

Social Data

Scope of social data

◇ Scope of coverage

Non-consolidated: Only Daiwa House Industry Co., Ltd. (Data on human capital base exclude those on employees who work overseas)

Consolidated A: 15 Daiwa House Group companies [Data coverage*: 69.3%].

(Daiwa House Industry Co., Ltd., Cosmos Initia Co., Ltd., DesignArc Co., Ltd., Fujita Corporation, Global Community Co., Ltd., Sports Club NAS Co., Ltd., Daiwa House Chintai Reform Co., Ltd., Daiwa House Real Estate Co., Ltd., Daiwa House Realty Mgt. Co., Ltd., Daiwa House Reform Co., Ltd., Daiwa Logistics Co., Ltd., Daiwa LifeNext Co., Ltd., Daiwa Lease Co., Ltd., Daiwa Living Co., Ltd., Royal Home Center Co., Ltd.)

Consolidated B: 18 Daiwa House Group companies [Data coverage*: 74.3%].

(15 companies in consolidated A, Kouyama UNYU Co., Ltd., Daiwa Resort Co., Ltd., Daiwa Roynet Hotels Co., Ltd.)

* Based on the number of employees as of April 1, 2023.

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0-1 The results of the whistleblowing system operation

	FY2020	FY2021	FY2022
Corporate Ethics and Human Rights Hotline (of which consultation on harassment)	138 (44)	* 99 (24)	—
Power Harassment Prevention Hotline	68	* 45	—
Human Rights Hotline (of which consultation on harassment)	—	* 125 (51)	219 (95)
Risk Information Hotline	34	69	77
Partners Hotline	22	28	23
Lawyer Hotline	2	5	7
Global Whistleblowing System	0	0	0

* The numbers for the Corporate Ethics and Human Rights Hotline and the Power Harassment Prevention Hotline were those accepted by the hotlines by September 2021. In October 2021, these two hotlines were integrated into the Human Rights Hotline, which has been open for consultation.

0-2 Conditions of human rights awareness-raising training (non-consolidated)

Number of participants	Total training hours*
18,379	9,190 hours

* Training hours per person are counted as 0.5 hour

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1-1 Basic information

Theme	Indicators	Coverage	Unit	FY2020 (2021/4/1)	FY2021 (2022/4/1)	FY2022 (2023/4/1)
Personnel composition (by age group)	Number of regular employees	Non-consolidated	People	16,712	16,535	16,615
	Under 30 years old			4,533	4,305	4,277
	Of which, number of women			1,238	1,166	1,152
	Percentage of female employees		%	27.3	27.1	26.7
	30–39 years old		People	3,886	3,891	3,780
	Of which, number of women			1,009	1,028	1,027
	Percentage of female employees			%	26.0	26.4
	40–49 years old		People	4,587	4,232	4,059
	Of which, number of women			912	888	925
	Percentage of female employees			%	19.9	21.0
	50–59 years old		People	3,207	3,541	3,783
	Of which, number of women			290	350	380
	Percentage of female employees			%	9.0	9.9
	60–64 years old		People	493	565	715
	Of which, number of women			27	38	57
	Percentage of female employees			%	5.5	6.7
	65 years old and over	People	6	1	1	
	Of which, number of women		0	0	0	
	Percentage of female employees		%	0	0	0
	Number of regular employees	Consolidated A	People	—	—	36,042
	Under 30 years old			—	—	8,526
	Of which, number of women			—	—	3,025
	Percentage of female employees		%	—	—	35.5
	30–39 years old		People	—	—	8,173
Of which, number of women	—			—	2,736	
Percentage of female employees	%			—	—	33.5
40–49 years old	People		—	—	8,675	
Of which, number of women			—	—	2,260	
Percentage of female employees			%	—	—	26.1
50–59 years old	People		—	—	8,780	
Of which, number of women			—	—	1,221	
Percentage of female employees			%	—	—	13.9
60–64 years old	People		—	—	1,871	
Of which, number of women			—	—	243	
Percentage of female employees			%	—	—	13.0
65 years old and over	People	—	—	17		
Of which, number of women		—	—	2		
Percentage of female employees		%	—	—	11.8	

