions with the director and his/her close relatives.

[Principle 2-6] Fulfillment of the functions as the asset owner of corporate pensions

Through the Sekisui House Corporate Pension Fund and the Sekisui House Affiliate Corporate Pension Fund (the "Both Funds"), the Company operates the corporate pension reserves based on the following basic stance.

(1) The Company shall systematically hire and position personnel who have the attributes required to manage corporate pensions, such as expertise and experience in accounting, finance, and human resources, in order to boost the operational expertise and its abilities as an asset owner, such as monitoring the operational institution for the Both Funds.

(2) The Company establishes a Pension Committee to confirm the health of the overall management through deliberations regarding the system and asset management policies, etc. Furthermore, the Company shall disclose information as appropriate to beneficiaries on the intranet, including minutes from the meeting of representatives and overviews of meetings of the Pension Committee.

(3) The operation of Both Funds shall be delegated to multiple operation institutions both inside and outside of Japan based on the basic stance of pension asset operation. By delegating specific investment choices and the voting rights to each operational institution, the Company can prevent any conflict of interest between companies and the beneficiaries of the corporate pension. The Company shall also hire persons possessing knowledge of corporate pensions as consultants from outside institutions. These persons shall provide advice

regarding portfolio creation and the selection of operational institutions and funds and advice at the Pension Committee meetings. The Company aims to appropriately manage conflicts of interest and strengthen expertise through this process.

(4) By allowing related personnel to attend seminars related to corporate pensions held by each operational institution and the Pension Fund Association, the Company aims to improve quality and develop personnel who can be involved in the management of pension funds.

(5) Both Funds have expressed their acceptance of Japan's Stewardship Code as an asset owner that independently allocates its assets, and request operational institutions entrusted with the management of their assets to perform stewardship activities.

[Principle 3-1] Full disclosure

(1) The Company recognizes that disclosure is the responsibility of the Directors, including the Independent Outside Directors, and the management executives, and shall proactively and impartially disclose not only its financial information, such as financial condition and business results, but also non-financial information, including the management policy and activities related to CSR and ESG (Environment, Social and Governance) to shareholders, investors and all other stakeholders.

The Company shall also determine a Medium-Term Management Plan to cover 3 years. This plan shall set targets for sales, operating income, net income, and a Return On Equity (ROE), etc. clarify earnings plans and business strategies for each segment, and disclose progress for each fiscal year in the earnings materials.

In addition, the Company shall work proactively on dialogues with stakeholders through direct communications to ensure they are accurately understood and building proper relationships of trust and study comments received from them as reference for managerial decision making. [General Principle 3, 5 and Principle 5.2]

<Medium-term Management Plan>

<https://www.sekisuihouse.co.jp/english/financial/plan/index.html>

<Check by fiscal years>

<https://www.sekisuihouse.co.jp/english/financial/library/yearly/index.html>

(2) The basic concept and policies of Corporate Governance of the Company shall be stipulated in "the Sekisui House, Ltd. Basic Policy on Corporate Governance," which shall be posted on the Company's website.

(3) The Company shall disclose its policies for determining remuneration for Directors etc. in the annual securities report and "the Sekisui House, Ltd. Basic Policy on Corporate Governance." To ensure the fairness and transparency, remuneration for Directors shall be resolved in line at the meetings of the Board of Directors with the utmost regard for the recommendations of the Personnel Affairs and Remuneration Committee, which shall be chaired by an Independent Outside Director and a majority of whose members are Independent Outside Directors.

(4) The Company shall disclose its policies for electing the candidates for Directors and Audit & Supervisory Board Members, etc. in "the Sekisui House, Ltd. Basic Policy on Corporate Governance." To ensure that the election and dismissal of Representative Directors and Executive Officers are carried out in a fair and objective manner, the Board of Directors shall make decisions on them with the utmost regard for the recommendations of the Personnel Affairs and Remuneration Committee that is chaired by an Independent Outside Director and includes a majority of Independent Outside Directors as its members after deliberations are held by the Committee.

(5) Reasons for election of candidates for Directors and Audit & Supervisory Board Members shall be explained in the Notice of the General Meeting of Shareholders.

<Notice of the General Meeting of Shareholders>

<https://www.sekisuihouse.co.jp/english/financial/holders/meeting/index.html>

[Supplementary Principle 4-1(1)] Roles and responsibilities of the Board

Based on the understanding that its main role is establishing management policies, strategies and plans, the Board of Directors shall continually examine matters for deliberation and shall delegate decision-making on the execution of specific operations to Directors and Executive Officers where possible. The scope of delegation shall be clearly set forth in the Board of Director Proposal Standard and the approval regulation, and its overview shall be as follows.

- Acquisition of land for sale in lots of less than 10 billion yen or less
- Acquisition or development of real estate for leasing of less than 10 billion yen or less
- Borrowing of less than 10 billion yen or less
- Capital investments etc. of less than 5 billion yen or less

[Principle 4-9] Standards for Independence of and qualification for Independent Outside Directors

Candidates for Outside Directors shall meet not only the requirements for Outside Directors that are set forth in the Companies Act, but also meet the independence standards that have been set out by the Company. The Company shall disclose the standards for their independence in “the Sekisui House, Ltd. Basic Policy on Corporate Governance.”

[Supplementary Principle 4-11(1)] Prerequisites for securing effectiveness of the Board of Directors and the Audit & Supervisory Board

The composition of the Board of Directors shall be as follows.

- (1) The Board of Directors shall have the number of members that is considered appropriate to substantial deliberations.
- (2) Independent Outside Directors shall be appointed so that the ratio of Independent Outside Directors in the Board of Directors shall be one-third or more.
- (3) The Board of Directors shall be joined by well-balanced members selected through the development of a skill matrix based on the business strategies and management plans, such as experts specializing in finance, accounting, laws, compliance and other relevant areas, with consideration for knowledge, experience, and ability, the number of years in office, and gender, ensuring both the compatibility with diversity and proper headcount.

Also, the Company shall select prospective Directors from among those of high integrity (as a sincere and high-minded morality, and earnestness) and having high management ability, having nature suited to practicing the Group’s Corporate Philosophy, interested in the Group’s business and with a deep insight, etc. , and having high awareness for contributing to creating corporate value and improving company performance. Policies on selecting the candidates for Directors and proposals on specific prospective Directors shall be discussed at the Personnel Affairs and Remuneration Committee which shall be chaired by an Independent Outside Director and a majority of whose members shall be Independent Outside Directors, and determined by the Board of Directors with the utmost regard for the opinions of the Committee.

The selection of prospective internal Directors shall be performed with consideration for the specified qualification requirements (i.e., embodying the Corporate Philosophy and having a panoramic vision) and competence requirements (i.e., having a vision to resolve external problems, innovativeness for creating new markets, being able to cooperate with various stakeholders, and the capability to develop organizations that enhance the Group’s comprehensive power), and shall be discussed at the Personnel Affairs and Remuneration Committee based on requirements for human resources and an evaluation of performance.

[Supplementary Principle 4-11(2)] Prerequisites for securing effectiveness of the Board of Directors and the Audit & Supervisory Board

The Board of Directors and the Audit & Supervisory Board verify the status regarding concurrent positions of each Director and Audit & Supervisory Board Members is within the reasonable range, and explain the status regarding the important concurrent positions of the Directors in the Notice of the General Meeting of Shareholders.

<Notice of the General Meeting of Shareholders>

<https://www.sekisuihouse.co.jp/english/financial/holders/meeting/index.html>

[Supplementary Principle 4-11(3)] Analysis and Evaluation of the Effectiveness of the Board of Directors

Each year, the Board of Directors analyzes and evaluates its effectiveness including the status of establishing support structure for Directors and Audit & Supervisory Board Members as a whole and discloses a summary of results. In addition, to utilize objective third-party' perspective, the Board of Directors shall ensure that periodical third-party's evaluation shall be conducted by outside experts.

