

Material issue: Creation of High-Quality Housing Stock

Key themes	No.	Indicator	Boundary of calculation	FY2023	FY2024		Note
				Results	Targets	As the end of 2Q FY2024	
Safety, peace of mind and comfort	1	Detached house customer satisfaction rate	◇1	96.0%	95% or higher	96.0%	
	2	Rental housing occupancy rate	Sekisui House Real Estate Group	97.7%	97% or higher	97.9%	
	3	Housing units sold in the overseas business	The overseas business	4,444	—	4,560	Our target for 2025 is 10,000
Asset value creation	4	New proposals of technologies, lifestyle design and services	◇5	A new design proposal system "life knit design"	—	The open innovation center, "InnoCom Square"	
	5	Patent applications (R&D)	◇1	115	100	35	
	6	Internal standard for evaluating detached houses with exterior design and greenery that beautify the community (residence evaluation)	◇1	★4 or higher 81.9% overall Third-range products: 88.4%	★3 or higher 70% or higher	72%	The four stars previously granted under the former grading system are equivalent to three stars granted under the updated system that has been in effect since FY2024 in line with revised certification rules to enhance the quality of certified houses.
	7	Internal standard for evaluating the townscape attractiveness of rental housing that emphasizes resident safety, peace of mind and comfort (Sha Maison Gardens)	◇1	65.1%	70% or higher	67.5%	
Extended useful life of housing	8	Rental housing units renovated	Sekisui House Real Estate Group	7,058	7,600	3,151	
	9	Percentage of detached houses certified as Long-Life Quality Housing ¹	◇1	92.3%	90% or higher	—	
	10	Number of SumStock ² housing in the Group's existing home transactions	Sekisui House Real Estate Group	718	800	407	

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1 The detached houses that have received official certification as meeting the standards of the Japanese government's Long-life Quality Housing are as follows: the standards for detached houses include anti-degradation measures, seismic resistance, energy efficiency, ease of maintenance and updating, living environment, floor area, maintenance and preservation plan, and disaster considerations.

2 Houses built by homebuilders who are members of the Provision of Quality Housing Stock Association in accordance with prescribed universal standards.

Material issue: Contributing to a Sustainable Society

Key themes	No.	Indicator	Boundary of calculation	FY2023	FY2024		Note
				Results	Targets	As the end of 2Q FY2024	
Decarbonization	11	Ratio of detached house ZEH	◇1	95%	90%	91%	
	12	Ratio of ZEH units for rent	◇1	76%	73%	78%	
	13	Ratio of ZEH condominiums for sale	◇1	100%	100%	100%	
	14	Number of <i>Idocoro Dan-netsu</i> houses (location-based insulation upgrades)	Sekisui House Remodeling, Ltd.	1,699	—	—	FY2023: This indicator shows the number of houses that underwent Idocoro Dan-netsu remodeling to efficiently improve thermal insulation performance through partial insulation and insulation remodeling focused on the living room, dining room and kitchen area, where people spend most of their time. FY2024: This indicator shows the number of remodeling projects, including Idocoro Dan-netsu partial insulation remodeling, as well as those aimed at enhancing insulation of openings, etc.
		Number of <i>Idocoro Dan-netsu</i> houses (revised)		—	3,600	2,670	
	15	Rate of CO ₂ emissions reduction from new housing	2	38.0%	—	—	Our target for 2030 is 55%
	16	Rate of CO ₂ emissions reduction from business operations	◇5	56.3%	—	—	Our target for 2030 is 75%
	17	RE100 ¹ achievement rate	◇5	86.2%	—	—	Our target for 2040 is 100%
	18	Rate of electrified Company vehicles	◇5	15.5%	32%	—	Our target for 2030 is 100%
19	Supplier science-based target-setting rate	◇1	39.5%	—	—	Our target for 2030 is 80%	
Biodiversity conservation	20	Sustainable wood procurement rate	◇1	97.2%	97.5%	—	
	21	Rate of zero-deforestation timber procurement	◇1	89.8%	92%	—	
	22	Biodiversity-friendly tree planting (<i>Gohon no Ki</i> Project)	◇1	19,840 thousand	21,000 thousand	—	
Resource recycling	23	Waste rate (new construction)	◇1	5.9%	—	—	
	24	Waste recycling rate (new construction)	◇1	100%	100%	—	
	25	Waste recycling rate (maintenance and remodeling)	Sekisui House, Ltd., Sekisui House Remodeling, Ltd.	94.8%	—	—	
Coexistence with local Communities	26	Percentage of employees joining employee-company joint donation programs (Sekisui House Matching Program employee participation rate)	3	31%	—	29%	
	27	Trip Base <i>Michi-no-Eki</i> Stations Project, a project for regional revitalization	◇1	14 prefectures: 29 facilities 2,336 rooms	—	—	
Occupational Health and Safety/ Supply Chain	28	Frequency rate of accidents in the construction division that result in lost worktime	◇1	2.87	2.25	—	
	29	Occupational illness frequency rate in the construction division	◇1	0.53	0.30	—	
	30	CSR procurement human rights and labor supply chain scores	◇1	88.3 pt	85.9 pt	—	

[For the boundary of the data, click here \(content will open in a new window\).](#)

¹ An international initiative of major companies around the world pledging to use 100% renewable energy in their business operations.

