GRI 2021 Standards Cross-Reference Table

GRI 1: Foundation	
Statement of use	**The Daiwa House Group reports in accordance with the GRI Standards for the period April 1, 2021 to March 31, 2022.**
GRI 1 used	**GRI 1: Foundation 2021**
Applicable GRI sector standards	**We will comply with the applicable sector standards as soon as they are published.**

Disclosure Title		Location of Publication / Reason for Omission
GRI 2: General Disclosures 2021		
2-1	Organizational details	Integrated Report 2021 / Corporate Data (P89)
2-2	Entities included in the organization's sustainability reporting	Sustainability Report 2022 / Reporting Organizations (P1) 83rd Annual Securities Report April 2021-March 2022 / Status of affiliated companies (Japanese text only) https://www.daiwahouse.com/ir/shouken/pdf/83yuuhou.pdf
2-3	Reporting period, frequency and contact point	Sustainability Report 2022 / Report Period, Issued (P1), For inquiries regarding this report (Back Cover)
2-4	Restatements of information	No items apply.
2-5	External assurance	Sustainability Report 2022 / Purpose of Publication / (2) Acquire appropriate third-paty evaluations (P1) Sustainability Report 2022 / Third-Party Assurance Report (P188)
2-6	Activities, value chain and other business relationships	Sustainability Report 2022 / Implementation Report Environment / Reinforcing the foundation of environmental management Supply Chain Management (Environment) (P27-29) Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Overview of Endless Social Program 2021 / Issue 8: Promote and improve the efficiency of CSR procurement across the Group (P95) Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 8: Promote and improve the efficiency of CSR procurement across the Group (P102-105) Sustainability Report 2022 / Environmental Data Strengthening the Foundation of Environmental Management / Environmental supply chain management / Status of dialog with suppliers (FY2021) (P152) Integrated Report 2021 / The Story of the Group's Value Creation / What kind of company is Daiwa House? (P13-14) Integrated Report 2021 / The Story of the Group's Value Creation / What gives the Daiwa House Group its competitive advantage in developing its businesses? (P17) Integrated Report 2021 / Feature Daiwa House Group's Overseas Businesses (P49-50) BUSINESS OVERVIEW (Japanese text only) https://www.daiwahouse.co.jp/company/work/index.html 83rd Annual Securities Report April 2021-March 2022 / Business operations (Japanese text only) https://www.daiwahouse.com/ir/shouken/pdf/83yuuhou.pdf

2-7	Employees	Sustainability Report 2022 / Social Data Human resources base / 2-9 Diverse human resources (P185) Integrated Report 2021 / The Story of the Group's Value Creation / What kind of company is Daiwa House? / Diverse business portfolio / Number of employees (P14) Integrated Report 2021 / Financial Highlights / Number of employees (FYE) (P85)
2-8	Workers who are not employees	83rd Annual Securities Report April 2021-March 2022 / Number of employees [other, average number of temporary employees] (P1) (Japanese text only) https://www.daiwahouse.com/ir/shouken/pdf/83yuuhou.pdf
2-9	Governance structure and composition	Sustainability Report 2022 / Implementation Report Environment / Reinforcing the foundation of environmental management Environmental Management (P24) Sustainability Report 2022 / Implementation Report Society / CSR Management (P68) Sustainability Report 2022 / Implementation Report Corporate Governance (P133-135) Integrated Report 2021 / Governance Management Structure (P67-73) Corporate governance report / Items related to organizational composition, organizational operation, etc. Corporate governance report / Status of efforts related to respect for stakeholders' positions *Corporate governance report (Japanese text only) https://www.daiwahouse.com/ir/governance/pdf/governance_report.pdf Executives https://www.daiwahouse.com/English/about/president/
2-10	Nomination and selection of the highest governance body	Sustainability Report 2022 / Implementation Report Corporate Governance / Selection of directors (P134) Integrated Report 2021 / Governance Management Structure / Procedures for director selections and proposed dismissal (P74) Corporate governance report / Nomination policy and procedures Corporate governance report / Supplementary Principles 4-11 (1)Approach to Board of Directors' overall balance, diversity and scale *Corporate governance report (Japanese text only) https://www.daiwahouse.com/ir/governance/pdf/governance_report.pdf
2-11	Chair of the highest governance body	Sustainability Report 2022 / Implementation Report Corporate Governance (P133-135) Integrated Report 2021 / Governance Management Structure (P67-73)

