

Indicators and Progress

Material issue	Key themes	No.	Indicator	Boundary of calculation	FY2023		FY2024	FY2025	Information regarding the indicators	References
					Targets	Results	Targets	Targets		
	Safety, peace of mind and comfort	1	Detached house customer satisfaction rate	◇1	95% or higher	96.0%	95% or higher	95% or higher	This indicator shows the percentage of customer survey responses that selected one of the top three options for satisfaction. Respondents who Answered Customer Satisfaction Surveys with "Very Satisfied," "Satisfied" or "Fairly Satisfied"	→ P195
		2	Rental housing occupancy rate	Sekisui House Real Estate Group	97% or higher	97.7%	97% or higher	97% or higher	This indicator shows the occupancy rate of Sha Maison rental housing managed through bulk leasing.	→ P81
		3	Housing units sold in the overseas business	The overseas business	—	4,444	—	10,000		→ P86
	Asset value creation	4	New proposals of technologies, lifestyle design and services	◇5	—	A new design proposal system "life knit design"	—	—	This indicator highlights achievements related to new proposals that integrate the advanced technologies Sekisui House has accumulated, the lifestyle design proposals and intangible assets (services) in such areas as health, connectedness and learning (only results are disclosed).	→ P83
		5	Patent applications (R&D)	◇1	100	115	100	100		→ P25
		6	Internal standard for evaluating detached houses with exterior design and greenery that beautify the community (residence evaluation)	◇1	★4 or higher 80% or higher overall Third-range products: 90% or higher	★4 or higher 81.9% overall Third-range products: 88.4%	★3 or higher ¹ 70% or higher	★3 or higher ¹ 70% or higher	This indicator is calculated based on our residence evaluation, which we created for detached houses in 2017 to promote the creation of beautiful houses that will be assets to their communities. Houses meriting this certification are given a rating from one to five stars.	—
		7	Internal standard for evaluating the townscape attractiveness of rental housing that emphasizes resident safety, peace of mind and comfort (Sha Maison Gardens)	◇1	57% or higher	65.1%	70% or higher ²	72% or higher ²	This indicator shows the ratio of Sha Maison Gardens, which obtained in-house certification as attractive rental housing through a process using unique evaluation criteria that include the impact on surrounding street landscapes and a resident-first perspective.	—
		8	Rental housing units renovated	Sekisui House Real Estate Group	6,800	7,058	7,600	8,400	This indicator shows the number of rental housing units subject to contracts for interior or facility renovation work that involves changes in layouts and is expected to result in higher asset value.	→ P81
	Extended useful life of housing	9	Percentage of detached houses certified as Long-Life Quality Housing	◇1	90% or higher	92.3%	90% or higher	90% or higher	This indicator shows the portion of the detached houses provided by the Group that has received official certification as meeting the standards ⁴ of the Japanese government's Long-life Quality Housing.	→ P196
		10	Number of SumStock housing in the Group's existing home transactions	Sekisui House Real Estate Group	800	718	800 ³	850 ³	This indicator shows the number of existing houses handled for resale by the Group that are SumStock ⁵ certified.	→ P196

1 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.
2 Upwardly revised targets.
3 Downwardly revised targets.
4 Standards for detached houses: Houses must meet certification standards in such areas as anti-degradation measures, seismic resistance, energy efficiency, ease of maintenance and updating, living environment, floor area, maintenance and preservation plan and disaster considerations.
5 Houses built by homebuilders who are members of the Provision of Quality Housing Stock Association in accordance with prescribed universal standards.

◇1 Sekisui House, Ltd.
◇2 Sekisui House Real Estate Group, Sekisui House Construction Group, Sekisui House Remodeling, Ltd., Sekisui House noie Limited in addition to ◇1 above
◇3 Konoike Construction Co., Ltd. and Consolidated Domestic Subsidiaries in addition to ◇2 above
◇4 Sekisui House and Domestic Group Companies
◇5 Sekisui House Group (Sekisui House, Ltd. and Consolidated Subsidiaries)

