



# Progress on KPIs ESG-related Topics

(Third Quarter of Fiscal 2021)

We hereby disclose the progress on KPIs associated with the Sekisui House Group's initiatives in addressing material issues and ESG-related topics for the third quarter of fiscal 2021.

We intend to continue with periodical information disclosure as part of our initiatives to become a leading company in ESG management, which is one of the pillars toward achieving our Global Vision of making home the happiest place in the world.

**[Data Aggregation Period]** From August 1, 2021 to October 31, 2021 (3Q FY2021)

**[Contents of Disclosure]** Progress on KPIs, ESG-related topics

December 10, 2021

**SEKISUI HOUSE, LTD.**

# Themes for addressing material issues and KPIs

As of October 31, 2021

Addressing Material Issues	Themes	No.	KPIs	Unit	FY2020 Results	2Q FY2021 Results	3Q FY2021 Results	FY2021 Targets	FY2022 Targets
Leading the Way to a Decarbonized Society	Reducing carbon emissions at the residential stage	1	Ratio of detached ZEH homes	%	91%	90%	89%	89%	90%
		2	Number of ZEH units for rent	Housing units	2976	3486	5670	1800	2500
		3	Number of ZEH condominiums for sale	Housing units	32	0	17	196	540
		4	Number of <i>Idocoro Dan-netsu</i> houses	Housing units	1005	727	1014	1200	1250
	5	Rate of CO <sub>2</sub> emissions reduction from new housing	%	55%		*1	45% reduction by 2030		
	Reducing carbon emissions from business operations	6	Rate of CO <sub>2</sub> emissions reduction from business operations	%	21%		*1	50% reduction by 2030	
		7	RE100 achievement rate	%	16.4%		*1	25%	35%
	Reducing carbon emissions from the supply chain	8	Supplier science-based target-setting rate	%	18.6%		*1	80% by 2030	
Pursuing the Potential of the Home	The pursuit of customer satisfaction	9	Detached house customer satisfaction rate	%	96.1%	96.1%	—	95% or higher	95% or higher
		10	Rental housing occupancy rate	%	97.7%	98.0%	98.0%	95% or higher	95% or higher
	Proposals of technologies, lifestyle design and services	11	New proposals of technologies, lifestyle design and services	—	"At-home housebuilding" Launched SMART-ECS		*1	—	—
		12	Platform House Concept for homes to bring happiness in the era of the 100-year lifespan	—	Trial implementation of HED-Net		—	Launched PLATFORM House touch	—
Coexisting with Local Communities	Regional revitalization Contributing to society	13	Trip Base <i>Michi-no-eki</i> Project, a project for regional revitalization	—	4 prefectures, 8 buildings 596 rooms	5 prefectures, 14 buildings 1053 rooms	—	5 prefectures, 14 buildings 1053 rooms	7 prefectures, 18 buildings 1410 rooms
		14	Sekisui House Matching Program employee participation rate	%	27%		*1	30%	40%
	Social asset formation	15	Detached house residence evaluation	%	—	65.5%	66.7%	50% or higher	—
		16	Sha Maison Gardens	%	—	52.5%	—	50% or higher	—
Bringing Together Diverse Capabilities	Diversity and inclusion	17	Number of female directors*2	Persons	1	3	3	3	3 or more
		18	Number and percentage of female managers*3	Persons	239	271	—	240	260
				%	3.83%	4.21%	—	—	—
	19	Employment rate of persons with disabilities*2	%	2.76%	2.87%	2.87%	2.61%	2.61%	
	Workstyle reforms	20	Take-up rate for male childcare leave*2	%	100%	100%	100%	100%	100%
		21	Monthly average working hours per person*2	Hours	176.71	181.98	178.32	176	175.5
	Health management	22	Rate of employees opting for the secondary medical checkup	%	87%		*1	89%	90%
	Occupational health and safety	23	Frequency rate of accidents in the construction division that result in lost worktime	—	2.17		*1	2.15	2.13
Human rights and workstyle in the supply chain	24	CSR procurement, human rights and labor scores	Points	90.1		*1	90.4	90.9	
Embodying Integrity	Corporate governance	25	Percentage of independent outside directors	%	33.3%	40.0%	40.0%	40.0%	40% or higher
	Further enhance the integrity of business management and strengthen the group governance system	26	Integrity training attendance status	—	97% (74 out of 76 persons)	Group executives and managers 36.8% attendance	—	Group executives and managers Over 50% in attendance	Group executives and managers 100% attendance
		27	Governance Strategy Sheet initiatives	—	Operated by General Affairs chief managers of Sekisui House (121 persons in total)	Operated by General Affairs managers of group companies (228 persons in total)	—	Operated by General Affairs managers of group companies (223 persons in total)	Percentage of Governance Strategy Sheet initiatives adopted: 90%
	Enhance communication among employees	28	Engaging in ESG Dialogue	—	Sekisui House managers	Group managers 100%	—	Sekisui House employees Group managers	Group employees

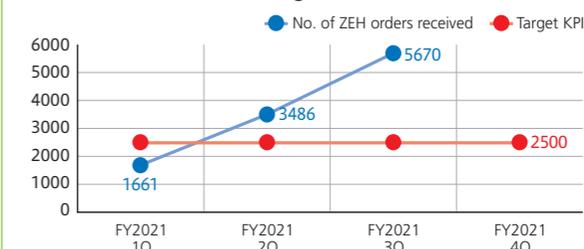
\*1 To be aggregated and disclosed on a full-year basis \*2 Non-consolidated \*3 Groupwide

## [Initiatives toward a decarbonized society]

In addition to the comfortable living space offered by our rental housing Sha Maison, ZEH rental housing can reduce utility costs and contribute to achieving a decarbonized society. At the end of the third quarter, the accumulated total Sha Maison ZEH rental housing orders received for fiscal 2021 numbered 5,670 dwelling units (an increase of 2,184 units compared to the second quarter), growing steadily as an initiative for leading the way to a decarbonized society.