2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Report 2022 / Feature ①　Our Hopes for the Future (P7-8) Daiwa House Group's "Hopes for the Future" (Japanese text only) https://www.daiwahouse.co.jp/sustainable/yume.html Sustainability Report 2022 / Action Plan for the Environment (Endless Green Program) (P20-22) Sustainability Report 2022 / Implementation Report　Environment / 　Reinforcing the foundation of environmental management Environmental Management (P24) Sustainability Report 2022 / Focal theme 1　Mitigating and adapting to climate change 　Response to the Task Force on Climate-related Financial Disclosures (TCFD) / Governance (P41) Sustainability Report 2022 / Implementation Report　Society / Social Medium-Term Plan (Endless Social Program) (P67) Sustainability Report 2022 / Implementation Report　Society / CSR Management (P68-69) Sustainability Report 2022 / Implementation Report　Society / Human Rights Management (P70-71) Sustainability Report 2022 / Implementation Report　Society / Communication base / 　Issue 11: Integrate and upgrade financial and nonfinancial communications (P114-115) Sustainability Report 2022 / Implementation Report　Society / Risk countermeasures base / 　Issue 16: Build management base for global business development from a long-term perspective (P127) Sustainability Report 2022 / Implementation Report　Corporate Governance (P133-135) Corporate governance report / Matters related to functions such as business execution, auditing and supervision, nominations, 　remuneration decisions, etc. (Overview of Current Corporate Governance System) Corporate governance report / Reasons for selecting the current corporate governance system Corporate governance report / Basic approach regarding internal control system and status of system *Corporate governance report 　(Japanese text only) https://www.daiwahouse.com/ir/governance/pdf/governance_report.pdf
2-13	Delegation of responsibility for managing impacts	Sustainability Report 2022 / Implementation Report　Environment / Reinforcing the foundation of environmental management 　Environmental Management (P24) Sustainability Report 2022 / Focal theme 1　Mitigating and adapting to climate change 　Response to the Task Force on Climate-related Financial Disclosures (TCFD) / Governance (P41) Sustainability Report 2022 / Implementation Report　Society / CSR Management (P68-69) Sustainability Report 2022 / Implementation Report　Society / Communication base / 　Issue 11: Integrate and upgrade financial and nonfinancial communications (P114-115) Sustainability Report 2022 / Implementation Report　Corporate Governance (P133-135) Integrated Report 2021 / Management Structure / Expertise, experience of Directors (Skill Matrix) (P72)
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report 2022 / Implementation Report　Corporate Governance / 　Supervision of the Board of Directors concerning SDGs and ESG (P135)
2-15	Conflicts of interest	Integrated Report 2021 / Management Structure / Sale of cross-shareholdings (P74) Corporate governance report / Items related to organizational composition, organizational operation, etc. Corporate governance report / Major stockholders Corporate governance report / Supplementary Principles 4-11 　(2)Directors and auditors concurrently serving as directors and auditors of other listed companies Corporate governance report / Cross-shareholdings policy *Corporate governance report 　(Japanese text only) https://www.daiwahouse.com/ir/governance/pdf/governance_report.pdf

2-16	Communication of critical concerns	Sustainability Report 2022 / Human Rights Management (P71-73) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Issue 16: Build management base for global business development from a long-term perspective (P127) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Risk Management (P128) Sustainability Report 2022 / Implementation Report Corporate Governance (P133-135) Corporate governance report / Matters related to functions such as business execution, auditing and supervision, nominations, remuneration decisions, etc. (Overview of Current Corporate Governance System) *Corporate governance report (Japanese text only) https://www.daiwahouse.com/ir/governance/pdf/governance_report.pdf
2-17	Collective knowledge of the highest governance body	Corporate governance report / Matters related to functions such as business execution, auditing and supervision, nominations, remuneration decisions, etc. (Overview of Current Corporate Governance System) Corporate governance report / Supplementary Principles 4-14 (2)Policy on training directors and auditors *Corporate governance report (Japanese text only) https://www.daiwahouse.com/ir/governance/pdf/governance_report.pdf
2-18	Evaluation of the performance of the highest governance body	Sustainability Report 2022 / Implementation Report Corporate Governance / Evaluation of Board of Directors (P135) Integrated Report 2021 / Management Structure / Policy on Remuneration and Evaluation on Effectiveness of Board of Directors / Overview of evaluation on effectiveness of Board of Directors (P76) Corporate governance report / Supplementary Principles 4-11 (3)Summary of Board of Directors' evaluation results *Corporate governance report (Japanese text only) https://www.daiwahouse.com/ir/governance/pdf/governance_report.pdf Notice Concerning Outline of the Results of the Evaluation of the Effectiveness of Board of Directors https://www.daiwahouse.com/English/about/release/pdf/release_20220210e.pdf
2-19	Remuneration policies	Sustainability Report 2022 / Implementation Report Corporate Governance / Incentive system for medium- to long-term corporate value enhancement (P136) Integrated Report 2021 / Management Structure / Policy on Remuneration and Evaluation on Effectiveness of Board of Directors / Remuneration policies (P75-76) Corporate governance report / Board of Directors' policy and procedures that apply to decisions on remuneration for executives and directors Corporate governance report / Incentives Corporate governance report / Director remunerations *Corporate governance report (Japanese text only) https://www.daiwahouse.com/ir/governance/pdf/governance_report.pdf 83rd Annual Securities Report April 2021-March 2022 / Director compensation (Japanese text only) https://www.daiwahouse.com/ir/shouken/pdf/83yuuhou.pdf

2-20	Process to determine remuneration	Sustainability Report 2022 / Implementation Report Corporate Governance / Incentive system for medium- to long-term corporate value enhancement (P136)
		
		Integrated Report 2021 / Management Structure / Policy on Remuneration and Evaluation on Effectiveness of Board of Directors / Remuneration policies / Determination process (P75)
		
		Corporate governance report / Board of Directors' policy and procedures that apply to decisions on remuneration for executives and directors
		Corporate governance report / Incentives
		Corporate governance report / Director remunerations
		*Corporate governance report
		  (Japanese text only) https://www.daiwahouse.com/ir/governance/pdf/governance_report.pdf
		
		83rd Annual Securities Report April 2021-March 2022 / Director compensation
		  (Japanese text only) https://www.daiwahouse.com/ir/shouken/pdf/83yuuhou.pdf
		
		Notice of the 83th Ordinary General Meeting of Shareholders / Proposal 6: Payment of Bonuses for Directors
		  (Japanese text only) https://www.daiwahouse.com/ir/soukai/pdf/83_ketsugi.pdf

2-21	Annual total compensation ratio	<Reasons / explanations for omission>
		Information unavailable:
		  Information regarding this item is unavailable at this moment. Employee salary and director compensation are disclosed below.
		