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1-1 Basic information

Theme	Indicators	Coverage	Unit	FY2020 (2021/4/1)	FY2021 (2022/4/1)	FY2022 (2023/4/1)
Personnel composition (by employment type)	Number of regular employees	Non-consolidated	People	16,712	16,535	16,615
	Number of recruits as new graduates			13,054	12,967	13,045
	Number of mid-career recruits (including others)			3,658	3,568	3,570
	Number of contractual employees			919	885	853
	Number of post-retirement specially commissioned employees			204	195	179
	Number of employees on probation			24	35	69
	Number of part-time employees			565	539	516

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1-1 Basic information

Theme	Indicators	Coverage	Unit	FY2020 (annual result)	FY2021 (annual result)	FY2022 (annual result)
Employment	Average number of years worked (female)	Non-consolidated	Year	11.1	11.7	12.1
	Average number of years worked (male)			15.8	16.3	16.5
	Average overtime hours worked (annual)		Hours	—	—	267.4
	Percentage of paid leave taken		%	59.6	57.3	56.4
	Absentee rate			0.3	0.3	0.4
	Average number of years worked (female)	Consolidated A	Year	—	—	9.9
	Average number of years worked (male)			—	—	14.9
	Average overtime hours worked (annual)		Hours	—	—	223.0
	Theme	Indicators	Coverage	Unit	FY2020 (2021/4/1)	FY2021 (2022/4/1)
Employment	Retention rate of young employees (in their third year of service)*1*2	Non-consolidated	%	78.6	76.6	76.6
	Retention rate of young employees (up to their third year of service)*3			86.8	85.1	86.6
	Retention rate of young employees (up to their third year of service)*3	Consolidated A	%	—	—	80.6

*1 Retention rate for employees who joined the company three years prior to the base date; in the case of the FY2022 data, this refers to the retention rate for employees who joined on April 1, 2020.

*2 The target retention rate for young employees (in their third year of service) is 85%.

*3 Retention rate of employees who joined the company during the three years by the day before the base date; in the case of the FY2022 data, this refers to the retention rate of employees who joined between April 1, 2020 and March 31, 2023.

Theme	Indicators	Coverage	Unit	FY2020 (2021/4/1)	FY2021 (2022/4/1)	FY2022 (2023/4/1)
Recruitment	Number of recruits as new graduates	Non-consolidated	People	503	566	684
	Of which, number of women			118	146	170
	Percentage of female employees*		%	23.5	25.8	24.9
	Number of mid-career recruits		People	80	64	145
	Of which, number of women			14	13	40
	Percentage of female employees*			%	17.5	20.3
	Number of recruits as new graduates	Consolidated A	People	—	—	1,144
	Of which, number of women			—	—	365
	Percentage of female employees*			%	—	—

* We aim to achieve a 30% female rate among our recruits as new graduates.

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1-2 Diversity

Theme	Indicators	Coverage	Unit	FY2020 (2021/4/1)	FY2021 (2022/4/1)	FY2022 (2023/4/1)
Women exerting efforts	Number of regular employees	Non-consolidated	People	16,712	16,535	16,615
	Of which, number of women			3,476	3,470	3,541
	Percentage of female employees			20.8	21.0	21.3
	Number of executives*1		People	20	19	20
	Of which, number of women			2	2	2
	Percentage of female employees			10.0	10.5	10.0
	Number of directors		People	14	14	14
	Of which, number of women			2	2	2
	Percentage of female employees			14.3	14.3	14.3
	Number of auditors		People	6	5	6
	Of which, number of women			0	0	0
	Percentage of female employees			0	0	0
	Number of managers		People	3,975	4,389	4,518
	Of which, number of women			177	217	237
	Percentage of female employees*2			4.5	4.9	5.2
	Number of executive officers (excluding directors)		People	50	55	52
	Of which, number of women			0	1	1
	Percentage of female employees			0	1.8	1.9
	Number of general managers and deputy general managers		People	521	620	663
	Of which, number of women			8	11	11
Percentage of female employees	1.5	1.8		1.7		
Number of chiefs	People	4,283	4,516	4,555		
Of which, number of women		767	867	968		
Percentage of female employees*3		17.9	19.2	21.3		
Number of construction personnel	People	3,039	3,013	3,085		
Of which, number of women		150	146	155		
Percentage of female employees		4.9	4.8	5.0		
Number of sales representatives	People	4,457	4,264	3,821		
Of which, number of women		441	434	433		
Percentage of female employees		9.9	10.2	11.3		
Seniors	Rate of seniors who continue to be employed at age 60*4	Non-consolidated	%	88.2	93.0	92.5
	Rate of seniors who continue to be employed at age 65*5			60.0	60.9	49.4
Theme	Indicators	Coverage	Unit	FY2020 (annual result)	FY2021 (annual result)	FY2022 (annual result)
Seniors	Number of mid-career recruits at age 50 or older	Non-consolidated	People	15	13	12

*1 Total of directors and auditors

*2 We aim to achieve a target rate of 8% for the percentage of women in management positions (for April 1, 2027).