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	Decarbonization	11	Ratio of detached house ZEH	◇1	90%	95%	90%	90%	This indicator shows the portion of detached houses that Sekisui House built during the fiscal year that were ZEH (Net zero energy house, a house that aims for an annual primary energy balance of zero through energy efficiency and energy generation while providing a comfortable indoor environment). <i>Note: Excludes contracted and for-sale housing in Hokkaido</i>	→ P126
		12	Ratio of ZEH units for rent	◇1	70%	76%	73%	75%	This indicator shows the portion of orders for Sha Maison rental housing received during the fiscal year that were ZEH units (certified as ZEH Ready or above). <i>Note: Limited to ZEH units that allow residents to sell excess electricity</i>	→ P128
		13	Ratio of ZEH condominiums for sale	◇1	100%	100%	100%	100%	This indicator shows the cumulative number and percentage of completed ZEH units (certified as ZEH Oriented or above) among Sekisui House's GRANDE MAISON condominiums for sale.	
		14	Number of <i>Idocoro Dan-netsu</i> houses (location-based insulation upgrades)	Sekisui House Remodeling, Ltd.	1,800	1,699	—	—	This indicator shows the number of houses that underwent <i>Idocoro Dan-netsu</i> 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.	→ P129
			Number of <i>Idocoro Dan-netsu</i> houses (revised)		—	—	3,600	—	This indicator shows the number of remodeling projects, including <i>Idocoro Dan-netsu</i> partial insulation remodeling focused on the living room, dining room and kitchen area, as well as those aimed at enhancing insulation of openings, etc.	
		15	Rate of CO ₂ emissions reduction from new housing	2	—	38.0%	—	—	This indicator shows the rate of reduction in CO ₂ emissions attributable to energy consumption at the residential stage of new housing built by the Sekisui House Group (compared with FY2013). Our target for 2030 is 55%.	→ P126
		16	Rate of CO ₂ emissions reduction from business operations	◇5	—	56.3%	—	—	This indicator shows the rate of reduction in CO ₂ emissions directly attributable to the Group's business operations (Scope 1) or indirectly attributable through purchased electricity and other energy (Scope 2) compared with FY2013. Our target for 2030 is 75%.	
		17	RE100 achievement rate	◇5	—	86.2%	—	—	This indicator shows the portion of all electricity used via business activities that is energy purchased through Sekisui House Owner Denki from owners of homes equipped with solar power generation systems that have reached the post-FIT period as part of efforts to achieve RE100. Our target for 2040 is 100%.	→ P129
		18	Rate of electrified Company vehicles	◇5	19%	15.5%	32%	35%	This indicator shows the ratio of battery electric vehicles, fuel cell vehicles, plug-in hybrid electric vehicles and hybrid electric vehicles to the overall number of Company vehicles. Our target for 2030 is 100%.	→ P130
		19	Supplier science-based target-setting rate	◇1	—	39.5%	—	—	This indicator shows the percentage of our major suppliers that have set targets verified under Science Based Targets (SBT), a scheme for verifying corporate greenhouse gas emissions reduction targets as in line with the goals of the Paris Agreement. Our target for 2030 is 80%.	→ P131
	Biodiversity conservation	20	Sustainable wood procurement rate	◇1	97.4%	97.2%	97.5%	97.5%	This indicator shows the portion of wood purchased by the Group that has one of the top two ranks (S or A) on our four-rank scale in accordance with our own Wood Procurement Guidelines.	→ P134
		21	Rate of zero-deforestation timber procurement	◇1	91%	89.8%	92%	93%	Our target for 2030 is 100%.	→ P132
	Resource recycling	22	Biodiversity-friendly tree planting (<i>Gohon no Ki</i> Project)	◇1	20,000 thousand	19,840 thousand	21,000 thousand	22,000 thousand	This indicator shows the cumulative number of trees planted in customer gardens under the <i>Gohon no Ki</i> Project to promote biodiversity-friendly landscaping.	
		23	Waste rate (new construction)	◇1	5.0%	5.9%	—	—	This indicator shows the amount of raw materials used in production and resource inputs for the Sekisui House Group's new housing construction that ends up as waste.	
		24	Waste recycling rate (new construction)	◇1	100%	100%	100%	100%	This indicator shows the portion of waste generated in the construction of new housing that is recycled.	→ P141
		25	Waste recycling rate (maintenance and remodeling)	Sekisui House, Ltd., Sekisui House Remodeling, Ltd.	90% or higher	94.8%	—	—	This indicator shows the portion of the waste generated in the maintenance, repairs and remodeling of existing properties built by the Group that is recycled.	
	Coexistence with local Communities	26	Percentage of employees joining employee-company joint donation programs (Sekisui House Matching Program employee participation rate)	3	—	31%	—	—	This indicator shows the percentage of employees joining employee-company joint donation programs. (Sekisui House Matching Program employee participation rate, only results are disclosed.)	→ P184
		27	Trip Base <i>Michi-no-Eki</i> Stations Project, a project for regional revitalization	◇1	14 prefectures: 29 facilities 2,336 rooms	14 prefectures: 29 facilities 2,336 rooms	—	3,000 rooms	This indicator shows the cumulative number of hotel room units that have been constructed by the Sekisui House Group as part of the Trip Base <i>Michi-no-Eki</i> Stations Project, a regional revitalization project that we are developing with Marriott International.	→ P190
	Occupational Health and Safety/ Supply Chain	28	Frequency rate of accidents in the construction division that result in lost worktime	◇1	2.39	2.87	2.25	2.12	This indicator shows the frequency of construction site accidents resulting in lost work time per million total working hours among contractors of Sekisui House (including sole proprietors and employers).	→ P198
		29	Occupational illness frequency rate in the construction division	◇1	0.30	0.53	0.30	0.30	This indicator shows the frequency of occupational illness originating from construction sites per million total working hours among contractors of Sekisui House (including sole proprietors and employers).	
		30	CSR procurement human rights and labor supply chain scores	◇1	85.8 pt	88.3 pt	85.9 pt	86.0 pt	This indicator is the score determined via CSR evaluations of all suppliers (out of a maximum of 100 points) regarding human rights, labor management and supply chain status.	→ P204

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.