		83rd Annual Securities Report April 2021-March 2022 / Status of employee and director compensation
		  (Japanese text only) https://www.daiwahouse.com/ir/shouken/pdf/83yuuhou.pdf

2-22	Statement on sustainable development strategy	Sustainability Report 2022 / Message from the President (P3-6) Integrated Report 2021 / Message from the CEO (P7-12)
2-23	Policy commitments	Sustainability Report 2022 / Focal theme 4 Prevention of chemical pollution (P57-61) Sustainability Report 2022 / Implementation Report Society / Human Rights Management (P70) Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 8: Promote and improve the efficiency of CSR procurement across the Group (P102-105) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Overview of Endless Social Program 2021 / Issue 14: Establish human rights due diligence at factories (P119) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Issue 14: Establish human rights due diligence at factories (P123) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Risk Management (P128) Company rules and policies related to sociality: (Japanese text only) https://www.daiwahouse.co.jp/sustainable/social/esg_policy/ The Daiwa House Group CSR Guidelines: https://www.daiwahouse.com/English/sustainable/csr/vision/social_contributions/

2-24	Embedding policy commitments	Sustainability Report 2022 / Reinforcing the foundation of environmental management Environmental Management (P24), Environmental Education and Awareness-Raising (P26), Supply Chain Management (Environment) (P27-29) Sustainability Report 2022 / Focal theme 1 Mitigating and adapting to climate change / Response to the Task Force on Climate-related Financial Disclosures (TCFD) (P41-44) Sustainability Report 2022 / Implementation Report Society / CSR Management (P68-69) Sustainability Report 2022 / Implementation Report Society / Human Rights Management (P70-75) Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Overview of Endless Social Program 2021 / Issue 8: Promote and improve the efficiency of CSR procurement across the Group (P95) Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 8: Promote and improve the efficiency of CSR procurement across the Group (P102-105) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Issue 14: Establish human rights due diligence at factories / Implementation status of human rights awareness-raising activities with business partners (P123) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Issue 16: Build management base for global business development from a long-term perspective (P127) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Risk Management (P128) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Internal Control (P129) Sustainability Report 2022 / Implementation Report Corporate Governance / Commitment from the Executive Officer in Charge (P131-132) Sustainability Report 2022 / Implementation Report Corporate Governance (P133-135) Sustainability Report 2022 / Environmental Data Strengthening the Foundation of Environmental Management (P152) Corporate governance report / Items related to organizational composition, organizational operation, etc. *Corporate governance report (Japanese text only) https://www.daiwahouse.com/ir/governance/pdf/governance_report.pdf
2-25	Processes to remediate negative impacts	Sustainability Report 2022 / Implementation Report Society / Human Rights Management (P70-71, 73-75) Sustainability Report 2022 / Implementation Report Society / Innovation base / Issue 2: Promote social inclusion in real estate development / Deliberation by Business Investments Committee (P80) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Overview of Endless Social Program 2021 / Issue 14: Establish human rights due diligence at factories (P119) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Issue 14: Establish human rights due diligence at factories (P123)
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Report 2022 / Implementation Report Society / Human Rights Management (P70-75) Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 3: Work style reform for employees / Labor-related non-compliance issues (P87) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Overview of Endless Social Program 2021 / Issue 15: Establish corporate ethics and compliance rules (P120), Issue 15: Establish corporate ethics and compliance rules (P124-125) Sustainability Report 2022 / Social Data Human Rights Management / Innovation base / Human Rights Management / The results of the whistleblower system operation (P182)
2-27	Compliance with laws and regulations	Sustainability Report 2022 / Reinforcing the foundation of environmental management Environmental Management / Compliance with environmental laws and regulations in fiscal 2021 (P25) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Risk Management / Sanction measures due to a violation of law and litigation (including ESG-related issues) (P128) Sustainability Report 2022 / Environmental Data Compliance status with environmental laws and regulations (P151)

2-28	Membership associations	Sustainability Report 2022 / Cooperating with Third Parties and Their Assessment (P138-139)
2-29	Approach to stakeholder engagement	Sustainability Report 2022 / Feature ① Onward! Towards fulfilling Our Hopes for the Future! / Stakeholder Interviews (P8) Sustainability Report 2022 / Reinforcing the foundation of environmental management Eco Communication (P30-31) Sustainability Report 2022 / Implementation Report Society / Long-Term Social Vision (P66) Sustainability Report 2022 / Implementation Report Society / Human Rights Management (P70-71), Stakeholder engagement in applying human rights due diligence (P73) Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 8: Promote and improve the efficiency of CSR procurement across the Group (P103-104) Sustainability Report 2022 / Focal theme 5 Communication base (P112-117) Sustainability Report 2022 / Cooperating with Third Parties and Their Assessment (P138-140) Integrated Report 2021 / Efforts at Social / Communication base (P65) Co-creating a brighter future with our stakeholders: https://www.daiwahouse.com/English/sustainable/csr/vision/stakeholders/index.html The fiscal 2021 ESG small meeting Q & A (Summary): (Japanese text only) https://www.daiwahouse.com/ir/events/pdf/211214.pdf
2-30	Collective bargaining agreements	Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 4: Upgrade human resource development and recruitment / Consensus content and ratio of all employees as subjects of group negotiation agreements (P91) *Although we do not currently have a company-based labor union, we recognize the "freedom of association" as stipulated by Japan's Constitution for all employees.

Disclosure Title		Location of Publication / Reason for Omission
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Identification of materiality for realization of our management vision: (Japanese text only) https://www.daiwahouse.co.jp/sustainable/csr/midterm_plan/materiality.html
3-2	List of material topics	Sustainability Report 2022 / Message from the President / Six materialities and the society we want to create by 2055 (P4) Sustainability Report 2022 / Long-Term Environmental Vision / Four environmental priority themes (P17) Sustainability Report 2022 / Implementation Report Society / Key social themes (P66)

In 3-3 for this fiscal year, we report mainly on our materiality plan and results for fiscal 2021. Our new material topics for fiscal 2022 and beyond have just been identified and are currently in progress, so the results will be reported starting next fiscal year.

