



Social Data | Human rights management/Innovation base

Human rights management

0-1 The results of the whistleblower system operation

	FY2019	FY2020	FY2021
Corporate Ethics and Human Rights Hotline (Of which, consultations relating to harassment)	136 (33)	138 (44)	* 99 (24)
Power Harassment Prevention Hotline	73	68	* 45
Human rights Hotline (Of which, consultations relating to harassment)	—	—	* 125 (51)
Risk Information Hotline	17	34	69
Partners Hotline	17	22	28
Lawyer Hotline	4	2	5
Global Whistleblower System	2	0	0

* The results for Corporate Ethics and Human Rights Hotline and Power Harassment Prevention Hotline are the number of calls received up to September 2021.
From October 2021, the two hotlines were merged into the Human Rights Hotline.

0-2 Implementation status of human rights awareness-raising training

Number of participants	Total training hours*
63,773	31,886 hours

* Regarding training hours per person are aggregated as 0.5 hours

Innovation base

1-1 Major business collaborations and validation experiments to create for innovation and to solve social issues

Signed in	Alliance partners	Details
January 2022	Panasonic Corporation Asukanet Co., Ltd.	Commenced a joint trial of a "Floating Touch Panel Intercom" for apartment buildings using mid-air touch displays.
January 2022	Metro Holdings Limited	Memorandum of understanding for strategic partnership
May 2021	Fujita Corporation Jyuichiya Co., Ltd.	Developed SWAN [®] welding robot system for construction sites

1-2 Examples of major products for solving social issues

Product name	Description
Teleworking style	Homes that offer a more enriching daily life and do not leave residents stressed when working from home
"Kaji (Chore) Share House"	Prompted by the rising number of dual-income households, these are single-family houses in which the layout and design ideas are aimed at reducing the burden of housework by making it easy for everyone in the house to do chores together
Cocolan miniature moth orchids	A co-creation initiative involving both agriculture and welfare in the form of a facility for cultivating miniature moth orchids where diverse community residents can work together and get to know one another

1-3 Major examples of public-private partnership projects

Start date	Local governments	Contents of agreements
Scheduled to open in March 2026	Toyama City, Toyama Prefecture	Toyama City public local wholesale market redevelopment project
Main construction scheduled to commence in January 2023	Yokohama City, Kanagawa Prefecture	Minato Mirai 21 Central District 52 Block development project
Scheduled to open in March 2023	Fukuoka City, Fukuoka Prefecture	Project for constructing Next-generation R&D Center in Kyudashin-machi, Fukuoka City
Scheduled to open in Fall 2024	Ōmura City, Nagasaki Prefecture	Project to develop city land adjacent to Shin-Ōmura railway station