*3 We aim to achieve a target rate of 25% for the percentage of women in the chief staff (for April 1, 2027).

*4 Percentage of employees who became 60 years old in the previous fiscal year and have been continuously employed during the current fiscal year

*5 Percentage of employees who became 65 years old in the previous fiscal year and have continuously been employed during the current fiscal year

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1-2 Diversity

Theme	Indicators	Coverage	Unit	FY2020 (2021/4/1)	FY2021 (2022/4/1)	FY2022 (2023/4/1)
Women exerting efforts	Number of employees	Consolidated A	People	—	—	36,042
	Of which, number of women			—	—	9,487
	Percentage of female employees			—	—	26.3
	Number of executives*		People	—	—	125
	Of which, number of women			—	—	6
	Percentage of female employees			—	—	4.8
	Number of directors		People	—	—	96
	Of which, number of women			—	—	4
	Percentage of female employees			—	—	4.2
	Number of auditors	People	—	—	29	
	Of which, number of women		—	—	2	
	Percentage of female employees		—	—	6.9	
	Number of managers	Consolidated B	People	—	—	8,590
	Of which, number of women			—	—	505
	Percentage of female employees			—	—	5.9
	Number of executive officers (excluding directors)		People	—	—	172
	Of which, number of women			—	—	2
	Percentage of female employees			—	—	1.2
Number of general managers and deputy general managers	People		—	—	2,211	
Of which, number of women			—	—	62	
Percentage of female employees			—	—	2.8	

* Total of directors and auditors

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1-3 Childbirth and childcare support

Theme	Indicators	Coverage	Unit	FY2020 (annual result)	FY2021 (annual result)	FY2022 (annual result)
Childbirth & childcare	Childcare leave uptake (Female) (%)	Non-consolidated	%	91.6	92.4	100.7
	Childcare leave uptake (Male) (%) ^{*1}			42.4	41.9	62.2
	Lump-sum payment program for fostering the next generation ^{*2}		Million yen	637	636	643
	Number of users of shorter working hour system for childbirth & childcare		People	494	467	514
	Childcare leave uptake (Female) (%)	Consolidated B	%	—	—	100.4
	Childcare leave uptake (Male) (%)			—	—	44.3

^{*1} The target for the childcare leave uptake rate (male) is 80% (for FY2026).

^{*2} We provide a one-off payment of one million yen to employees to whom a child is born.