Material Topics		
Environment		
1, Mitigating and adapting to climate change		
3-3	Management approach 2021	Sustainability Report 2022 / Implementation Report Environment / Commitment from the Executive Officer in Charge (P14-16) Sustainability Report 2022 / Long-Term Environmental Vision, Action Plan for the Environment (Endless Green Program, 26, 21) (P17-22), General Expand environmental contribution business (P23), Environmental Management (P24-26), Eco Communication (P30-31) Sustainability Report 2022 / Focal theme 1 Mitigating and adapting to climate change (P32-44) Sustainability Report 2022 / Cooperating with Third Parties and Their Assessment (P138-144) Sustainability Report 2022 / Results and self-assessment of the Action Plan for the Environment (Endless Green Program 2021) / Mitigating and adapting to climate change (P145) Sustainability Report 2022 / Environmental Data Strengthening the Foundation of Environmental Management (P151-152) Sustainability Report 2022 / Third-Party Assurance Report (P188)
302: Energy		
302-1	Energy consumption within the organization	Sustainability Report 2022 / Environmental Data Calculation and Reporting of Environmental Data (P150) Sustainability Report 2022 / Environmental Data Real estate portfolio (P154) Sustainability Report 2022 / Environmental Data Mitigating and adapting to climate change (P155-159, P162, P168) Sustainability Report 2022 / Environmental Data Flow of materials imparting environmental load, Environmental accounting (P180-181)
302-2	Energy consumption outside of the organization	Sustainability Report 2022 / Focal theme 1 Mitigating and adapting to climate change (P32-33) Sustainability Report 2022 / Environmental Data Calculation and Reporting of Environmental Data (P150) Sustainability Report 2022 / Environmental Data Mitigating and adapting to climate change (P165-166) *Energy consumption is converted into and disclosed as GHG emission.
302-3	Energy intensity	Sustainability Report 2022 / Environmental Data Real estate portfolio (P154) Sustainability Report 2022 / Environmental Data Mitigating and adapting to climate change (P156-158, 167)
302-4	Reduction of energy consumption	Sustainability Report 2022 / Focal theme 1 Mitigating and adapting to climate change (P32-33) Sustainability Report 2022 / Environmental Data Mitigating and adapting to climate change (P155, 158, 167)
302-5	Reductions in energy requirements of products and services	Sustainability Report 2022 / Environmental Data Mitigating and adapting to climate change (P162) *Energy consumption is converted into and disclosed as GHG emission.

305: Emissions		
305-1	Direct (Scope 1) GHG emissions	Sustainability Report 2022 / Focal theme 1 Mitigating and adapting to climate change (P32-33) Sustainability Report 2022 / Environmental Data Calculation and Reporting of Environmental Data (P150) Sustainability Report 2022 / Environmental Data Mitigating and adapting to climate change (P155-158, 165-168) Sustainability Report 2022 / Environmental Data Flow of materials imparting environmental load, Environmental accounting (P180-181)
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report 2022 / Focal theme 1 Mitigating and adapting to climate change (P32-33) Sustainability Report 2022 / Environmental Data Calculation and Reporting of Environmental Data (P150) Sustainability Report 2022 / Environmental Data Mitigating and adapting to climate change (P155-158, 165-168) Sustainability Report 2022 / Environmental Data Flow of materials imparting environmental load, Environmental accounting (P180-181)
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report 2022 / Focal theme 1 Mitigating and adapting to climate change (P32-33) Sustainability Report 2022 / Environmental Data Calculation and Reporting of Environmental Data (P150) Sustainability Report 2022 / Environmental Data Mitigating and adapting to climate change (P165-168)
305-4	GHG emissions intensity	Sustainability Report 2022 / Focal theme 1 Mitigating and adapting to climate change (P32-33) Sustainability Report 2022 / Environmental Data Calculation and Reporting of Environmental Data (P150) Sustainability Report 2022 / Environmental Data Mitigating and adapting to climate change (P155-156, 167)
305-5	Reduction of GHG emissions	Sustainability Report 2022 / Focal theme 1 Mitigating and adapting to climate change (P32-33) Sustainability Report 2022 / Environmental Data Calculation and Reporting of Environmental Data (P150) Sustainability Report 2022 / Environmental Data Mitigating and adapting to climate change (P155-156, 165-167)

2, Harmony with the natural environment (Preservation of biodiversity)

3-3	Management approach 2021	Sustainability Report 2022 / Implementation Report Environment / Commitment from the Executive Officer in Charge (P14-16) Sustainability Report 2022 / Long-Term Environmental Vision, Action Plan for the Environment (Endless Green Program, 26, 21) (P17-22), General Expand environmental contribution business (P23), Environmental Management (P24-26), Eco Communication (P30-31) Sustainability Report 2022 / Focal theme 2 Harmony with the natural environment (Preservation of biodiversity) (P45-50) Sustainability Report 2022 / Cooperating with Third Parties and Their Assessment (P138-144) Sustainability Report 2022 / Results and self-assessment of the Action Plan for the Environment (Endless Green Program 2021) / Harmony with the natural environment (Preservation of biodiversity) (P145) Sustainability Report 2022 / Environmental Data Strengthening the Foundation of Environmental Management (P151-152)
304: Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability Report 2022 / Focal theme 2 Harmony with the natural environment (Preservation of biodiversity) (P47-50)
304-2	Significant impacts of activities, products, and services on biodiversity	Sustainability Report 2022 / Focal theme 2 Harmony with the natural environment (Preservation of biodiversity) (P45-50) Sustainability Report 2022 / Focal theme 4 Prevention of chemical pollution (P59)
304-3	Habitats protected or restored	Sustainability Report 2022 / Focal theme 2 Harmony with the natural environment (Preservation of biodiversity) (P47-50) Sustainability Report 2022 / Cooperating with Third Parties and Their Assessment (P138-140)
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainability Report 2022 / Focal theme 2 Harmony with the natural environment (Preservation of biodiversity) (P47-50)