<Summary of results of the evaluation for the fiscal year ended January 31, 2021>

(1) Evaluation method

In this fiscal year, as in the previous year, an independent third-party evaluation company prepared questionnaire items, and distributed questionnaires to and collected them from all Directors and Audit & Supervisory Board Members. Based on the results of the questionnaires, the Company conducted interviews with twelve Directors and six Audit & Supervisory Board Members. The results were evaluated, reviewed and compiled into a report by that company as a third-party organization. At the meeting of the Board of Directors held in March 2021, the content of the report was explained by the evaluation company and discussed by the members.

<Main items of the questionnaire>

“Structure and system of the Board of Directors”, “Operations and practices of the Board of Directors”, “Deliberations of the Board of Directors”, “Supervisory functions of the Board of Directors”, “Progress on challenges in the previous fiscal year”

(2) Outline of the results regarding the evaluation

It is evaluated that the Board of Directors has following strengths and is highly effective in general.

<The strengths of the Board of Directors >

- Structure and system of the Board of Directors

By raising the ratio of Outside Directors to one-third etc., the Board of Directors is structured in a well-balanced manner, with independence and diversity ensured, led by four Representative Directors.

- Culture that emphasizes communication, including active discussions

A culture that emphasizes communication has also penetrated the Board of Directors, and transparent and active discussions are taking place, regardless of whether Internal or Outside Directors are involved.

- Impetus for governance reforms led by four Representative Directors

A series of governance reforms have been promoted under the strong leadership of four Representative Directors, therefore the Board of Directors has strong impetus for governance reforms.

(3) Challenges to be addressed in the future

In order to further enhance its effectiveness, the Board of Directors continues to strive to strengthen its corporate governance including following challenges.

<Challenges to be addressed in the future>

- Expansion of discussions on medium-to long-term management etc. at the meeting of the Board of Directors
- Approach to further encourage Outside Directors to fulfill their functions
- Strengthening group governance

[Supplementary Principle 4-14(2)] Trainings for Directors and Audit & Supervisory Board Members

The Company stipulates it as its policy that the Company will provide the Directors and Audit & Supervisory Board Members with opportunities of acquiring the knowledge necessary or helpful to the execution of their respective roles and duties as appropriate on a continuous basis, and bear the expenses for their participating in training and others. The Company discloses such policies in “the Sekisui House, Ltd. Basic Policy on Corporate Governance.”

[Principle 5-1] Policy on constructive dialogue with shareholders

Based on an awareness that it is significant to talk with shareholders and investors, to take their opinions seriously and to incorporate them properly into management for attaining continued growth and a medium- and long-term increase in corporate value, the Company shall ensure that its Representative Directors take control and set up an organization in charge of investor relations.

Management executives including Representative Directors and the organization in charge of investor relations shall engage in strategic operational collaboration with the Corporate Management Planning Department, each organization attached to the Division of Finance & ESG, and each Division of the headquarters of the Company in collection of inside information, drawing up of messages for outsiders and others to step up constructive dialogues with shareholders and investors. Dialogues shall be held with the Independent Outside Directors and the shareholders and investors when deemed necessary.

In dialogues with shareholders and investors, based on the basic policy of information disclosure established by the Board of Directors and others, the Company shall not conduct selective disclosure of vital information that may influence investment decisions, but rather strive to disclose information through means that stakeholders can access equally. Regarding important facts not yet released to the public, the Company shall aim for equality among all shareholders, comply with internal provisions to prevent insider trading, and thoroughly manage information.

## 2. Capital Structure

Foreign Shareholding Ratio	20% or more and less than 30%
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### [Status of Major Shareholders]

Name	Number of Shares Owned (Shares)	Shareholding Ratio (%)
The Master Trust Bank of Japan, Ltd. (Trust Account)	66,713,000	9.74
Custody Bank of Japan, Ltd. (Trust Account)	39,302,200	5.74
Sekisui Chemical Co., Ltd.	37,168,727	5.43

Name	Number of Shares Owned (Shares)	Shareholding Ratio (%)
SMBC Nikko Securities Inc.	23,050,100	3.37
Sekisui House <i>Ikushikai</i>	17,939,183	2.62
Custody Bank of Japan, Ltd. (Trust Account 7)	14,833,800	2.17
The Dai-ichi Life Insurance Company, Limited	12,158,730	1.78
State street bank west client - treaty 505234	10,911,199	1.59
MUFG Bank, Ltd.	10,899,615	1.59
Custody Bank of Japan, Ltd. (Trust Account 5)	10,794,000	1.58

Controlling Shareholder (except for Parent)	-
Parent (Listed Stock Market)	None

Supplementary Explanation

The status above is the status of major shareholders as of January 31, 2021.

### 3. Corporate Attributes

Listed Stock Market and Market Section	Tokyo Stock Exchange (First Section), Nagoya Stock Exchange (First Section)
Fiscal Year-End	January
Type of Business	Construction
Number of Employees (Consolidated) at End of the Previous Fiscal Year	1,000 or more
Net Sales (Consolidated) for the Previous Fiscal Year	¥1 trillion or more
Number of Consolidated Subsidiaries at End of the Previous Fiscal Year	100 or more and less than 300

**4. Policy for Measures to Protect Minority Shareholders in Conducting Transactions with Controlling Shareholder**

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**5. Special Circumstances which may have Material Impact on Corporate Governance**

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## II. Business Management Organization and Other Corporate Governance Systems regarding Decision-making, Execution of Business, and Supervision in Management

### 1. Organizational Composition and Operation

Organization Form	Company with Audit & Supervisory Board Members
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#### [Directors]

Maximum Number of Directors Stipulated in Articles of Incorporation	12
Term of Office Stipulated in Articles of Incorporation	one year
Chairperson of the Board	Outside Director
Number of Directors	10
Appointment of Outside Directors	Appointed
Number of Outside Directors	4
Number of Independent Officers Designated from among Outside Directors	4

#### Outside Directors' Relationship with the Company (1)

Name	Attribute	Relationship with the Company*										
		a	b	c	d	e	f	g	h	i	j	k
Yukiko Yoshimaru	From another company											
Toshifumi Kitazawa	From another company								○			
Yoshimi Nakajima	From another company											
Keiko Takegawa	Academic											

\* Categories for "Relationship with the Company"

“○” when the director presently falls or has recently fallen under the category;

“△” when the director fell under the category in the past;

“●” when a close relative of the director presently falls or has recently fallen under the category; and

“▲” when a close relative of the director fell under the category in the past

a. Executive (a person who executes business; hereinafter, the same) of the Company or its subsidiary

b. Non-executive director or executive of the parent of the Company

c. Executive of a fellow subsidiary of the Company

d. Party whose major client or supplier is the Company or an executive thereof

e. Major client or supplier of the Company or an executive thereof

f. Consultant, accounting professional or legal professional who receives a large amount of monetary consideration or other property from the Company besides compensation as a director

g. Major shareholder of the Company (or an executive of the said major shareholder if the shareholder is a corporation)

- h. Executive of a client or supplier of the Company (which does not correspond to any of d., e., or f.) (the director himself/herself only)
- i. Executive of a corporation to which outside officers are mutually appointed (the director himself/herself only)
- j. Executive of a corporation that receives a donation from the Company (the director himself/herself only)
- k. Other

Outside Directors' Relationship with the Company (2)
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Name	Designation as Independent Officer	Supplementary Explanation of Director's adequacy	Reasons for Appointment
Yukiko Yoshimaru	○	She worked as Chief Manager of Diversity Development Office of NISSAN MOTOR CO., LTD. from October 2004, before joining Nifco Inc. in April 2008, serving as Executive Officer of the company from June 2011 to June 2018. She has also served as Outside Director of Mitsui Chemicals, Inc. since June 2019. (Independent Officer)	To strengthen the supervisory function of the Company with her wealth of knowledge and experience in human resource management and diversity, as well as management experience as a director of domestic and overseas companies. The Company has elected her as an Independent Officer because she is deemed to meet the Criteria for Independence of Outside Officers set out by the Company and there is no risk of conflict of interest with general shareholders.
Toshifumi Kitazawa	○	He served as President & Director of Tokio Marine & Nichido Anshin Life Insurance Co., Ltd, President & Chief Executive Officer of Tokio Marine & Nichido Fire Insurance Co., Ltd, and Director of Tokio Marine Holdings, Inc. He has also served as Outside Audit & Supervisory Board Member of the Company from April 2009 to April 2011 Vice Chairman & Director of Tokio Marine & Nichido Fire Insurance Co., Ltd since April 2019. (Independent Officer)	To strengthen the supervisory function of the Company with his extensive knowledge and experience in areas including global business, M&A, risk management and compliance, as well as abundant achievements and experience as a manager, gained from his career as key positions at a major insurance company. The Company has elected him as an Independent Officer because he is deemed to meet the Criteria for Independence of Outside Officers set out by the Company and there is no risk of a conflict of interest with general shareholders.