Through our participation in Race to Zero, a global campaign for net zero greenhouse gas emissions, we announced that we would make all of our Grande Maison condominiums for sale to ZEH standards by fiscal 2023. We will accelerate our efforts toward decarbonization.

## Trends in ZEH rental housing orders received



## [The Trip Base Michi-no-eki Project moves into the second phase]

This project is aimed at the economic revitalization of local areas through collaborations that center around tourism with local governments and communities and partner companies, based on the concept of Seeking out the Unknown Japan.

In the first phase, we plan to open hotels providing 1,152 rooms (cumulative room total) in 15 facilities located across six prefectures by March 2022.

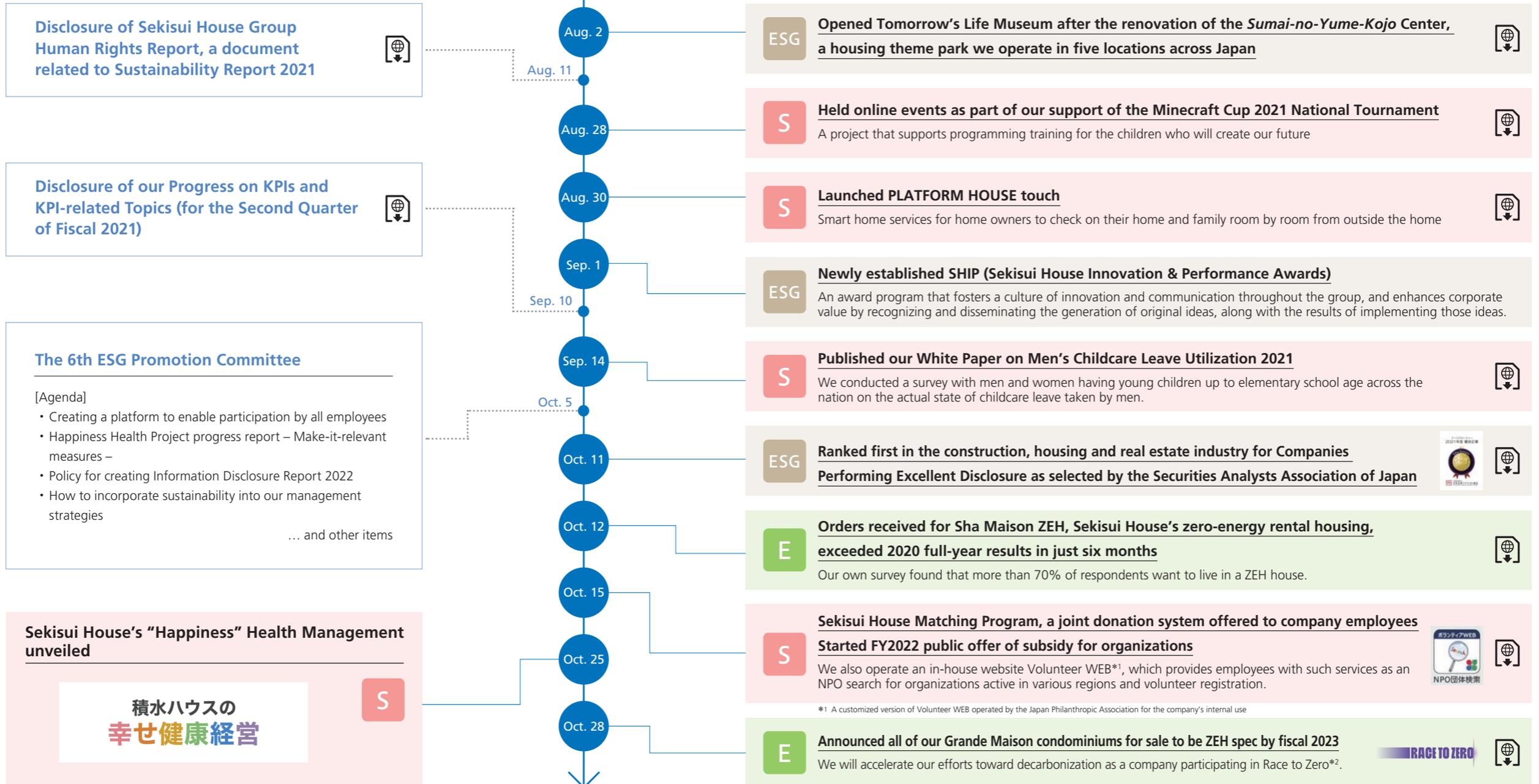
In order to make further progress, the second phase includes a plan to sequentially open hotels providing 1,184 rooms in 14 locations across eight prefectures, starting from spring 2022.

We will move forward with our initiatives to reinvigorate regional economies and make local communities a happier place to live.

# ESG-related News Summary (Third Quarter of Fiscal 2021)

E (Environmental)

S (Social)



\*1 A customized version of Volunteer WEB operated by the Japan Philanthropic Association for the company's internal use

\*2 A global campaign backed by the United Nations Framework Convention on Climate Change (UNFCCC)