3, Resource conservation (longevity, waste reduction, water resource conservation)		
301: Materials		
3-3	Management approach 2021	Sustainability Report 2022 / Implementation Report Environment / Commitment from the Executive Officer in Charge (P14-16) Sustainability Report 2022 / Long-Term Environmental Vision, Action Plan for the Environment (Endless Green Program, 26, 21) (P17-22), General Expand environmental contribution business (P23), Environmental Management (P24-26), Eco Communication (P30-31) Sustainability Report 2022 / Focal theme 3 Closed-loop resource sourcing and conservation of aquatic environments (Greater durability and waste reduction)(P51-56) Sustainability Report 2022 / Cooperating with Third Parties and Their Assessment (P138-144) Sustainability Report 2022 / Results and self-assessment of the Action Plan for the Environment (Endless Green Program 2021) / Closed-loop resource sourcing (Greater durability and waste reduction), Conservation of Aquatic Environments (P146) Sustainability Report 2022 / Environmental Data Strengthening the Foundation of Environmental Management (P151-153)
301-1	Materials used by weight or volume	Sustainability Report 2022 / Environmental Data Harmony with the natural environment (P169) Sustainability Report 2022 / Environmental Data Closed-loop resource sourcing and conservation of aquatic environments (P173-175) Sustainability Report 2022 / Environmental Data Flow of materials imparting environmental load (P180)
301-2	Recycled input materials used	Sustainability Report 2022 / Environmental Data Harmony with the natural environment (P169) Sustainability Report 2022 / Environmental Data Closed-loop resource sourcing and conservation of aquatic environments (P176)
301-3	Reclaimed products and their packaging materials	Sustainability Report 2022 / Results and self-assessment of the Action Plan for the Environment (Endless Green Program 2021) / Closed-loop resource sourcing (Greater durability and waste reduction)(P146) Sustainability Report 2022 / Environmental Data Closed-loop resource sourcing and conservation of aquatic environments (P173-175)
303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Sustainability Report 2022 / Implementation Report Environment (P19) Sustainability Report 2022 / Focal theme 3 Closed-loop resource sourcing and conservation of aquatic environments (Greater durability and waste reduction) (P51-52, P55-56) Sustainability Report 2022 / Environmental Data Closed-loop resource sourcing and conservation of aquatic environments (P176-177) Sustainability Report 2022 / Environmental Data Flow of materials imparting environmental load (P180)
303-3	Water withdrawal	Sustainability Report 2022 / Environmental Data Closed-loop resource sourcing and conservation of aquatic environments (P176-177) Sustainability Report 2022 / Environmental Data Flow of materials imparting environmental load (P180)
303-4	Water discharge	Sustainability Report 2022 / Environmental Data Closed-loop resource sourcing and conservation of aquatic environments (P176-177)
303-5	Water consumption	Sustainability Report 2022 / Focal theme 3 Closed-loop resource sourcing and conservation of aquatic environments (Greater durability and waste reduction) (P55) Sustainability Report 2022 / Environmental Data Closed-loop resource sourcing and conservation of aquatic environments (P176-177)

306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Sustainability Report 2022 / Focal theme 3 Closed-loop resource sourcing and conservation of aquatic environments (Greater durability and waste reduction) (P51) Sustainability Report 2022 / Environmental Data Flow of materials imparting environmental load (P180)
306-2	Management of significant waste-related impacts	Sustainability Report 2022 / Focal theme 3 Closed-loop resource sourcing and conservation of aquatic environments (Greater durability and waste reduction) / Waste reduction and zero emissions at production and construction sites (P53) Sustainability Report 2022 / Environmental Data Flow of materials imparting environmental load (P180)
306-3	Waste generated	Sustainability Report 2022 / Focal theme 3 Closed-loop resource sourcing and conservation of aquatic environments (Greater durability and waste reduction) (P51-52) Sustainability Report 2022 / Environmental Data Closed-loop resource sourcing and conservation of aquatic environments (P173-175) Sustainability Report 2022 / Environmental Data Flow of materials imparting environmental load (P180)
306-4	Waste diverted from disposal	Sustainability Report 2022 / Focal theme 3 Closed-loop resource sourcing and conservation of aquatic environments (Greater durability and waste reduction) (P51-52) Sustainability Report 2022 / Environmental Data Closed-loop resource sourcing and conservation of aquatic environments (P173-175)
306-5	Waste directed to disposal	Sustainability Report 2022 / Environmental Data Closed-loop resource sourcing and conservation of aquatic environments (P173-175)

4, Prevention of Chemical Pollution

3-3	Management approach 2021	Sustainability Report 2022 / Implementation Report Environment / Commitment from the Executive Officer in Charge (P14-16) Sustainability Report 2022 / Long-Term Environmental Vision, Action Plan for the Environment (Endless Green Program, 26, 21) (P17-22), Environmental Management (P24-26), Eco Communication (P30-31) Sustainability Report 2022 / Focal theme 4 Prevention of chemical pollution (P57-59) Sustainability Report 2022 / Cooperating with Third Parties and Their Assessment (P138-144) Sustainability Report 2022 / Results and self-assessment of the Action Plan for the Environment (Endless Green Program 2021) / Prevention of chemical pollution (P146) Sustainability Report 2022 / Environmental Data Strengthening the Foundation of Environmental Management (P151-152)
303: Water and Effluents 2018		
303-2	Management of water discharge-related impacts	Sustainability Report 2022 / Focal theme 4 Prevention of chemical pollution (P57) / Reducing chemical substances in our procurement and business activities / Preventing air pollution and water pollution (P59) Sustainability Report 2022 / Environmental Data Closed-loop resource sourcing and conservation of aquatic environments (P177)
304: Biodiversity		
304-2	Significant impacts of activities, products, and services on biodiversity	Sustainability Report 2022 / Focal theme 4 Prevention of chemical pollution (P57) / Reducing chemical substances in our procurement and business activities / Preventing air pollution and water pollution (P59) / Prevention of soil contamination (P61)
305: Emissions		
305-6	Emissions of ozone-depleting substances (ODS)	<Reasons / explanations for omission> The Daiwa House Group does not produce, import, or export fluorocarbons, and other substances, so they are excluded from the target. We properly dispose of hazardous wastes such as fluorocarbons in accordance with the law.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Report 2022 / Focal theme 4 Prevention of chemical pollution (P57-58) Sustainability Report 2022 / Environmental Data Prevention of chemical pollution / VOC emissions (P178-179) Sustainability Report 2022 / Environmental Data Flow of materials imparting environmental load (P180) Sustainability Report 2022 / Environmental Data Environmental accounting (P181)