Name	Designation as Independent Officer	Supplementary Explanation of Director's adequacy	Reasons for Appointment
Yoshimi Nakajima	○	<p>She served as President &amp; Representative Director of American Express Japan Co., Ltd. from April 2014 to December 2016.</p> <p>She has also served as Outside Director of Yamaha Corporation and AEON Financial Service Co., Ltd since June 2017, and as Outside Director of Japan Freight Railway Company since June 2018, and as Outside Director of ULVAC, Inc. since September 2018.</p> <p>(Independent Officer)</p>	<p>To strengthen the supervisory function of the Company with her wealth of achievements and experience as a manager, in particular her extensive experience in financial strategy, M&amp;A, and other areas from serving as the head of Asian and Japanese subsidiaries of global financial institutions, gained from her career as key positions in domestic and overseas companies, as well as her experience on the front lines of corporate management in an environment where diversity in senior management is considered to be natural. The Company has elected her as an Independent Officer because she is deemed to meet the Criteria for Independence of Outside Officers set out by the Company and there is no risk of conflict of interest with general shareholders.</p>
Keiko Takegawa	○	<p>She served as Director of the Gender Equality Bureau from July 2014 to December 2018, at the Cabinet Office, before joining Showa Women's University, serving as Dean of Faculty of Global Business of the university from April 2020.</p> <p>She has also served as Outside Director of NIPPON TELEGRAPH AND TELEPHONE CORPORATION and Outside Auditor of MITSUI MINING &amp; SMELTING CO., LTD., since June 2019.</p> <p>(Independent Officer)</p>	<p>To strengthen the supervisory function of the Company with her extensive knowledge and experience in the fields of diversity and compliance, gained from her career as key positions in the Cabinet Office where she has worked hard to realize policies related to gender equality.</p> <p>The Company has elected her as an Independent Officer because she is deemed to meet the Criteria for Independence of Outside Officers set out by the Company and there is no risk of conflict of interest with general shareholders.</p>

**[Voluntary Committees]**

Voluntary Establishment of Committee(s) Equivalent to Nominating Committee or Remuneration Committee	Established
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Committee's Name, Composition, and Chairperson's Attributes
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	Committee Equivalent to Nominating Committee	Committee Equivalent to Remuneration Committee
Committee's Name	The Personnel Affairs and Remuneration Committee	The Personnel Affairs and Remuneration Committee
Total Committee Members	5	5
Full-time Members	2	2
Inside Directors	2	2
Outside Directors	3	3
Outside Experts	0	0
Other	0	0
Chairperson	Outside director	Outside director

Supplementary Explanation
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In conformity with the Basic Policy on Corporate Governance of the Company, a Director shall not act as both of the chairperson and the convener of the meetings of the Board of Directors, and an Independent Outside Director shall act as the chairperson of the meetings of the Board of Directors in principle. It is also the Company's basic policy a majority of the Personnel Affairs and Remuneration Committee shall be Independent Outside Directors. The chairperson of the Committee shall be appointed by a resolution of the Board of Directors from among Outside Directors.

Currently, Mr. Toshifumi Kitazawa, Outside Director, acts as the chairperson of the meetings of the Board of Directors, and Mr. Yoshihiro Nakai, Representative Director President, acts as the convener of the meetings. The Personnel Affairs and Remuneration Committee consists of 2 Representative Directors, Mr. Yoshihiro Nakai and Mr. Satoshi Tanaka, and 3 Outside Directors, Ms. Yukiko Yoshimaru, Mr. Toshifumi Kitazawa and Ms. Keiko Takegawa. And Ms. Yukiko Yoshimaru acts as the chairperson of the Committee.

**[Audit & Supervisory Board Members]**

Establishment of Audit & Supervisory Board	Established
Maximum Number of Audit & Supervisory Board Members Stipulated in Articles of Incorporation	7
Number of Audit & Supervisory Board Members	6

Cooperation among Audit & Supervisory Board Members, Financial Auditor and Internal Audit Department

[Cooperation among Audit & Supervisory Board Members and Accounting Auditor]

- Audit & Supervisory Board Members hold regular meetings with the Accounting Auditor, check audit policies and the status of accounting audits and others, and exchange information, thereby ensuring cooperation.

[Cooperation between Audit & Supervisory Board Members and internal audit division]

- Audit & Supervisory Board Members cooperate closely with the internal audit division, and each Standing Audit & Supervisory Board Member conducts inspections on the Company's operations and assets, if necessary, in cooperation with the internal audit division.

- Audit & Supervisory Board Members receive audit reports from the internal audit division each time they conduct an audit. General Manager of Auditing Department regularly attends the meeting of the Audit & Supervisory Board to receive reports on relevant status.

Appointment of Outside Audit & Supervisory Board Members	Appointed
Number of Outside Audit & Supervisory Board Members	4
Number of Independent Officers Designated from among Outside Audit & Supervisory Board Members	4

Outside Audit & Supervisory Board Member's Relationship with the Company (1)

Name	Attribute	Relationship with the Company*												
		a	b	c	d	e	f	g	h	i	j	k	l	m
Takashi Kobayashi	Attorney at law										△			
Hisako Makimura	Academic													
Ryuichi Tsuruta	From another company													
Yoritomo Wada	Certified public accountant													

\* Categories for "Relationship with the Company"

- “○” when the Audit & Supervisory Board Member presently falls or has recently fallen under the category;
- “△” when the Audit & Supervisory Board Member fell under the category in the past;
- “●” when a close relative of the Audit & Supervisory Board Member presently falls or has recently fallen under the category; and
- “▲” when a close relative of the Audit & Supervisory Board Member fell under the category in the past

- a. Executive (a person who executes business; hereinafter, the same) of the Company or its subsidiary
- b. Non-executive director or accounting advisor of the Company or its subsidiary
- c. Non-executive director or executive of the parent of the Company
- d. Audit & Supervisory Board Member of the parent of the Company
- e. Executive of a fellow subsidiary of the Company
- f. Party whose major client or supplier is the Company or an executive thereof
- g. Major client or supplier of the Company or an executive thereof
- h. Consultant, accounting professional or legal professional who receives a large amount of monetary consideration or other property from the Company besides compensation as an Audit & Supervisory Board Member
- i. Major shareholder of the Company (or an executive of the said major shareholder if the shareholder is a corporation)
- j. Executive of a client or supplier of the Company (which does not correspond to any of f., g., or h.) (the Audit & Supervisory Board Member himself/herself only)
- k. Executive of a corporation to which outside officers are mutually appointed (the Audit & Supervisory Board Member himself/herself only)
- l. Executive of a corporation that receives a donation from the Company (the Audit & Supervisory Board Member himself/herself only)
- m. Other

Outside Audit & Supervisory Board Member's Relationship with the Company (2)