1-4 Health management

Theme	Indicators	Coverage	Unit	FY2020 (annual result)	FY2021 (annual result)	FY2022 (annual result)	Targets (FY2024)	Remarks	
Periodic medical examinations	Percentage of employees receiving periodic medical examinations	Non-consolidated	%	100	100	100	—	Early achievement of 100% of the rate of employees receiving medical examinations	
		Consolidated A		—	—	98.4	—		
	Percentage of follow-up testing of patients who were required to receive detailed tests or medical treatment	Non-consolidated		99.0	91.0	95.3	—	Early achievement of 100% of the rate of employees receiving medical examinations	
	Percentage of employees receiving specific health guidance	^{*1}		12.6	12.4	21.4 (planned)	55.0		
Stress checks	Percentage of employees who receive stress checks	Non-consolidated		90.5	91.3	91.4	90.0 or more		
	Percentage of employees who are identified as high stress receiving			10.7	12.1	11.4	10.0		
Lifestyle habits ^{*2}	Exercise			24.7	25.2	26.2	30.0	Percentage of those who engaged in light, sweaty exercise for 30 minutes or more for two days or more per week for at least one year	
	Meals			62.8	62.0	61.3	70.0	Percentage of those who have breakfast at least four times a week	
	Sleep			62.8	68.6	70.4	75.0	Percentage of those who get enough rest through sleep	
	Smoking			28.0	27.1	26.5	18.0 (FY2027)	Percentage of habitual smokers	
Lifestyle-related diseases Percentage of people at risk ^{*2}	Percentage of people with obesity risk		Non-consolidated		39.3	38.9	39.3	38.0	Percentage of those whose BMI is 25 kg/m ² or more or whose abdominal circumference is 85 cm or more for men and 90 cm or more for women
	Percentage of people with blood pressure risk				26.4	23.9	25.2	24.0	Percentage of those with systolic 130 mm Hg or higher or with diastolic 85 mm Hg or higher
	Percentage of people with liver function risk				36.2	35.4	33.0	32.0	People with r-GT at 51U/L or higher, AST at 31U/L or higher, or ALT at 31U/L or higher
	Percentage of people with abnormal lipid risk				57.4	58.5	55.6	54.0	People with neutral fat of 150 mg/dL or more, HDL of less than 40 mg/dL, or LDL of 120 mg/dL or more
	Percentage of people with blood sugar risk			20.0	21.8	21.0	20.0	People whose HbA1c is 5.6% or higher	
	Percentage of people with metabolic syndrome			25.7	25.5	25.6	24.0	Including potential patients	
Other	Presenteeism			—	—	81.8	83.4	SPQ of the University of Tokyo (Measured since FY2022)	
	Implementation rate of health promotion activities			13.2	15.9	61.4	80.0		

^{*1} 60 Daiwa House Group companies as members of the Daiwa House Industry Health Insurance Association

^{*2} The results of initiatives in FY2023 are scheduled to be checked in periodic health examinations in FY2024

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1-5 Investment in human resource development

Theme	Indicators	Coverage	Unit	FY2020 (annual result)	FY2021 (annual result)	FY2022 (annual result)
Education and training	Number of multi-experiential career support program users	Non-consolidated	People	—	—	23
	Number of participants in the succession planning program (D-Succeed)			21	274	313
	Number of employees who have completed the program for training and enhancement candidates*1			21	20	0
	Of those who had completed the program, the number of those who were appointed later as branch managers or presidents of group companies*2			7	9	2
	Number of participants in the Daiwa House Juku*3			0*3	11	—
	Number of participants in the external management leadership course*3			3	5	14
	Education program for high school graduates			7	12	12
Number of users of the career design support system	17	94	29			

*1 Selected from among participants in the succession planning program (D-Succeed)

*2 Number of people who have been appointed as business managers or group company presidents out of those who had completed the program for training and enhancement candidates. Number of people appointed as of April 1 of the following year.

*3 The Daiwa House Juku ended in FY2021 and was replaced by an expansion of external courses for executive candidates (external courses for management leaders) from FY2022

1-6 Indicators related to motivation*1

Theme	Indicators	Coverage	Unit	FY2020 (annual result)	FY2021 (annual result)	FY2022 (annual result)
Motivation	Degree of realization regarding motivation among all generations of employees*2	Non-consolidated	%	71	77	—
	Percentage of employees who feel motivated*3		%	—	—	82

*1 The calculation method for indicators related to motivation has been changed since FY2022.

*2 Calculated from questions on motivation in the Sustainability Survey.

*3 Total percentage of respondents who answered "strongly agree," "agree," or "somewhat agree" in the Engagement Survey (questions about motivation).

