

Awarded first place at WEPs AWARDS 2022

Sekisui House, Ltd. was awarded first place in the Community Engagement and Partnerships category of the WEPs (The Women's Empowerment Principles) AWARDS (hosted by UN Women Regional Office for Asia and the Pacific) on November 23, 2022.

The WEPs AWARDS encourage as many companies as possible in the Asian region to take action to promote gender equality and women's empowerment. Examples of companies and organizations across 6 categories* actually taking action are evaluated by the We EMPOWER Asia program and experts working in the region, with the top three companies in each category selected for awards.

The Community Engagement and Partnerships category recognizes companies and actions that promote gender equality through community engagement and partnerships, as well as transformative action and systemic change through partnerships beyond the community.



Major initiatives of the Sekisui House Group that were subject to evaluation

- **Initiatives to encourage male employees to take paternity leave**

The Sekisui House Group has a global vision to *make home the happiest place in the world*. We are promoting our business with the desire to make the homes we provide to our customers the happiest places in the world. To realize this vision, we first want our employees and their families to be happy, so in July 2018, we declared that all male employees should take at least one month of paternity leave, with programs to encourage this starting in September 2018. The system was fully deployed from February 2019 onwards and by the end of October 2022, all of the 1,479 male employees whose children had reached their third birthday (the deadline for taking leave) had taken at least one month of paternity leave, achieving a 100% take rate.

- **Holding a Male Paternity Leave Forum**

The Sekisui House Group has established September 19 as a company day to think about paternity leave. This is not only to commemorate the promotion of men taking paternity leave, but also to make paternity leave an opportunity to think about creating a better society. In addition, we have hosted a collaborative industry, government and academia forum focused on paternity leave since 2019. In conjunction with the Forum, we also conduct a web-based survey of 9,400 people across Japan to find out the actual status of men's participation in child raising duties throughout Japan, and have been issuing an annual white paper on paternity leave since 2019.

The Sekisui House Group will continue to lead society in the promotion of diversity and inclusion based on our global vision to *make home the happiest place in the world*.

*The six WEPs categories are: Leadership Commitment, Gender-Inclusive Workplace, Gender-Responsive Marketplace, Community Engagement and Partnerships, Transparency and Reporting and Youth Leadership (for leaders under 35)

WEPs AWARDS HP (English):

<https://www.asiapacificwepsawards.org/>

Sekisui House Diversity & Inclusion homepage (Japanese):

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

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)