Name	Designation as Independent Officer	Supplementary Explanation of Director's adequacy	Reasons for Appointment
Takashi Kobayashi	○	<p>He served as Director of the Public Security Department of the Supreme Public Prosecutors Office as a prosecutor and other positions, before serving as Chief Prosecutor of the Osaka District Public Prosecutors Office from January 2010. After that, he has been registered as an attorney in February 2011 and is acting as an attorney. Also, He has served as outside director of Sanyo Special Steel Co., Ltd from June 2017. (Independent Officer)</p>	<p>To utilize his professional knowledge and abundant experience in the field of judiciary services as a retired public prosecutor and an attorney for strengthening the audit system.</p> <p>The Company has elected him as an Independent Officer because he is deemed to meet the Criteria for Independence of Outside Officers set out by the Company and there is no risk of a conflict of interest with general shareholders.</p>
Hisako Makimura	○	<p>She served as professor at Narabunka Women's Junior College in April 1993, before serving as professor of several universities. She has served as Visiting Scholar of the Institute of Religion and Culture of Kyoto Women's University from April 2013. She served Visiting Professor of Kansai University from April 2017 and has served as Visiting Scholar of Kansai University since October 2019.</p> <p>She also served as Outside Board Member of the Kansai Electric Power Co., Inc. from June 2011 and as Outside Director of the Kansai Electric Power Co., Inc. from June 2019 to June 2020. (Independent Officer)</p>	<p>She has served as professors of several universities, and to utilize her wide range of knowledge about environmental study, sociology and others, and experience as an outside Audit &amp; Supervisory Board Member of another company for strengthening the audit system.</p> <p>The Company has elected her as an Independent Officer because she is deemed to meet the Criteria for Independence of Outside Officers set out by the Company and there is no risk of a conflict of interest with general shareholders.</p>

Name	Designation as Independent Officer	Supplementary Explanation of Director's adequacy	Reasons for Appointment
Ryuichi Tsuruta	○	At Panasonic Corporation, he served as Manager of the IR Office of the Corporate Finance & IR Group from October 2000, before serving as General Manager of the Corporate International Affairs Group and Chief Manager of the Office of Audit & Supervisory Board Member. He also served as Outside Audit & Supervisory Board Member of ZUIKO CORPORATION from May 2015 to May 2019. (Independent Officer)	To utilize his wide range of experience about finance, accounting, disclosure, audit and others and his experience as an outside Audit & Supervisory Board Member of another company for strengthening the audit system. The Company has elected him as an Independent Officer because he is deemed to meet the Criteria for Independence of Outside Officers set out by the Company and there is no risk of a conflict of interest with general shareholders.
Yoritomo Wada	○	He, as a certified public accountant, served as Partner of Tohmatsu & Co. (currently Deloitte Touche Tohmatsu LLC) from June 1996 to June 2019. He has served as Statutory Corporate Auditor of NIPPON SHOKUBAI CO., LTD. since June 2019. (Independent Officer)	To utilize his professional knowledge of finance and accounting as a certified public accountant and his knowledge and experience accumulated through engagement in outside audit & supervisory board member of other companies for strengthening the audit system. The Company has elected him as an Independent Officer because he is deemed to meet the Criteria for Independence of Outside Officers set out by the Company and there is no risk of conflict of interest with general shareholders.

**[Independent Officers]**

Number of Independent Officers	8
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Matters relating to Independent Officers
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**[Incentives]**

Implementation of Measures to Provide Incentives to Directors	Introduced Performance-linked Remuneration system
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Supplementary Explanation

Remuneration for Directors excluding Outside Directors shall consist of Basic remuneration, Performance-related bonuses and stock remuneration (performance-related stock remuneration and Restricted Stock remuneration). And the remuneration composition shall be adequately determined according to the roles and responsibilities of each position, and the Company shall make it work as a healthy incentive not only to achieve performance targets for a single fiscal year but also to enhance the corporate value in a long-term and sustainable way.

Recipients of Share Options	-
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Supplementary Explanation

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**[Director Remuneration]**

Disclosure of Individual Directors' Remuneration	Selected directors
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Supplementary Explanation

The Company discloses the total amount of remuneration for the Directors and Audit & Supervisory Board Members by type in the Annual Securities Report. In addition, the total amount of remuneration is individually disclosed for those who have a total amount of consolidated remuneration of 100 million yen or more and those who are directors (excluding outside directors) of the Company as of the consolidated settlement date. The following 4 directors have total consolidated remuneration of 100 million yen or more, for the fiscal year ended January 2021,

Name	Position (as of January 31, 2021)	the total amount of remuneration
Toshinori Abe	Chairman & Representative Director	189 million yen
Shiro Inagaki	Vice Chairman & Representative Director	158 million yen
Yoshihiro Nakai	President & Representative Director	171 million yen
Takashi Uchida	Executive Vice President & Representative Director	125 million yen

Policy for Determining Remuneration Amounts or Calculation Methods Thereof	Established
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Disclosure of Policy for Determining Remuneration Amounts or Calculation Methods Thereof
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a) Remuneration for Directors shall be resolved in line with the following basic policies below at the meetings of the Board of Directors with the utmost regard for the recommendations of the Personnel Affairs and Remuneration Committee after deliberations are held by the Committee, which shall be chaired by an Independent Outside Director and a majority of whose members shall be Independent Outside Directors.

〈Basic policies of remuneration〉

- i. In accordance with the Corporate Philosophy espousing the underpinning philosophy of “Love of Humanity”, the Company shall ensure the objectivity and transparency of and adequately fulfill its accountability for a remuneration system through high standards of remuneration governance, in order to be fair to all the stakeholders including shareholders, investors, customers and employees.
  - ii. Aiming to be a leading company in ESG management, the Company shall establish a remuneration system that works as a healthy incentive for a long-term and sustainable enhancement of the corporate value by focusing on social significance and clarifying its commitments to steadily executing innovative growth strategies.
  - iii. The Company shall deliver a long-term improvement in the Group-wide organizational vitality by placing an emphasis on alignment a remuneration system with development and evaluation of senior management and motivating the next generation of managerial human resources to grow.
- b) The Board of Directors shall determine the total amount and individual amount of remuneration for Directors and the key performance indicator (KPI) targets and evaluation of achievements for performance-related remuneration with the utmost regard for the recommendations of the Personnel Affairs and Remuneration Committee after deliberations are held by the Committee.
- c) Remuneration for Directors excluding Outside Directors (the “Eligible Directors”) shall consist of Basic remuneration, Performance-related bonuses and stock remuneration (performance-related stock remuneration and Restricted Stock remuneration). And the remuneration composition shall be adequately determined according to the roles and responsibilities of each position, and the Company shall make it work as a healthy incentive not only to achieve performance targets for a single fiscal year but also to enhance the corporate value in a long-term and sustainable way.

i. Basic remuneration (fixed remuneration)

Basic remuneration as fixed remuneration shall be determined within the scope of resolutions of the General Meetings of Shareholders by taking into account the Company’s management situation, in addition to the importance of roles and the scope of responsibilities of each position.

ii. Performance-related bonuses (short-term)

The amount to be paid shall be calculated by multiplying a bonus coefficient according to the position of each Eligible Director by consolidated Ordinary income for each fiscal year. The total amount to be paid shall be capped at 0.18% of consolidated ordinary income for each fiscal year. The bonuses shall not be paid if Net income attributable to owners of parent for each fiscal year is less than ¥100 billion.

iii. Performance-related stock remuneration (medium-term)

The Reference Number of Share Units according to the position of each Eligible Director is multiplied by the percentage amount of payment (0 to 150%) according to the achievement of ROE and ESG management indicators during the Evaluation Period of three consecutive fiscal years, and one-half of

them will be delivered in the Company's common stock and the remaining half will be delivered in Cash for the Tax Payment.

ROE and ESG management indicators are evaluated with a weighting of 80% for ROE and 20% for ESG management indicators. ESG management indicators shall be strictly reviewed by the Personnel Affairs and Remuneration Committee to increase the objectivity and transparency of the processes for setting goals and performing evaluations.

iv. Restricted stock remuneration (long-term)

The Company shall grant shares of the Company's common stocks (restricted) equivalent to the predetermined basic amount to each Eligible Directors according to his/her position.

d) Remuneration for Outside Directors shall be only Basic remuneration (Fixed remuneration) in light of the role to supervise the management of the Company from the objective and independent standpoint.

