

Diversity and Inclusion by Numbers

■ State of women by occupation and job class (individuals)

	ESP2021 KPI	Result					Benchmark
		2021	2020	2019	2018	2017	2005
No. of female employees		3,476	3,499	3,405	3,239	3,032	1,618
(ratio)		20.8%	20.7%	20.4%	19.9%	19.3%	13.6%
No. of female executives		2	2	1	1	1	0
No. of female managers		177	160	137	123	100	8
(ratio)	◆5%	4.5%	4.1%	3.6%	3.3%	2.8%	0.3%
Within that, assistant director of department		8	7	4	4	4	0
(ratio)		1.4%	1.2%	0.7%	0.7%	0.7%	0.0%
No. of senior positions		767	681	639	581	510	
(ratio)		17.9%	16.0%	15.2%	13.9%	12.6%	
No. of new graduate hires		118	205	250	265	238	189
(ratio)	◆30%	23.5%	24.8%	27.2%	28.3%	26.9%	23.7%
No. of female construction officers		150	152	141	127	787	
(ratio)	◆6%	4.9%	4.9%	4.6%	4.3%	12.1%	
No. of female salespeople		441	475	468	427	381	
(ratio)	◆13%	9.9%	10.2%	9.9%	9.1%	8.3%	

■ State of women by job class (group)

	Result				
	2021	2020	2019	2018	2017
No. of female executives	17	15	14	14	13
No. of female managers	466	418	352	302	261
(ratio)	5.5%	5.0%	4.5%	4.0%	3.6%

■ Ratio of employment of disabled persons


Legally mandated employment rate	Result				
	2021	2020	2019	2018	2017
2.2%	2.50%	2.45%	2.44%	2.39%	2.33%

■ Ratio of use of Childcare Leave

	2020	2019	2018	2017
Ratio of use of Childcare Leave (women)(%)	91.6	96.6	100.7	108.4
Ratio of use of Childcare Leave (men)(%)	42.4	42.3	31.8	34.1

■ External Evaluation (Related to Diversity)

◆ Affiliations

	Content	Year of affiliation
	Joined the international initiative, The Valuable 500, which works to promote the workplace participation of disabled persons	2020

◆Accreditation and awards

	Content	Year
	Received the gold award in PRIDE Index 2021	2021
	Received the "Minister of State for Gender Equality Award" at the 2020 "Awards to commend leading companies where women shine"	2020
	Acquired the next-generation accreditation mark (Kurumin)	2013 2008
	Received the Grand Prize in the Ikumen Company Awards 2018	2018
	Selected for the Nadeshiko Brand for five consecutive years	2018 2017 2016 2015 2014
	Received the first double award for the housing and construction industries. Selected for the 2015 Nadeshiko Brand (for the second consecutive year) and for the New Diversity Management Selection of 100 Best Companies	2016
	Selected for the Bloomberg Gender-Equality Index for the third consecutive year	2021 2020 2019
	The Housework Share House won the Second Japan Child Care Advocate Grand Prize 2021	2021
	Received accreditation from the Osaka Prefectural government as a company with a work environment that is easy for men and women to work in (Danjo Ikiki Plus)	2019~
	Since 2015, we have received accreditation from the city of Osaka as a leading company for female participation in the workplace due to our active endeavors to create a work environment that is easy for women to work in. We were awarded the highest-level two-star certification in the accreditation project.	2015~
	We were also recognized for our initiatives to promote men's participation in childcare, receiving certification as a "company that promotes child-rearing by men." In addition, we received the top award for the fiscal year.	2015
	In fiscal 2018, at the 3rd Osaka Sakuyahime Award, which supports female leaders active in companies and elsewhere, and which is held by the Osaka Chamber of Commerce and Industry, one of our employees received the Osaka Sakuyahime Award. (Our employee is second from the left)	2018
	In 2012, our Kobe Branch (former Kobe Office) was recognized by the city of Kobe as a "workplace in the municipality of Kobe that promotes active participation by both men and women." The purpose of the project is to select offices that are carrying out proactive initiatives to promote gender equality at workplace and support employees to achieve balance between work and home life.	2012
	To help many companies in Kanagawa Prefecture understand the potential of women and promote female participation in the workplace, it gives Kanagawa Nadeshiko Brand accreditation to good products that women have helped develop. In 2014, it certified our company's "SÉJOUR WIT-SW" condominiums as the First Kanagawa Nadeshiko Brand.	2014
	Nara Prefecture keeps a registry of companies that actively endeavor to make their workplaces easy to work in via work-home balance and diverse work styles. In 2015, our Nara Branch received the "comprehensive award" for its particularly excellent initiatives as a company that promotes a "shining" workplace for Nara Prefecture employees.	2015
	Nagoya City gives accreditation to companies enacting initiatives that help women actively participate in the workplace, and recognizes those carrying out particularly excellent initiatives. In this project, in 2017, we received accreditation and an excellence award.	2017