Society		
1, Innovation base		
3-3	Management approach 2021	Sustainability Report 2022 / Implementation Report Society / Long-Term Social Vision (P66), Social Medium-Term Plan (Endless Social Program) (P67), CSR Management (P68-69) Sustainability Report 2022 / Implementation Report Society / Innovation base (P76-82) Sustainability Report 2022 / Cooperating with Third Parties and Their Assessment (P138-144) Sustainability Report 2022 / Results and self-assessment of the Social Medium-Term Plan (Endless Social Program 2021) / Innovation base (P147) Sustainability Report 2022 / Social Data Innovation base (P183)
413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report 2022 / Implementation Report Society / Innovation base / Issue 2: Promote social inclusion in real estate development (P81-82)
413-2	Operations with significant actual and potential negative impacts on local communities	<Reasons / explanations for omission> Not applicable: No items apply.
2, Human resources base		
3-3	Management approach 2021	Sustainability Report 2022 / Implementation Report Society / Long-Term Social Vision (P66), Social Medium-Term Plan (Endless Social Program) (P67), CSR Management (P68-69) Sustainability Report 2022 / Implementation Report Society / Human resources base (P83-92) Sustainability Report 2022 / Cooperating with Third Parties and Their Assessment (P138-139, 141-144) Sustainability Report 2022 / Results and self-assessment of the Social Medium-Term Plan (Endless Social Program 2021) / Human resources base (P147) Sustainability Report 2022 / Social Data Human resources base (P184-185) Sustainability Report 2022 / Corporate Governance Data / Number of female board members (P187)
401: Employment		
401-1	New employee hires and employee turnover	Sustainability Report 2022 / Social Data Human resources base / Employment and turnover (P184)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report 2022 / Social Data Human resources base / Classifications of allowance provision to domestic employees (P184)
401-3	Parental leave	Sustainability Report 2022 / Social Data Human resources base / Childcare leave uptake (P184)

403: Occupational Health and Safety 2018		
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report 2022 / Implementation Report Society / Human resources base / Overview of Endless Social Program 2021 / Issue 3: Work style reform for employees (P84), Issue 3: Work style reform for employees (P86-87)
403-3	Occupational health services	Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 3: Work style reform for employees (P87)
403-5	Worker training on occupational health and safety	Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 3: Work style reform for employees / Mental healthcare (P87)
403-6	Promotion of worker health	Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 3: Work style reform for employees (P87)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 3: Work style reform for employees / Response to global health issues (P88)
403-8	Workers covered by an occupational health and safety management system	Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 3: Work style reform for employees (P86-87)
403-9	Work-related injuries	Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 3: Work style reform for employees (P86-87) Sustainability Report 2022 / Social Data Human resources base / Average overtime hours (P184)
403-10	Work-related ill health	Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 3: Work style reform for employees (P86-87) Sustainability Report 2022 / Social Data Human resources base / Average overtime hours (P184)
404: Training and Education		
404-1	Average hours of training per year per employee	Sustainability Report 2022 / Social Data Human resources base / Investment in and annual average time allotted to human resources development (P184)
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 4: Upgrade human resource development and recruitment (P90-91)
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 4: Upgrade human resource development and recruitment (P89)

405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 5: Promote Diversity and Inclusion (P92) Sustainability Report 2022 / Implementation Report Corporate Governance / Diversity amongst directors (P134) Sustainability Report 2022 / Social Data Human resources base / Diverse human resources (P185) Sustainability Report 2022 / Corporate Governance Data / Number of female board members (P187) Notice of the 83rd Ordinary General Meeting of Shareholders / Election of Fifteen (15) Directors (P10-18) https://www.daiwahouse.com/English/ir/stockholder/pdf/Notice_of_the_83rd_Ordinary_General_Meeting_of_Shareholders.pdf
405-2	Ratio of basic salary and remuneration of women to men	Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 4: Upgrade human resource development and recruitment / Action on eliminating gender pay gaps (P91) Sustainability Report 2022 / Social Data Human resources base / Gender pay gap (P184), Diverse human resources (P185)

3, Technology and manufacturing base		
3-3	Management approach 2021	Sustainability Report 2022 / Implementation Report Society / Long-Term Social Vision (P66), Social Medium-Term Plan (Endless Social Program) (P67), CSR Management (P68-69) Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base (P93-105) Sustainability Report 2022 / Cooperating with Third Parties and Their Assessment (P138-144) Sustainability Report 2022 / Results and self-assessment of the Social Medium-Term Plan (Endless Social Program 2021) / Technology and manufacturing base (P148) Sustainability Report 2022 / Social Data Technology and manufacturing base (P186)
204: Procurement Practices		
204-1	Proportion of spending on local suppliers	\<Reasons / explanations for omission\> Information unavailable: Information regarding this item is unavailable at this moment.
308: Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	Sustainability Report 2022 / Reinforcing the foundation of environmental management Supply Chain Management (Environment) (P27-29) Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 8: Promote and improve the efficiency of CSR procurement across the Group (P102-105)
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainability Report 2022 / Reinforcing the foundation of environmental management Supply Chain Management (Environment) (P27-29) Sustainability Report 2022 / Focal theme 2 Harmony with the natural environment / Preserving biodiversity in our procurement and business processes (P47-48) Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 8: Promote and improve the efficiency of CSR procurement across the Group (P102-105) Sustainability Report 2022 / Environmental Data Harmony with the natural environment (P169-171)
403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 6: Enforce safety/security at construction sites (P96-97)
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 6: Enforce safety/security at construction sites (P96-97)
403-3	Occupational health services	Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 6: Enforce safety/security at construction sites (P96-97)
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 6: Enforce safety/security at construction sites (P96-97)