**[Supporting System for Outside Directors and/or Outside Audit & Supervisory Board Members]**

- In order to facilitate constructive discussions and exchanges of opinions at the meetings of the Board of Directors, the Board of Directors Office (Legal Department) distributes or sends by post proceeding documents in advance to Outside Directors and Outside Audit & Supervisory Board Members.

- Prior to each meeting of the Board of Directors, the Board of Directors Office (Legal Department), etc. explains the overview of the agenda of the meeting to Outside Directors, Standing Audit & Supervisory Board Members and Outside Audit & Supervisory Board Members.

- Before holding a meeting of the Board of Directors on the date of the meeting, etc., meetings of which members mainly consist of Independent Outside Directors and Independent Outside Audit & Supervisory Board members are held to exchange information and opinions. In addition, the Company has arranged opportunities and procedures to enable Independent Outside Directors to work directly or through employees, etc. with Directors, Executive Officers, Audit & Supervisory Board members, Accounting Auditors and other parties.

- To provide assisting in the operations of the Independent Outside Directors, the Company has established and maintained the Office of Directors and allocates staff members to the Office.

- The Company has established the Office of Audit & Supervisory Members, and several staff members including dedicated staff(s) assist the Audit & Supervisory Board Members with their duties.

**[Status of Persons Who Have Retired from a Position Such as Representative Director and President]**

Retired Representative Directors and Presidents, etc. holding Advisory or Any Other Position in the Company

Name	Title/ Position	Responsibilities	Working Form and Conditions (Full-time/Part-time, Paid/Unpaid, etc.)	Date of Retirement from Position Such as President	Term of Office
Toshinori Abe	Special Advisor	Activities of business organizations, etc.	Part-time Unpaid	April 27, 2021	August 31, 2021
Shiro Inagaki	Special Advisor	Activities of social contribution organizations, etc.	Part-time Unpaid	April 27, 2021	June 30, 2021

Total Number of Retired Representative Directors and Presidents, etc. Holding Advisory or Any Other Position in the Company

2

Other Matters

Their appointment was discussed and approved at a meeting of the Board of Directors held on March 4, 2021.

**2. Matters on Functions of Business Execution, Audit and Supervision, Nomination and Remuneration Decisions (Overview of Current Corporate Governance System)**

1. Board of Directors

The Board of Directors consists of 10 Directors (7 male Directors and 3 female Director) including 4 Outside Directors and meet once per month in principle. In order to increase the corporate value of the Company over the medium- and long-term, the Board of Directors has the responsibility to develop business policies and strategies and management plans, make decisions on important business execution, and establish systems, etc. for securing the sound management of the Company such as the supervision and evaluation of the duties performed by Directors and Executive Officers, internal control systems and risk management systems.

In order to facilitate constructive discussions and exchanges of opinions in the meetings of the Board of Directors, one of the Directors shall not act in principle both as the chairperson and the convener of the meetings of the Board of Directors. In addition, the Board of Directors resolved to make Mr. Toshifumi Kitazawa, an outside director, the chairperson of the Board of Directors on April 27, 2021. Representative Director President (Mr. Yoshihiro Nakai) serves as the convener.

Regarding the Composition of the Board of Directors, the Board of Directors shall have the number of members that is considered appropriate to substantial deliberations and Independent Outside Directors shall be appointed so that the ratio of Independent Outside Directors in the Board of Directors shall be one-third or

more. Also, the Board of Directors shall be joined by well-balanced members selected through the development of a skill matrix based on the business strategies and management plans, such as experts specializing in finance, accounting, laws, compliance and other relevant areas, with consideration for knowledge, experience, and ability, the number of years in office, and gender, ensuring both the compatibility with diversity and proper headcount.

In addition, as a system to assist Outside Directors in their duties, the Company has established the Office of Directors and assigned several employees to it.

## 2. Audit & Supervisory Board

The Audit & Supervisory Board consists of 6 Members including 4 Outside Audit & Supervisory Board Members (4 male Members and 2 female Members). The Board establishes the audit plan and systematically carries out interviews with Directors, Executive Officers, heads of main branches, and Directors of subsidiaries, etc., concerning risks and issues of their respective operations, based on the audit plan. Also, it conducts field audits of each branch as needed. In addition, Audit & Supervisory Board Members exchange opinions and work in close coordination with the Internal Audit Department, hold regular meetings with the Accounting Auditor and engages in mutual cooperation to ensure all audit activities are carried out efficiently and effectively.

The Office of Audit & Supervisory Board Members was established as a dedicated organization to which several employees including full-time staff are allocated for assisting Audit & Supervisory Board operations. The independence of the relevant staff members in carrying out their duties shall be ensured in such a way that they are kept outside the line of control or orders from parties other than the Audit & Supervisory Board members and the Office of Audit & Supervisory Board Members, when necessary for the Company to handle human resources matters of the staff members, opinions of the Audit & Supervisory Board Members need to be heard.

## 3. The Personnel Affairs and Remuneration Committee

As a consultative body to the Board of Directors, the Personnel Affairs and Remuneration Committee provides opinions on matters relating to the personnel affairs of Directors and Executive Officers and their remuneration to ensure the fairness and transparency.

The Committee currently consists of 2 Representative Directors and 3 Independent Outside Directors and Ms. Yukiko Yoshimaru, Independent Outside Director, serves as the Chairperson of the Committee.

## 4. Management Meeting

The Company has established the Management Meeting for the purposes of holding prior deliberations on important matters to be delegated to the Board of Directors, making decisions on the execution of certain operation matters based on management policies and strategies, and sharing information on business execution policies and issues.

Entrusted Executive Officers shall have voting rights for and attend the Management. In addition, Independent Outside Directors and Audit & Supervisory Board Members can voluntarily attend the Management Meetings as observers.

## 5. ESG Promotion Committee

The Company has defined “Make home the happiest place in the world” as its global vision, and to achieve this vision, the Company aims to become a leading company in ESG (environmental, social and governance) management.

The ESG Promotion Committee consists of 2 or more outside committee members with expert knowledge, Internal Directors, Executive Officers, and managers, etc., and the Committee enhances the effectiveness of ESG efforts through means such as exchanging opinions on the progress of ESG management initiatives and issues.

In addition, the Company has established the ESG Management Promotion Headquarters, which works to further promote ESG management based on discussions at the ESG Promotion Committee and in cooperation within the Company and with domestic and overseas Group companies. We disclose the details of our efforts by issuing the Integrated Report and the Sustainability Report every year.

#### 6. Risk Management Committee

As a consultative body to the Board of Directors, the Risk Management Committee provides opinions to the Board of Directors regarding the development of a risk management system with the aim of establishing an appropriate risk management system and ensuring its effectiveness in the status of its operation. The Board of Directors resolved to make Mr. Satoshi Tanaka, Executive Vice President & Executive Officer, the Chairperson of the Committee on April 27, 2021.

Major themes are governance, human rights and labor management, compliance, quality control, and BCP. The committee monitors the relevant departments on those themes, to identify and verify the status of the establishment of a group-wide risk management system in each division, including both domestic and overseas.

#### 7. Internal Audits

Internal audits of the Company are conducted by the Auditing Department, a dedicated department for internal audits. It carries out on-site audits to look into whether the internal control and internal managements established in compliance with related laws, regulations and the rules of the Company are conducted adequately, and their effective operations are insured. It also makes recommendations on corrective actions as necessary. Results of the internal audits are reported to the Directors, Audit & Supervisory Board Members and related departments. The Auditing Department and the Accounting Auditor cooperate with each other and strive to conduct the internal audits in an effective manner.

#### 8. Accounting Auditors

The Company commissions its accounting audit to Ernst & Young ShinNihon LLC as its Accounting Auditor (Continuous audit period 50 years). Neither Ernst & Young ShinNihon LLC nor Engagement Partner who conduct the accounting audit has any relationship of special interest with the Company.

Listed below are the names of the certified public accountants belonging to Ernst & Young ShinNihon LLC who executed the accounting audit of the Company for the fiscal year ended January 31, 2021 and those who assisted with their duties.