Social Data | Innovation base

1-4 Examples of community engagement

Subdivision	Location	Developed Area	Facility description, Number of lots	Noteworthy measures
Japanese Red Cross site lifelong activity town (CCRC) business CoCo Run City Maebashi	Maebashi City, Gunma Prefecture	38,486m ²	Single-family houses: 17 (Daiwa House Industry) Apartment buildings: 2 (Daiwa House Industry) Commercial facility: 1 (Daiwa House Industry) Fee-based nursing care facility for the elderly: 1 Certified childcare facility: 1 After hours emergency medical center: 1 Welfare center: 1 Park	<ul style="list-style-type: none"> Maebashi City issued a request for tenders for the Japanese Red Cross site lifelong activity town (CCRC) business to be built on the former site of a Japanese Red Cross Maebashi Hospital. Daiwa House Industry was selected as the lead contractor. The participating companies and organizations set up an organization called CoCo Run Circle Maebashi to pursue a variety of measures aimed at making the city more attractive. The organization promotes voluntary and spontaneous initiatives with the aim of actively bringing together and combining the expertise, networks, and know-how of the various participants in order to create "CoCo Run City Maebashi." Maebashi City and CoCo Run Circle Maebashi have entered into a cooperation agreement. They are working to make the area more attractive and increase the associated population so as to foster both the users of CoCo Run City Maebashi and the community made up of a diversity of people and generations in the surrounding areas. Spaces for the local community have been provided in the commercial facility, park café, and elsewhere. Places are being created where local people can gather.
Royal City Aso Ichinomiya Resort ASONOHARA	Aso City, Kumamoto Prefecture	49,177m ²	Single-family houses: 29	<ul style="list-style-type: none"> Development of the first new block for the Forest Housing Business. In the surrounding undeveloped area we are enhancing the environment of the coniferous forest and forming grassland from the wilderness. Buildings are placed to ensure a decent interval between them, and with onsite verification the plan allows a view of the nearby five peaks of Mount Aso from any of the residences. The existing topography is used to form boundaries for the plots. No utility poles are placed in the residential area, out of consideration for the landscape and safety. Lighting products are selected to not detract from the view of the night sky. We conduct ecosystem inspections and follow the advice of natural environmental consultants to decide which trees to plant and how to manage them. Establishment of the Environmental Preservation Rules. Areas next to the road on housing sites will be recreated as green fields, to create grassland holiday homes. Gained two environmental certifications: the Japan Habitat Evaluation and Certification Program (JHEP), a first for Daiwa House, and Association for Business Innovation in harmony with Nature and Community (ABINO). Continue holding monitoring and interviews with experts after the completion. Engage in efforts to recreate the historical unique grassland environment of Mount Aso through involvement with the local Grassland Restoration Committee and with local residents.
Cocolan House orchid growing facility	Miki City, Hyogo Prefecture	5152.18m ² (Site area)	Growing facilities: 4 Garden: 949 m ²	<ul style="list-style-type: none"> Cocolan House constructed in January 2019 Since 2019, annual Cocolan presentations have been given to former pupils of all of the local elementary schools in Miki City The facility has been made available for a hands-on program by a nearby special needs school The facility has been made available for service learning and internships by Kansai University of International Studies Outsourced production of pressed Cocolan flower bookmarks to Seiyō Nada Special Needs School of Kobe City and Hyogo Prefectural West Kobe Special-Needs Educational High School (zero flower loss challenge) Garden specially made for enjoyment of local people and employees, featuring plants that match local flora. Daiwa House Bloom Co., Ltd. established in April 2021 as a company for employing the disabled. * Cultivation of Cocolan orchids to order Obtained class A MPS certification (an international certification system for flower growers) for the environmental sustainability of the flower cultivation process in January 2022 Completed installation of five priority parking spaces, multi-purpose toilets, ramps, rest area, and other facilities to ensure the facility is safe for everyone, including the disabled A gallery space was also opened to provide information to facility visitors Monthly market held in inclusive garden

1-5 Major examples of cooperation agreements with local governments * Agreed or updated since October 2020

Date of renewal (date of agreement)	Local governments	Contents of agreements	Date of renewal (date of agreement)	Local governments	Contents of agreements
Agreed in April 2022	Yokohama City, Kanagawa Prefecture	Agreement on cooperation for storage of emergency provisions for disasters	Agreed in February 2021	Kitakami City, Iwate Prefecture	Agreement on cooperation for storage of emergency provisions during earthquakes and other disasters
Renewed in April 2022 (Agreed in January 2020)	Yokohama City, Kanagawa Prefecture	Agreement on cooperation for sustainable community development of suburban housing complexes	Agreed in January 2021	Akaiwa City, Okayama Prefecture	Agreement on support and cooperation during disasters
Agreed in March 2022	Chikuma City, Nagano Prefecture	Agreement on taking in evacuees in the event of a disaster	Agreed in December 2020	Tosu City, Saga Prefecture	Agreement on support for civic life during earthquakes and other disasters
Agreed in February 2022	Maebashi City, Gunma Prefecture	Cooperation agreement on CCRC business	Agreed in November 2020	Osaka	Comprehensive agreement on collaboration and cooperation
Agreed in November 2021	Kanegasaki, Iwate Prefecture	Agreement on cooperation for storage of emergency provisions during disasters	Agreed in November 2020	Nagareyama City, Chiba Prefecture	Agreement on the use as a temporary evacuation shelter during disasters