403-5	Worker training on occupational health and safety	Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 6: Enforce safety/security at construction sites (P96-97) Sustainability Report 2022 / Social Data Technology and manufacturing base / Occupational safety and health education (P186)
403-6	Promotion of worker health	Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 6: Enforce safety/security at construction sites (P96-97)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 6: Enforce safety/security at construction sites (P96-97)
403-8	Workers covered by an occupational health and safety management system	Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 6: Enforce safety/security at construction sites (P96-97)
403-9	Work-related injuries	Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 6: Enforce safety/security at construction sites (P96-97) Sustainability Report 2022 / Social Data Technology and manufacturing base (P186)
403-10	Work-related ill health	Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 6: Enforce safety/security at construction sites (P96-97) Sustainability Report 2022 / Social Data Technology and manufacturing base (P186)
414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Overview of Endless Social Program 2021 / Issue 8: Promote and improve the efficiency of CSR procurement across the Group (P95), Issue 8: Promote and improve the efficiency of CSR procurement across the Group (P102-105)
414-2	Negative social impacts in the supply chain and actions taken	Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 8: Promote and improve the efficiency of CSR procurement across the Group (P102-105)

6, Risk countermeasures base	
3-3	Management approach 2021	Sustainability Report 2022 / Implementation Report Society / Long-Term Social Vision (P66), Social Medium-Term Plan (Endless Social Program) (P67), CSR Management (P68-69) Sustainability Report 2022 / Focal theme 6 Risk countermeasures base (P118-129) Sustainability Report 2022 / Cooperating with Third Parties and Their Assessment (P143-144) Sustainability Report 2022 / Results and self-assessment of the Social Medium-Term Plan (Endless Social Program 2021) / Risk countermeasures base / Establish corporate ethics and compliance rules (P148) Sustainability Report 2022 / Social Data Technology and manufacturing base / Risk countermeasures base / Risk countermeasures base (P186) Basic policy on anti-corruption: (Japanese text only) https://www.daiwahouse.co.jp/sustainable/social/esg_policy/anti_corruption/

205: Anti-corruption	
205-1	Operations assessed for risks related to corruption	Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Internal Control / Anti-corruption (P129)
205-2	Communication and training about anticorruption policies and procedures	Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Overview of Endless Social Program 2021 / Issue 15: Establish corporate ethics and compliance rules, Issue 16: Build management base for global business development from a long-term perspective (P120), Issue 15: Establish corporate ethics and compliance rules (P124-126), Issue 16: Build management base for global business development from a long-term perspective (P127) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Internal Control / Anti-corruption (P129)
205-3	Confirmed incidents of corruption and actions taken	Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Risk Management / Sanction measures due to a violation of law and litigation (including ESG-related issues) (P128) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Internal Control / Anti-corruption (P129)

206: Anti-competitive Behavior	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Risk Management / Sanction measures due to a violation of law and litigation (including ESG-related issues) (P128)

307: Environmental Compliance	
307-1	Non-compliance with environmental laws and regulations	Sustainability Report 2022 / Reinforcing the foundation of environmental management Environmental Management / Compliance with environmental laws and regulations in fiscal 2021 (P25) Sustainability Report 2022 / Environmental Data Compliance status with environmental laws and regulations (P151)

419: Socioeconomic Compliance	
419-1	Non-compliance with laws and regulations in the social and economic area	Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Risk Management / Sanction measures due to a violation of law and litigation (including ESG-related issues) (P128)

Material topics that do not fall under GRI Standards requirements		
4, Customer base		
3-3	Management approach 2021	Sustainability Report 2022 / Implementation Report Society / Long-Term Social Vision (P66), Social Medium-Term Plan (Endless Social Program) (P67), CSR Management (P68-69) Sustainability Report 2022 / Focal theme 4 Customer base (P106-111) Sustainability Report 2022 / Cooperating with Third Parties and Their Assessment (P138-144) Sustainability Report 2022 / Results and self-assessment of the Social Medium-Term Plan (Endless Social Program 2021) / Customer base (P148)
5, Communication base		
3-3	Management approach 2021	Sustainability Report 2022 / Implementation Report Society / Long-Term Social Vision (P66), Social Medium-Term Plan (Endless Social Program) (P67), CSR Management (P68-69) Sustainability Report 2022 / Focal theme 5 Communication base (P112-117) Sustainability Report 2022 / Cooperating with Third Parties and Their Assessment (P138-144) Sustainability Report 2022 / Results and self-assessment of the Social Medium-Term Plan (Endless Social Program 2021) / Communication base (P148)

GRI Standards requirements other than material topics

201: Economic Performance

201-1	Direct economic value generated and distributed	83rd Annual Securities Report April 2021-March 2022 / Key Performance Indicators, Consolidated financial statements (Japanese text only) https://www.daiwahouse.com/ir/shouken/pdf/83yuuhou.pdf
201-2	Financial implications and other risks and opportunities due to climate change	Sustainability Report 2022 / Implementation Report Environment / Commitment from the Executive Officer in Charge (P14-16) Sustainability Report 2022 / Long-Term Environmental Vision, Action Plan for the Environment (Endless Green Program) (P17-22) Sustainability Report 2022 / Focal theme 1 Mitigating and adapting to climate change (P32-44) Sustainability Report 2022 / Environmental Data Flow of materials imparting environmental load, Environmental accounting (P180-181)
201-3	Defined benefit plan obligations and other retirement plans	83rd Annual Securities Report April 2021-March 2022 / Consolidated financial statements, Defined benefit system (Japanese text only) https://www.daiwahouse.com/ir/shouken/pdf/83yuuhou.pdf
201-4	Financial assistance received from government	<Reasons / explanations for omission> Information unavailable: Information regarding this item is unavailable at this moment.