- Names of the certified public accountants who executed the accounting audit.

Shin Ichinose, Yasuhiro Kozaki, and Yusaku Iriyama

- The number of assistants who took part in the audit duties

23 certified public accountants and 33 other staff members

#### 9. Agreement on Limitation of Outside officer's Liability

The Company has entered into the agreement with all of the outside officers that if Outside Director or Outside Audit & Supervisory Board Member causes damages to the Company by neglect of its duty, where deemed his/her conduct to be made in good faith without gross negligence, his/her liability is without fail limited to the sum of the amount provided in the items in Article 425, Section 1 of the Companies Act.

### 3. Reasons for Adoption of Current Corporate Governance System

As for the corporate organization under the Companies Act, the Company has become a company with Audit & Supervisory Board where the Audit & Supervisory Board and its members maintain a higher level of independence. With the aim of accelerate the management and creating a management structure that can

accurately respond to a highly volatile economic condition and market environment, the Company introduced an executive officer system.

With the aim of increasing corporate value over the medium- and long-term, the Board of Directors has the responsibility to develop business policies and strategies and management plans, make decisions on important business execution, develop systems and others for securing the sound management of the Company such as internal controls and risk management systems. The Board of Directors strives to conduct objective and highly effective oversight and evaluation of the execution of duties by the Directors and Executive Officers.

Audit & Supervisory Board carries out auditing in an organized manner through Audit & Supervisory Board Members who each conduct audits as independent agents, and, to ensure the effectiveness of audits, Audit & Supervisory Board Members exchange information among each other and the Board has determined consistent and unified audit policies.

### III. Implementation of Measures for Shareholders and Other Stakeholders

#### 1. Measures to Energize General Meeting of Shareholders and Smooth Exercise of Voting Rights

	Supplementary Explanations
Early Notification of General Meeting of Shareholders	Notice of the General Meeting of Shareholders is sent out approximately 3 weeks prior to the meeting.
Scheduling General Meeting of Shareholders Avoiding the Peak Day	Since the closing day of the Company is January 31, the Ordinary General Meeting of Shareholders is held in April every year, having no relevance with the peak dates on which most of other companies hold their meeting.
Allowing Electronic or Magnetic Exercise of Voting Rights	The Company allows voting rights to be exercised by electromagnetic means at a website operated by Mitsubishi UFJ Trust and Banking Corporation, the Company's shareholder register administrator.
Participation in Electronic Voting Platform and Other Efforts to Enhance the Voting Environment for Institutional Investors	Since 2008, the Company has participated in an electronic voting platform operated by ICJ, Inc.
Providing Convocation Notice in English (Translated Fully or Partially)	The English translation of the Notice of the General Meeting of Shareholders is posted on the Company's website.

#### 2. IR Activities

	Supplementary Explanations	Explanation by Representative
Preparation and Publication of Disclosure Policy	The Company has a policy on information disclosure, called "Disclosure Policy," which is disclosed on the Company's website.	
Regular Investor Briefings for Individual Investors	The Company's delegates participate in briefing sessions for individual investors organized by stock exchanges and the Securities Analysts Association of Japan.	No

	Supplementary Explanations	Explanation by Representative
Regular Investor Briefings for Analysts and Institutional Investors	<p>On the day when the Company announces the financial results, it holds a telephone conference as a financial results presentation meeting, and the overview of the financial results is presented by the Representative Directors and the managers responsible for investor relations.</p> <p>In addition, there is a management plan briefing of the Company, in principle, on the next day after announcing the yearly financial results and second quarter financial results, which is attended by the Representative Directors and the managers responsible for investor relations, for explanation and Q&amp;A sessions.</p>	Yes
Regular Investor Briefings for Overseas Investors	<p>Meetings for investors are held approximately 5 times each year in Europe, North America, Asia and other regions, which is attended by the Representative Directors, the officers in charge of Accounting &amp; Finance and the managers responsible for investor relations. In addition, personnel in charge of investor relations are engaged in the activities for investor relations overseas, as appropriate.</p>	Yes
Posting of IR Materials on Website	<p>The URL of the Company's website is <a href="https://www.sekisuihouse-global.com/">https://www.sekisuihouse-global.com/</a></p> <p>Disclosure documents include Monthly Orders (quick estimates), information subject to timely disclosure, Financial Results, Financial Results Summary, Financial Fact Book, Annual Financial Statements with Auditors' Report, Quarterly Financial Results Summary, Integrated Reports and Sustainability Reports.</p>	
Establishment of Department and/or Manager in Charge of IR	<p>Name of the department: Investor Relations Department</p> <p>Name of contact person: Atsushi Yoshida, Executive Officer, Chief Manager of Investor Relations Department</p>	

	Supplementary Explanations	Explanation by Representative
Other	In May 2020, for the first time the Company has published the Integrated Report that covers financial and non-financial information exhaustively. The Business Reports are issued twice a year, mainly for individual shareholders. They are posted on the Company's website so that they are accessible from investors other than the shareholders. The IR News Mail, a news bulletin containing press releases including information subject to timely disclosure is distributed to those who have completed registrations.	

### 3. Measures to Ensure Due Respect for Stakeholders

	Supplementary Explanations
Provisions to Ensure Due Respect for Stakeholders in Internal Provisions, etc.	The Company specified detailed guidelines on the relationships with customers, employees, business partners, shareholders, local communities, government officials and others in "the Corporate Code of Conduct," "the Corporate Ethics Guidelines" and "the Sekisui House, Ltd. Basic Policy on Corporate Governance" which are the corporate ethics charter, and discloses them on its website.
Implementation of Environmental Activities, CSR Activities, etc.	With the aim of contributing to creating a sustainable society as a leading company in ESG management, in June 2020 the Company has newly established ESG Management Promotion Division and the ESG Promotion Committee comprised of outside experts, Inside Directors and Executive Officers, etc., to promote ESG management. Under the ESG Promotion Committee, three ESG committees ("Environmental Committee", "Social Improvement Committee" and "Governance Committee") take company-wide activities. The details of activities are disclosed in Integrated Reports and Sustainability Reports issued in May every year.
Formulation of Policies for Information Provision to Stakeholders	"The Sekisui House, Ltd. Basic Policy on Corporate Governance" stipulates that the Company shall proactively and impartially disclose not only its financial information, such as financial condition and business results, etc., but also non-financial information, including the management policy and activities related to CSR and ESG (Environment, Social and Governance) to shareholders, investors and all other stakeholders.

Other	<p>The Group sets “promotion of diversity and inclusion” as one of the initiatives for activities to be a leading company in ESG management and strives to establish working environments in which value is created and in which employees and companies can both grow sustainably by respecting and leveraging the diversity of each other and by maximizing their own abilities. In 2006, the Company declared “Human Resource Sustainability” as its basic human resource policy, upholding 3 major pillars of the policy, “encouraging female employees to pursue career development,” “effectively utilizing diverse human resources,” and “promoting a variety of working styles and work-life balance”. In 2016, the Group established “Sekisui House’s Action Plan for Promotion of Active Participation by Women” based on the Act on Promotion of Women’s participation and Advancement in the Workplace and is strengthening related activities. The Group achieved the targets ahead of schedule in 2019 and set new targets in 2021. In April 2020, the Company established "Sekisui House Group Human Rights Policy". The Company promotes the creation of a working environment with free and open communication, where every employee recognizes and makes the most of each other's diversity, values and working styles, and aim to build an organizational culture that fosters innovation. In order to achieve the above, the Group has established and is implementing specific policies and promoting system.</p> <p>The Company also discloses the content of the activities in the Sustainability Report, the Diversity &amp; Inclusion, etc.  &lt; the Sustainability Report &gt;  <a href="https://www.sekisuihouse.co.jp/english/company/sustainable">https://www.sekisuihouse.co.jp/english/company/sustainable</a></p> <p>■ The targets of “Sekisui House’s Action Plan for Promotion of Active Participation by Women”</p> <p>Target ①: Promote at least 310 female managers throughout the Group by fiscal 2025 (March 31, 2026)  Target ②: Achieve a group-wide rate of male employees taking childcare leave of 100%* by fiscal 2025 (March 31, 2026)  *100% means that all eligible employees will take childcare leave by the age of three, which is the due date for childcare leave.</p> <p>■ Encouraging female employees to pursue career development</p> <ul style="list-style-type: none"> <li>• Effective and systematic development and promotion of female managers through “Sekisui House Women's College,” a training program for management candidates.  There are 239 female managers throughout the Group as of January 2021.</li> <li>• Systematic development and promotion of female onsite supervisors and expand the range of technical positions for women through “Women’s Onsite Supervisors Support Program.”</li> </ul>
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- Support for activities such as career development and network building for female employees by continuing to hold exchange meetings and training sessions by job type, rank, and region.