Social Data | Human resources base

Human resources base

2-1 Childcare leave uptake

	2019	2020	2021
Childcare leave uptake (Female) (%)	96.6	91.6	92.4
Childcare leave uptake (Male) (%)	42.3	42.4	41.9

2-2 Various types of welfare programs

■ Classifications of allowance provision to domestic employees

	Employees	Employees on probation	Post-retirement specially commissioned employees	Limited-term contractual employees
Retirement allowance	○	×	×	×
Taking childcare leave	○	○	○	○
Group insurance entry	○	○	○	○
Stock ownership entry	○	○	○	○

■ Rate of obtainment of paid holidays

	2019	2020	2021
Rate of obtainment of paid holidays	68.4%	59.6%	57.3%

2-3 Average overtime hours

	2019	2020	2021
Average overtime hours	30.2 hours	24.2 hours	22.7 hours

2-4 Periodic medical examinations and health guidance

Percentage of employees receiving periodic medical examinations	96.4%
Percentage of follow-up testing of patients with abnormal test results	91.0%
Number of employees receiving/eligible for specific health guidance (ratio)	829/6,076 (13.6%)
Percentage of employees receiving stress checks	91.3%
Number of employees identified as high stress receiving/requesting consultation with physician	35/35 (100%)

2-5 Mental health training attendance

* All provided as e-learning.

Mental health line care seminar (newly appointed managers)	139
Mental health line care seminar (newly appointed managers)	236
Mental health self-care seminar (new employees)	498
Mental health mindfulness training	15,944

2-6 Gender pay gap

■ Average salary (full-time regular employees)

Company-wide	8,842,493 yen
Average (male)	9,619,994 yen
Average (female)	5,842,910 yen
Average female salary as percentage of male	60.7%

2-7 Investment in and annual average time allotted to human resources development

① Total investment

125,269,672 yen (non-consolidated)
409,251,756 yen (consolidated)

* Consolidated: Daiwa House and 12 major Group companies (calculated for each company on the basis of their own criteria)

② Total attendees

5,748 (non-consolidated)
29,586 (consolidated)

* Consolidated: Daiwa House and 12 major Group companies (calculated for each company on the basis of their own criteria)

③ Training hours per employee (non-consolidated)

Training hours per employee	2.32 hours
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* Training hours per employee = Total training hours/employees

* The data includes only grade-specific training and non-grade-specific training, and excludes training aimed at upgrading specialized knowledge and skills in each division.

* Due to COVID-19, trainings were either cancelled or held online with the exception of some programs.

2-8 Employment and turnover

■ Average years of tenure

Average years of tenure: female employees	11.2 years
Average years of tenure: male employees	15.9 years
Difference in average years of tenure between male and female employees	4.7 years

■ Turnover for voluntary reasons in the past three years

	2019	2020	2021
Non-consolidated	3.33%	3.49%	3.82%
12 major Group companies*	4.51%	3.32%	4.16%

* For the 12 major Group companies, employee turnover in the first three years of employment averaged 13.75% in fiscal 2021.



Social Data | Human resources base

2-9 Diverse human resources

■ Female roles by position and grade (non-consolidated) * As of April 1 of each year

	2018	2019	2020	2021	2022
Women employees	3,239	3,405	3,499	3,476	3,470
(Ratio)	19.9%	20.4%	20.7%	20.8%	21.0%
Women executives	1	1	2	2	3
Women managers	123	137	160	177	217
(Ratio)	3.3%	3.6%	4.1%	4.5%	4.9%
Among deputy managers	4	4	7	8	11
(Ratio)	0.7%	0.7%	1.2%	1.4%	1.8%
Chiefs	581	639	681	767	867
(Ratio)	13.9%	15.2%	16.0%	17.9%	19.2%
Women engineers	127	141	152	150	146
(Ratio)	4.3%	4.6%	4.9%	4.9%	4.8%
Women sales reps	427	468	475	441	434
(Ratio)	9.1%	9.9%	10.2%	9.9%	10.2%