◇1 Sekisui House, Ltd.

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◇3 Konoike Construction Co., Ltd. and Consolidated Domestic Subsidiaries in addition to ◇2 above

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	Promoting diversity	31	Number of female directors of the Board	◇1	3 persons or more	3 persons	3 persons or more	3 persons or more	This indicator shows the number of female directors on the Company's Board of Directors.	→ P210
		32	Number of female managers	◇3 (FY2023) ◇4 (FY2024, FY2025)	300 persons	342 persons (4.34%)	350 persons ⁵	380 persons ⁵	This indicator shows the number of female employees in managerial positions at the Group.	→ P110
		33	Ratio of full-time female employees	◇2	29.2%	29.4% (6,965 persons)	29.5%	29.8%	This indicator shows the percentage of full-time Group employees who are women.	→ P107
		34	Ratio of female new graduates hired	◇3	40%	38.3% (351 persons)	40%	40%	This indicator shows the percentage of new graduates hired by the Group as full-time employees who are women.	→ P108
		35	Employment rate of persons with disabilities Upper row: Sekisui House (non-consolidated basis) Bottom row: The 28 domestic consolidated companies subject to statutory requirements to hire persons with disabilities (including the Company)	—	2.97% 2.86%	3.00% 2.97%	2.97% 2.86%	2.97% 2.86%	This indicator shows the percentage of Company employees who have disabilities.	→ P112
	Employee health and happiness	36	Rate of employees opting for the secondary medical checkup	◇1	95%	88.1%	97%	100%	This indicator shows the portion of employees who opt for optional secondary medical checkups during annual mandatory checkups.	→ P117
		37	Walking Challenge participants and average step count	◇4	—	21,163 persons 6,652 steps	—	—	This indicator shows the number of employees who participated in Walking Challenge and their average daily step counts. (Only results are disclosed.)	
		38	ESG dialogue implementation (workplace basis)	◇2	100%	100%	100%	100%	This indicator shows the implementation rate of ESG dialogues at workplaces.	→ P115
		39	Well-Being Circle total score	2	—	65.98 pt	—	—	This indicator shows total scores granted by respondents of the Well-Being Survey targeting all employees to assess well-being for individuals and organizations. Specifically, we have selected the average total score of the Well-Being Circle section, which consists of 34 items in 11 categories and is designed as a multifaceted diagnosis of employee happiness. (Only results are disclosed.)	→ P118
	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%	100%	This indicator corresponds to the Group-wide paternity leave usage rate and is calculated as the portion of male employees with children less than three years old who take at least one month of childcare leave.	→ P116
		41	Monthly average working hours per person	4	175 hours	169.58 hours	175 hours	175 hours	This indicator shows the average monthly work hours per Group employee. Note: Includes managers, excludes employees on leave.	→ P113
		42	Annual paid leave take-up rate	4	60%	80.3%	70%	70%	This indicator shows the rate of annual paid leave usage among Group employees. Note: Includes managers	
		43	Investment in human resource development	◇5	¥1,435 million	¥1,526 million	¥1,478 million	¥1,522 million	This indicator shows educational and training expenses for Group employees.	→ P101
		44	Cumulative number of workers who have acquired major qualifications required for specific duties ¹	◇1	24,100 persons	24,566 persons	24,600 persons	25,100 persons	This indicator shows the cumulative number of Group employees who have acquired qualifications ¹ required to perform certain duties at the Group. Note: Excludes retirees	→ P102
		45	DX training participation rate	◇1	100%	100%	100%	100%		—
		46	SHIP registration rate and number of posts	◇4	30% 2,500	30.8% 2,329	33% 2,700	36% 3,000	This indicator shows the registration rate for and the number of posts and applications made to submit ideas to Sekisui House Innovation & Performance Awards (SHIP), a collective communication and innovation awards program.	→ P104
		47	Participants in self-directed career development-related training	◇1	18,936 persons	18,962 persons	20,505 persons	22,030 persons	This indicator shows the cumulative number of individuals who completed career autonomy courses since the 2003 launch of such courses.	→ P101

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.
5 Upwardly revised targets.

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