202: Market Presence

202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 4: Upgrade human resource development and recruitment / Hiring locally in Japan and overseas (P90), Achieving equal pay for equal work (P91) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Issue 16: Build management base for global business development from a long-term perspective (P127)
202-2	Proportion of senior management hired from the local community	Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 4: Upgrade human resource development and recruitment / Hiring locally in Japan and overseas (P90) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Issue 16: Build management base for global business development from a long-term perspective (P127)

203: Indirect Economic Impacts

203-1	Infrastructure investments and services supported	Sustainability Report 2022 / Implementation Report Society / Innovation base / Overview of Endless Social Program 2021 / Issue 1: Build platforms for innovating solutions to social issues (P77), Issue 1: Build platforms for innovating solutions to social issues (P78-79) Sustainability Report 2022 / Implementation Report Society / Innovation base / Overview of Endless Social Program 2021 / Issue 2: Promote social inclusion in real estate development (P77), Issue 2: Promote social inclusion in real estate development (P80-82) Sustainability Report 2022 / Implementation Report Society / Communication base / Community Service and Cocreation Activities: Contribution to Local Communities (P117) Results of social contribution: (Japanese text only) https://www.daiwahouse.co.jp/sustainable/csr/esg/contribution/index.html Endless and Heart Donations Program: (Japanese text only) https://www.daiwahouse.co.jp/sustainable/social/contribution/funds/index.html
203-2	Significant indirect economic impacts	Sustainability Report 2022 / Implementation Report Society / Innovation base / Overview of Endless Social Program 2021 / Issue 2: Promote social inclusion in real estate development (P77), Issue 2: Promote social inclusion in real estate development (P80-82)

207: Tax 2019		
207-1	Approach to tax	Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Issue 15: Establish corporate ethics and compliance rules / Policy regarding taxation (P125)
207-2	Tax governance, control, and risk management	Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Issue 15: Establish corporate ethics and compliance rules / Policy regarding taxation (P125)
207-3	Stakeholder engagement and management of concerns related to tax	Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Issue 15: Establish corporate ethics and compliance rules / Policy regarding taxation (P125)
207-4	Country-by-country reporting	Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Issue 15: Establish corporate ethics and compliance rules / Policy regarding taxation (P125) 83rd Annual Securities Report April 2021-March 2022 (Japanese text only) https://www.daiwahouse.com/ir/shouken/pdf/83yuuhou.pdf
406:Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Sustainability Report 2022 / Implementation Report Society / Human Rights Management / Total number of discrimination cases and corrective actions implemented (P75)
407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report 2022 / Implementation Report Society / Human Rights Management (P73) Sustainability Report 2022 / Implementation Report Society / Human resources base / Issue 4: Upgrade human resource development and recruitment / Consensus content and ratio of all employees as subjects of group negotiation agreements (P91) Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 8: Promote and improve the efficiency of CSR procurement across the Group (P102-105)
408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability Report 2022 / Implementation Report Society / Human Rights Management (P73-74) Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 8: Promote and improve the efficiency of CSR procurement across the Group (P103) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Overview of Endless Social Program 2021 / Issue 14: Establish human rights due diligence at factories (P119), Issue 14: Establish human rights due diligence at factories (P123)
409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report 2022 / Implementation Report Society / Human Rights Management (P73-74) Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 8: Promote and improve the efficiency of CSR procurement across the Group (P103) Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Overview of Endless Social Program 2021 / Issue 14: Establish human rights due diligence at factories (P119), Issue 14: Establish human rights due diligence at factories (P123)

410: Security Practices		
410-1	Security personnel trained in human rights policies or procedures	Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Issue 14: Establish human rights due diligence at factories (P123)
411: Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of indigenous peoples	Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 8: Promote and improve the efficiency of CSR procurement across the Group / Response to rights of indigenous people (P104)
412: Human Rights Assessment		
412-1	Operations that have been subject to human rights reviews or impact assessments	Sustainability Report 2022 / Implementation Report Society / Human Rights Management (P70-75)
412-2	Employee training on human rights policies or procedures	Sustainability Report 2022 / Implementation Report Society / Human Rights Management / Implementation status of human rights awareness-raising activities against employees (P75) Sustainability Report 2022 / Social Data Human Rights Management / Innovation base / Implementation status of human rights awareness-raising training (P182)
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<Reasons / explanations for omission> Not applicable: No items apply.
415: Public Policy		
415-1	Political contributions	<Reasons / explanations for omission> Confidentiality constraints: This information is considered to have the risk of containing confidential material. Basic policy on anti-corruption / Policy regarding political contributions: (Japanese text only) https://www.daiwahouse.co.jp/sustainable/social/esg_policy/anti_corruption/
416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 7: Improve productivity in manufacturing operations with the cooperation of business partners / Impact assessment on product safety (P100)
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Risk Management / Sanction measures due to a violation of law and litigation (including ESG-related issues) (P128)

417: Marketing and Labeling	
417-1	Requirements for product and service information and labeling	Sustainability Report 2022 / Focal theme 1 Mitigating and adapting to climate change / Helping to reduce greenhouse gas emissions through our products and services (P37-38) Sustainability Report 2022 / Focal theme 2 Harmony with the natural environment / Preserving biodiversity through our products and services (P49-50) Sustainability Report 2022 / Implementation Report Society / Technology and manufacturing base / Issue 7: Improve productivity in manufacturing operations with the cooperation of business partners / Impact assessment on product safety (P100) Sustainability Report 2022 / Implementation Report Society / Customer base / Issue 10: Promote customer support to maintain long-term relationships / Providing product information (P111)
417-2	Incidents of non-compliance concerning product and service information and labeling	Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Risk Management / Voluntary restrictions and legal violations in marketing and communications, Sanction measures due to a violation of law and litigation (including ESG-related issues) (P128)
417-3	Incidents of non-compliance concerning marketing communications	Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Risk Management / Voluntary restrictions and legal violations in marketing and communications, Sanction measures due to a violation of law and litigation (including ESG-related issues) (P128)
418: Customer Privacy	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report 2022 / Implementation Report Society / Risk countermeasures base / Risk Management / Measures to protect privacy (P128)