(consolidated)

	2018	2019	2020	2021	2022
Women executives	14	14	15	17	16
Women managers	302	352	418	466	548
(Ratio)	4.0%	4.5%	5.0%	5.5%	6.0%

* Consolidated: Daiwa House and 62 Group companies (executives includes executive officers)

■ Number of participants in life design seminar*

	2019	2020	2022
Participants	118	132	183

* Seminar on the personnel system and treatment from age 61, and on the interim working style and lifestyle up to the mandatory retirement age of 65, as well as on public pension system, corporate pension system, and health management.

■ Recruitment * Figures for each fiscal year are as of April 1

	2018	2019	2020	2021	2022
New graduates	935	918	826	503	566
No. of females	265	250	205	118	146
(Ratio)	(28.3%)	(27.2%)	(24.8%)	(23.5%)	(25.8%)
Mid-career recruits	148	145	80	63	

■ Limited-term contractual employees * Figures for each fiscal year are as of April 1

	2020	2021	2022
Limited-term contractual employees	972	919	885
Post-retirement specially commissioned employees	204	204	195
Employees on probation	63	24	35
Part-time employees	634	567	541
Total	1,873	1,714	1,656

■ Rate of employees with disabilities * Figures for each fiscal year are as of April 1

	2020	2021	2022
Non-consolidated	2.45%	2.50%	2.46%
12 major Group companies	2.06%	1.90%	2.22%

■ Percentage of employees aged 60 or over * Figures for each fiscal year are as of April 1

	2020	2021	2022
Non-consolidated	2.67%	2.80%	3.25%
12 major Group companies	4.91%	7.27%	8.25%



Social Data | Technology and manufacturing base/Risk countermeasures base

Technology and manufacturing base

3-1 Safety targets for fiscal 2022

Items	Important activities
Incidents resulting in death...0	Conduct activities for preventing serious accidents in line with safety and health management plan. (Identify and correct risks on a monthly basis)
Incidents caused by a third party...0	Optimally allocate on-site workers and flagmen based on plan
Heavy machinery-related incidents... decrease 30% from FY2021	① Implement patrols of worksites where heavy machinery is used ② Provide guidance on preventing accidents with heavy machinery as a part of safety enhancement activities
Slip/fall incidents resulting in an absence of at least four workdays... decrease 30% from FY2021	① Prepare work plans for building construction and demolition jobs ② Compulsory wearing of fall prevention equipment (full harness with 2 hooks type) when working in high locations ③ Conduct thorough pre-work inspection of open areas on scaffolding boards
Heat stroke incidents resulting in an absence of at least four workdays...0	① Educate housing crews about heat stroke ② Educate building and housing complexes crews at each worksite

3-2 Occupational safety and health education

■ Occupational safety and health education

Asbestos-related e-learning	4 seminars 394 attendees
Safety management e-learning	11 seminars 4,460 attendees

* Training relating to the health and safety standards such as safety and health seminars or equipment training held at our 12 major Group companies:
Total of 43,200 participants, training costs of 17,054,850 yen

3-3 Number of construction site industrial accidents

■ Number of construction site industrial accidents requiring 4 or more days of missed work

	2019	2020	2021
Daiwa House Industry	4	2	4
Construction site	31	28	35

■ Frequency rate of industrial accidents requiring 4 or more days of missed work

2019	2020	2021
0.19	0.16	0.24

* "Frequency rate" represents the number of industrial accidents that have occurred involving worker injury or death per one million hours worked.

■ Number of fatalities in industrial accidents

	2019	2020	2021
Company employees	0	0	0
Partner personnel	2	0	1

Risk countermeasures base

4-1 Results of questionnaire survey for business partners

■ Results of questionnaire survey for business partners

	2019	2020	2021
Rate of response	78.1%	70.6%	79.8%
Percentage of respondents who stated "no problem" with regard to our employees' conduct	80.7%	84.9%	88.5%