■ Effectively utilizing diverse human resources

- To promote employment of people with disabilities, the Company established “Promotion of Employment of Persons with Disabilities Office” in 2020.
- To improve their working environment, the Company continues to hold “Diversity Exchange Meeting,” in which employees with disabilities and their supervisors participate.
- The Company has joined “The Valuable 500\*,” an international initiative to promote the active participation of people with disabilities since October 2020,

\* At the Annual General Meeting of the World Economic Forum (Davos Conference) held in January 2019, business leaders established reforms to enable persons with disabilities to demonstrate their potential value in business, society, and the economy.

- The Company continues training to deepen understanding of LGBTQ. In addition, the Company established a consultation desk specializing in LGBTQ, and introduced “Registration System for Personnel of Heterosexual Quasi-Marriages and Same-Sex Partners,” in November 2019. As a result, the Company won the Gold Award for the third consecutive year (2018-2020) for the first time among homebuilders in “PRIDE Index.”
- Many foreign nationals actively participate, particularly in the overseas business. The Company opened a skills training facility in Vietnam for the construction of our homes in 2019. In addition, the Company establishes support system that enables foreign workers, as a part of the Foreign Technician Training System, to work with peace of mind.
- To promote active participation, the Company has provided opportunities for career advancement through the Career Advancement Challenge System, a system for changing from general clerical, production jobs, and regional jobs to career-track jobs.

■ Promoting a Variety of Work Styles and Work-life Balance

- In order for male employees with children under three years of age to fully take childcare leave for one month or more, the Company launched childcare leave system “*Ikumen* Leave” in September 2018 (the Group was in August 2019). As the system is paid for the first month, and employees can divide the leave up to four times, all employees have completed the acquisition by the acquisition deadline, and the acquisition rate is continuing at 100%. Awarded the Grand Prix at the “*Ikumen* Enterprise Award 2020” sponsored by the Ministry of Health, Labour and Welfare in recognition of this initiative.

- To promote a balance between work and childcare, promote career advancement, raise the awareness of supervisors, cooperate with partners, and disseminate the internal system, the Company annually holds “work and childrearing compatibility *ikiiki*(lively) forum,” mainly targeting childrearing employees (male and female) and their superiors.
- By thoroughly utilizing smart devices and introducing free addresses, the Company isn't constrained by location and time, but promotes work styles that not only improve productivity and operational efficiency, but also facilitate active communication.
- As a measure against COVID-19, all employees have promoted smart work by effectively utilizing telecommuting, time difference, and remote conferencing through web conferencing systems, depending on the situation.
- From the viewpoint of maternal health management measures in the COVID-19, in addition to promoting telecommuting, the Company has expanded the application of paid leave system, for the purpose of epidemic prevention, to pregnant women before maternity leave.
- The Company launched the "Support System for Balancing Cancer or Fertility Treatment and Working Life" in April 2019. Expanding the scope of the existing system to include cancer and fertility treatment, and establishing a support system so that employees can continue to work while balancing work and treatment.

■ Promoting good health management

- Understanding that good health management among employees will contribute to the growth and sustainability of the company, the Company has established health management policies and works to reduce overtime hours, encourages more employees to take paid leave, and promotes better employee health overall.
- Health management is one of the important themes of “Social Improvement Committee,” which operates underneath the “ESG Promotion Committee” comprised of outside experts, Inside Directors and Executive Officers, etc.. As a result, for the second consecutive year in 2020 and 2021, the Company was certified as a Certified Health and Productivity Management Organization (White 500) designed by the Ministry of Economy, Trade and Industry and certified by the Japan Health Council.
- In order to realize our global vision "Make home the happiest place in the world", it is necessary to first pursue employee happiness. So, the Company has conducted “Happiness Survey” since November 20, 2020, targeting approximately 27,000 employees of all Group companies. A survey to analyze the correlation between the happiness of employees and the happiness of the workplace is the first effort among Japanese companies. Based on this survey, the Company will take concrete measures to pursue the mental and physical health and happiness of each employee.
- Specifically, the Company has promoted the following efforts.

- Provide training program ,which deepen understanding of mental health, to managers throughout the company and employees who join the company in the second to third years. Because it is important to maintain good mental health as well as physical health for the health of employees.
- Support employees' health promotion by setting up menus such as "Walking Challenge (Step Measurement)," "Healthy Challenge (Future Health Risk Forecast Based on AI Health Examination Results)" and "Health Hints (Various Health Information)" on the in-house developed smartphone app "Sekisui House FIT."
- Promote advanced health by providing employees and their families with opportunities for genetic testing.

## IV. Matters Related to Internal Control System

### 1. Basic Views on Internal Control System and Progress of System Development

Based on the Companies Act and the Regulation for Enforcement of the Companies Act, the Company developed and manages internal control systems, with internal control system basic policies for establishing internal control systems deliberated by the Board of Directors, as follows:

<Basic policies for establishing internal control systems> (Revised on April 27, 2021)

1. System which ensures that execution of duties by the Directors and Executive Officers complies with laws and regulations and the Articles of Incorporation of the Company

- (1) In the light of achieving the Corporate Philosophy of the Company and materializing corporate management on the basis of the compliance with laws and regulations, the Articles of Incorporation, and other corporate ethics, the Company sets forth the Corporate Code of Conduct and the Corporate Ethics Guidelines of Sekisui House Group and strives to spread awareness thereof to all officers and employees of the Group, including overseas subsidiaries (which means the Company and our consolidated subsidiaries).
- (2) The Company will provide regular training and make thorough efforts to ensure that Directors and Executive Officers comply with laws and regulations, the Articles of Incorporation and other corporate ethics.
- (3) Audit & Supervisory Board Members shall audit the execution of duties by Directors and Executive Officers in accordance with laws and regulations, and the internal rules of the Company.
- (4) The Board of Directors will supervise the execution of duties by Directors and Executive Officers, and ensure the fairness and transparency of decisions with regard to personnel and compensation matters such as appointments and dismissals, respecting the results of deliberations by the Personnel Affairs and Remuneration Committee, the majority of whose members comprises Outside Directors.
- (5) The Board of Directors establishes ESG Promotion Committee in which outside experts participate and promotes ESG management with the aim of contributing to creating a sustainable society.

2. System under which information regarding execution of duties by the Directors and Executive Officers shall be maintained and controlled

Directors and Executive Officers shall duly maintain and control the following documents (including electronic records; the same applicable hereinafter) relating to the execution of duties upon condition that Directors and Audit & Supervisory Board Members may inspect the same whenever necessary.

- a. Minutes of the general meeting of shareholders, the Board of Directors' meetings, Management Meetings, and other important meetings;
- b. Important documents by which Directors and Executive Officers decided the execution of duties (approval documents etc.); and
- c. Other important documents relating to execution of duties by Directors and Executive Officers.

3. System regarding control of risk for loss of the Company and its subsidiaries

- (1) The Board of Directors oversees the establishment and operation of risk management systems at the Company and its subsidiaries through the Risk Management Committee established as a consultative body to the Board of Directors.
- (2) The Company shall prepare response manuals and make them known to officers and employees with regard to the risk control system to deal with natural calamity or any emergency which may cause the Company incurred material loss and damage.

