

Received "Rainbow Certification" under the PRIDE Index 2022

On November 10, 2022, Sekisui House, Ltd. received a "Rainbow Certified" rating under the PRIDE Index 2022, which evaluates LGBTQ-related initiatives.

The PRIDE Index was developed in 2016 by the voluntary organization *work with Pride* as Japan's first index to evaluate LGBTQ and other sexual minority initiatives in the workplace.

Workplaces are evaluated on: (1) Policy (call to action), (2) Representation (stakeholder community), (3) Inspiration (awareness-raising activities), (4) Development (human resource systems and programs), and (5) Engagement/Empowerment (social contribution and external relations activities). Sekisui House has received the highest award, Gold, for five consecutive years.



The Rainbow Certification was established in 2021 as an addition to the existing PRIDE Index to encourage companies that make a medium- to long-term commitment to creating a workplace and society in which LGBTQ people can work as their true selves. The three requirements for certification are: a "Gold" rating, the highest rating in the PRIDE Index; support as a company or organization for activities to realize LGBTQ+-related legal systems in Japan; and that a vision has been created to work towards the resolution of a specific social issue based on a common understanding between important stakeholders from different sectors, such as companies, governments, and NPOs, as well as their own organizations.



The Sekisui House Group endorses the Business for Marriage Equality and the Business Support for LGBT Equality in Japan, which are activities to realize LGBTQ+ related laws in Japan.

With our global vision to *make home the happiest place in the world*, the Sekisui House Group is promoting reforms in work styles that enable all of its diverse human resources to play an active role, so that employees can also be happy, and we will continue to lead society in the promotion of diversity and inclusion.

Sekisui House Diversity & Inclusion homepage (Japanese):

https://www.sekisuihouse.co.jp/diversity_inclusion/

PRIDE Index homepage (Japanese):

<https://workwithpride.jp/pride-i/>

*LGBTQ+ is a designation that adds a + to LGBTQ to ensure that no gender diversity is left out.

Sekisui House Group's LGBTQ Initiatives:

- **Project to promote LGBTQ friendly customer service**

In May 2022, we implemented LGBTQ-friendly measures, such as removing the gender column from application documents, etc., to ensure that customers can complete procedures and move in without stress when searching for a room, and conducted training for about 1,800 agencies affiliated with the Sekisui House Real Estate Group to ensure uniform awareness. In addition, training was provided to approximately 1,800 Sekisui House Real Estate Group's partner agencies to ensure uniform awareness.

- **Ongoing implementation of human rights training (human relations training)**

Since 2014, The Sekisui House group have been conducting ongoing awareness-raising activities through learning and discussion of LGBTQ issues as one of the themes in our human rights training for all our employees.

- **Distribution of Ally stickers**

From September 2020, we created original stickers for those who identify themselves as an ally and supporter of LGBTQ people.



- **Established an LGBTQ hotline**

In September 2019, we introduced a system that allows employees to register heterosexual de facto and same-sex partners into our system and established an in-house LGBTQ-specific consultation service.

About Sekisui House

Founded in 1960, Sekisui House, Ltd. is one of world's largest homebuilders and an international diversified developer, with cumulative sales of over 2.5 million homes¹. Based in Osaka, Sekisui House has over 300 consolidated subsidiaries and affiliates², over 29,000 employees³ and is listed on the Tokyo Stock Exchange and Nagoya Stock Exchange.

Sekisui House aims to create homes and communities that improve with time and last for generations. With "Love of Humanity" as its Corporate Philosophy, Sekisui House believes that homes should offer comfort, security and peace of mind for residents, while maintaining harmony with the environment and its surroundings. Sekisui House has sustainability as a core corporate target and is now the global leader in the construction of net-zero-energy houses with more than sixty-thousand⁴ of them built since the product was launched in 2013. In 2009, Sekisui House expanded into several new international markets and now operates in the United States, China, Singapore, Australia and the United Kingdom.

*1: 2,544,849 homes delivered (As of January 31, 2022)

*2: 340 consolidated subsidiaries and affiliates (As of July 31, 2022)

*3: 29,868 employees (As of July 31, 2022)

*4: 69,163 net-zero-energy houses (As of March 31, 2022)