² Sekisui House (non-consolidated basis), Konoike Construction, Sekisui House noie, Sekisui House Construction, Sekisui House Real Estate, housing sales subsidiaries of Sekisui House US Holdings, LLC, and Sekisui House Australia Holdings PTY Limited

³ Companies named in ◇2 below, Sekisui House Financial Services Co., Ltd., Sekisui House Asset Management, Ltd.

Material issue: Diversity and Inclusion

Key themes	No.	Indicator	Boundary of calculation	FY2023	FY2024		Note
				Results	Targets	As the end of 2Q FY2024	
Promoting diversity	31	Number of female directors of the Board	◇1	3 persons	3 persons or more	—	
	32	Number of female managers	◇3 (FY2023) ◇4 (FY2024)	342 persons (4.34%)	350 persons	402 persons	
	33	Ratio of full-time female employees	◇2	29.4% (6,965 persons)	29.5%	—	
	34	Ratio of female new graduates hired	◇3	38.3% (351 persons)	40%	—	
	35	Employment rate of persons with disabilities	◇1	3.00%	2.97%	2.90%	
The 29 domestic consolidated companies subject to statutory requirements to hire persons with disabilities (including the Company)			2.97%	2.86%	2.88%	FY2023: The 28 domestic consolidated companies	
Employee health and happiness	36	Rate of employees opting for the secondary medical checkup	◇1	88.1%	97%	—	
	37	Walking Challenge participants and average step count	◇4	21,163 persons 6,652 steps	—	21,322 persons 6,930 steps	
	38	ESG dialogue implementation (workplace basis)	◇2	100%	100%	—	
	39	Well-Being Circle total score	2	65.98 pt	—	—	
Diverse workstyles and job satisfaction/ Human resource development and self-directed career	40	Take-up rate for eligible male employee childcare leave	3	100%	100%	100%	
	41	Monthly average working hours per person	4	169.58 hours	175 hours	174.28 hours	
	42	Annual paid leave take-up rate	4	80.3%	70%	27.9%	
	43	Investment in human resource development	◇5	¥1,526 million	¥1,478 million	¥948 million	
	44	Cumulative number of workers who have acquired major qualifications required for specific duties ¹	◇1	24,566 persons	24,600 persons	24,989 persons	
	45	DX training participation rate	◇1	100%	100%	—	
	46	SHIP registration rate and number of posts	◇4	30.8% 2,329	33% 2,700	—	
	47	Participants in self-directed career development-related training	◇1	18,962 persons	20,505 persons	20,123 persons	

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¹ This indicator shows the cumulative number of Group employees who have acquired any of 11 major qualifications required to perform certain duties at the Group, including first-class architect, second-class architect, first-class building operation and management engineer, first-class civil engineering works execution managing engineer, first-class landscape gardening work operation and management engineer, first-class plumbing work operation and management engineer, first-class electrical construction management engineer, registered real estate transaction agent, and first-, second-, and third-grade certified skilled professional of financial planning.

² Companies named in ◇4 below, excluding Konoike Construction and its consolidated domestic subsidiaries.

³ ◇2 for FY2023 and ◇4 for FY2024 moving forward, excluding Konoike Construction and its consolidated domestic subsidiaries.

⁴ The boundary of this data includes Sekisui House, Ltd., Sekisui House Real Estate Group and Sekisui House Remodeling, Ltd.

Governance

Category	No.	Indicator	Boundary of calculation	FY2023	FY2024	
				Results	Targets	As the end of 2Q FY2024
Governance	48	Responding to Corporate Governance Code according to reviews by evaluation organizations and others ¹	◇5	4th place	9th place or higher	—
	49	Strengthening the Group governance system (Group administrative regulations, development and appropriate assignment of governance specialists)	◇5	Managers responsible for general affairs at Group companies promote training and HR allocation	Promote HR development and allocation	—
	50	Number of serious violations of laws and voluntary norms	◇5	0	0	—
	51	Number of cases brought to Compliance Helpline or Sexual and Power Harassment Hotline for consultation (Per 1,000 employees)	◇4	10.5	—	6.6
	52	Progress in the strengthening of security measures (% of progress vis-a-vis the annual plan)	◇2	100%	100%	100%
	53	Ratio of employees who completed security training	◇2	100%	100%	—
	54	Cumulative number of DX-related projects (linked with Mid-Term Management Plan)	◇2	23	—	33

[For the boundary of the data, click here \(content will open in a new window\).](#)

¹ Enhancement of the information disclosure level via a third-party review (comparisons with businesses listed in the TOPIX 100)