- (3) The Board of Directors protects and manages information asset safely. With the aim of responding to the trust of customers and all other stakeholders of the Group, the Board of Directors establishes information security policy and proper system to manage information asset.
4. System to ensure the efficient execution of duties by the Directors of the Company or its subsidiaries
- (1) Based on the understanding that its main role is establishing management policies, strategies and plans, the Board of Directors shall delegate decision-making on the execution of specific operations to Directors and Executive Officers where possible.
  - (2) The Board of Directors of the Company or its subsidiaries or Management Meeting of the Company shall actively exchange opinions on important matters to ensure appropriate decision-making.
  - (3) Rules will be established and implemented for approvals through the collective decision making system that maintain effective screenings and swift decision-making functions.
  - (4) Set forth internal regulations for assignment of duties and thereby define duties and responsibilities.
5. System to ensure that execution of duties by employees of the Company or by Directors etc. of its subsidiaries complies with laws and regulations and the Articles of Incorporation of the Company
- (1) The Company will make efforts to have employees of the Company or by Directors etc. of its subsidiaries understand and observe the Corporate Philosophy, the Corporate Conduct Guidelines and the Corporate Ethics Guidelines of Sekisui House Group by distributing (including electromagnetic methods) booklets that contain these therein.
  - (2) The Company will provide them with regular training to ensure complete compliance with laws and regulations, the Articles of Incorporation and other corporate ethics.
  - (3) Internal Audit Departments of the Company and its subsidiaries shall regularly audit the operations of the Company and its subsidiaries.
  - (4) Establish internal reporting systems internally and externally for officers and employees of the Company and its subsidiaries and of building contractor partners and other business partners who have ongoing transactions with the Group.
6. System under which information regarding execution of duties by the Directors etc. of the subsidiaries shall be reported to the Company
- (1) The departments managing subsidiaries of the Company will require subsidiaries to report on their management status and the execution of important duties. In addition, departments specialized in subsidiaries controls will request reports as needed from subsidiaries regarding matters they are in charge of.
  - (2) Subsidiaries shall report information regarding management status and execution of important duties, through the Directors or Audit & Supervisory Board members dispatched from the Company.
  - (3) Subsidiaries shall report to the Company immediately in an emergency.
7. Matters related to employees who assist duties of Audit & Supervisory Board members and matters related to the independence of these employees from Directors
- (1) The Company shall set up the Office of Audit & Supervisory Board Members to support the duties of Audit & Supervisory Board Members and allocate several staff members including full-time one(s).
  - (2) Selection of employees etc. for Office of Audit & Supervisory Board Members shall be determined upon respecting intention of Audit & Supervisory Board Members and mutual consultation.
  - (3) Employees assigned concurrently to the Office of Audit & Supervisory Board Members shall maintain independence to ensure they are kept outside line of control or orders of their department in terms of their duties at the Office of Audit & Supervisory Board Members and personnel treatment of these employees shall respect the opinions of Audit & Supervisory Board members.

8. System under which Directors and employees report to Audit & Supervisory Board Members

- (1) The Directors and the Executive Officers shall from time to time report the status of execution of duties at the meeting of the Board of Directors and other important meeting which the Audit & Supervisory Board Members attend.
- (2) The Directors, the Executive Officers and the employees shall immediately report to the Audit & Supervisory Board Members whenever finding any fact which might cause material loss and damage to the Company or its subsidiaries.
- (3) The secretariat of the internal reporting system shall immediately report to the Audit & Supervisory Board Members of the Company whenever receiving any report of the fact which might cause material loss and damage to the Company or its subsidiaries.
- (4) Persons who report according to the two preceding paragraphs are not treated disadvantageously due to such report by the Company and its subsidiaries.
- (5) Documents by which approval was made, minutes of important meeting such as the Board of Directors, audit report prepared by the Internal Audit Department, and other important documents related to audit of Audit & Supervisory Board Members shall be forwarded to Audit & Supervisory Board Members.

9. Matters concerning policies for procedure for the expenses or liabilities incurred for the execution of duties by the Audit & Supervisory Board Members

The Company shall handle promptly when Audit & Supervisory Board Members demand prepayment or reimbursement of the expenses or liabilities incurred for the execution of duties excluding when the expenses or liabilities are not necessary for the execution of duties.

10. Other system under which audit by Audit & Supervisory Board Members is ensured to efficiently to be performed

- (1) Audit & Supervisory Board Members and the Internal Audit Department shall keep close contact through exchange of opinions and cooperate with each other so that audit by each party shall be conducted efficiently and effectively.
- (2) Audit & Supervisory Board Members and Accounting Auditors shall have meetings regularly and cooperate with each other so that audit duties of each shall be conducted efficiently and effectively.

<Outline of the status of the implementation> (FY2020 (2020/2-2021/1))

1. Approach to compliance and risk management

- The Company exerts to have directors and employees of the Company and its subsidiaries understand and observe the Corporate Philosophy, the Conduct Code, the Corporate Conduct Guidelines and the Corporate Ethics Guidelines of Sekisui House Group by distributing booklets (including electromagnetic means) on which the codes written.
- The Company holds regular training sessions for risk management and compliance which directors and employees of the Company and its subsidiaries take.
- The Risk Management Committee identifies priority risk themes, consolidates and verifies the status of the development of risk management systems in each division, and provides necessary advice. The content of these activities is reported to the Board of Directors. In this fiscal year, the Risk Management Committee met ten times.
- As the internal reporting system for whistleblowers to report to internal or external help lines, the Company has set up Sekisui House Group Company Ethics Helpline, Sekisui House Group Business Partners Company Ethics Helpline, and Sekisui House Global Helpline for overseas subsidiaries.

2. Approach to ensuring efficiency in the execution of duties

- With the aim of ensuring flexible business execution and clarifying operational responsibilities, the Company has introduced an Executive Officer system.

- Meetings of the Board of Directors are convened monthly in principle, and meetings were held 13 times in this fiscal year .
  - Important matters are brought to the Management Meeting for appropriate decision-making based on active discussions before approvals at the meetings of the Board of Directors or through the collective decision making system. In this fiscal year, the Management Meeting was held 8 times.
3. Approach to ensure the due execution of duties in the Group
- The Department for Administrative Control of Subsidiary & Affiliated Companies requires irregular or regular reporting of the status of the business execution of each subsidiary and develops operational and other standards in coordination with the relevant divisions.
  - Each department of the Company guides and supervises the subsidiaries, and the Company dispatches directors or Audit & Supervisory Board Members to supervise and audit the execution of duties of some subsidiaries.
4. Conducting audits by Audit & Supervisory Board Members
- Audit & Supervisory Board establishes the audit plan and systematically carries out interviews with Directors, Executive Officers, heads of main branches, and Directors of subsidiaries, etc., concerning risks and issues of their respective operations, based on the audit plan. Also, it conducts field audits of each branch as needed.
  - The Audit & Supervisory Board Members keep close contact with the Internal Audit Department through exchange of opinions and meet Accounting Auditors regularly, and these 3 parties cooperate with each other so that audit by each party shall be conducted efficiently and effectively.
  - As a system for assisting Audit & Supervisory Board Members in their duties, the Company has established the Office of Audit & Supervisory Board Members and allocate several staff members including full-time one(s), and they do the necessary for Audit & Supervisory Board Members to execute duties as management of the Meeting of Audit & Supervisory Board Members and demands of audit report, etc.

## **2. Basic Concepts on Eliminating Anti-Social Forces and Progress of Related Efforts**

- (1) The Corporate Code of Conduct of the Company stipulates the basic policy as “The Group shall firmly confront antisocial forces and organizations that pose a threat to the order and safety of civil society.”
- (2) The Corporate Ethics Guidelines specifically stipulate “sever any and all ties with antisocial forces” and efforts are made to ensure compliance by officers and employees.

## V. Other

### 1. Adoption of Anti-Takeover Measures

Adoption of Anti-Takeover Measures	Not adopted
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Supplementary Explanation

The Company has not implemented any anti-takeover measures.

### 2. Other Matters Concerning Corporate Governance System

None