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1-7 Gender pay gap

Theme	Indicators	Coverage	Unit	FY2020 (annual result)	FY2021 (annual result)	FY2022 (annual result)	
Average salary	Company-wide (all workers)	Non-consolidated	Yen	—	—	7,503,814	
	Average of male salaries (all workers)			—	—	8,196,993	
	Average of female salaries (all workers)			—	—	5,024,708	
	Average female salary as percentage of male			—	—	61.3	
	Company-wide (regular employees)		Yen	8,678,000	8,842,493	9,282,702	
	Average of male salaries (regular employees)			—	9,619,994	10,092,094	
	Average of female salaries (regular employees)			—	5,842,910	6,204,630	
	Average female salary as percentage of male			—	60.7	61.5	
	Company-wide (non-regular employees)		Yen	—	—	5,680,865	
	Average of male salaries (non-regular employees)			—	—	6,307,833	
	Average of female salaries (non-regular employees)			—	—	4,567,730	
	Average female salary as percentage of male			—	—	72.4	
	Median of company-wide salaries (all workers)		Yen	—	—	8,417,806	
	Median of male salaries (all workers)			—	—	9,341,264	
	Median of female salaries (all workers)			—	—	5,983,221	
	Median of company-wide salaries (regular employees)			—	—	8,692,387	
	Median of male salaries (regular employees)			—	—	9,561,208	
	Median of female salaries (regular employees)			—	—	6,157,430	
	Median of company-wide salaries (non-regular employees)			—	—	5,403,242	
	Median of male salaries (non-regular employees)			—	—	5,870,614	
	Median of female salaries (non-regular employees)			—	—	4,645,295	
	Average of male salaries (all workers)			Yen	—	—	7,049,559
	Average of female salaries (all workers)				—	—	3,917,084
	Average female salary as percentage of male				—	—	55.6
Average of male salaries (regular employees)	Yen	—	—	8,602,474			
Average of female salaries (regular employees)		—	—	5,087,637			
Average female salary as percentage of male		—	—	59.1			
Average of male salaries (non-regular employees)	Yen	—	—	3,177,622			
Average of female salaries (non-regular employees)		—	—	2,134,851			
Average female salary as percentage of male		—	—	67.2			

* The average salary includes bonuses and non-standard wages.

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2-1 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
Opened in April 2023	Fukuoka City, Fukuoka Prefecture	Project for constructing Next-generation R & D base in Kyushu University New Town, Fukuoka City
Opened in April 2023	Osaka City, Osaka Prefecture	Designated management of Ogimachi Park in Osaka City
Construction scheduled to be completed for early fall of 2024	Omura City, Nagasaki Prefecture	Project to develop city land adjacent to Shin-Omura railway station

2-2 Examples of local community support

Property name	Location	Development area	Facility description and number of lots	Details of initiatives
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	Aso City, Kumamoto Prefecture	1,274,680m ²	Number of lots: 371	<ul style="list-style-type: none"> Started in 1999 as the 11th Forest housing In April 2020, the ASONOHARA lots went on sale. Established "environmental preservation regulations." The roadside of each residential lot is designated as a meadowland restoration area to realize a meadowland villa area. Awarded two environmental certifications: a JHEP AAA certification and an ABINC certification. In April 2023, it received the "Special Prize" in the third ABINC Awards. Opened "Kurasu Mori Aso Sharing Salon," a communication space, in 2022. Strengthening cooperation between residents, the local community, and the local government. Started the meadowland nurturing project. Monitoring by experts and residents was conducted. Made compost from wild grass and set up honeybees' housing, BEEHOTEL, together with residents to grow more flowers. In the meadowland, we confirmed the nests of the Japanese grasshopper mouse and the main meadowland plant species, such as <i>kusafuji</i>, <i>yamahakka</i>, <i>tsukushiazami</i>, and <i>nokongjiku</i>. In the meadowland, we also confirmed <i>nagaminotsurukikeman</i> (<i>Corydalis raddeana</i>) as a species on the Red List of the Ministry of the Environment and Kumamoto Prefecture (important species).
Cocolan House orchid growing facility	Miki City, Hyogo Prefecture	5,152.18m ² (Site area)	Growing facilities: 4 Garden: 949 m ²	<ul style="list-style-type: none"> In January 2019, we built the Cocolan House orchid growing facility. Every year since 2019, Cocolan has been presented to the graduation and entrance ceremonies of all elementary schools in Miki City. The company accepted pupils from a special needs school in Hyogo Prefecture for hands-on training. 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 Seiyo 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. Established Daiwa House Bloom Co., Ltd. in April 2021 as a subsidiary mainly for the purpose of employment of disabled people. * Conducts contracted cultivation of Cocolan. In January 2022, obtained class A MPS certification (an international certification system for flower growers) for the environmental sustainability of the flower cultivation process. In June 2022, Daiwa House Bloom acquired certification as a special subsidiary. 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. In March 2023, Cocolan Base was constructed as an office with a community space for employees. Monthly market held in inclusive garden. The HANAIKU Project was implemented jointly with the Sustainability Planning Department.

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2-3 Major examples of cooperation agreements with local governments * Agreements concluded/renewed in and after January 2021

Date of renewal (date of agreement)	Local governments	Contents of agreement
Concluded in March 2023	Hanamaki City, Iwate Prefecture	Agreement on cooperation in the accumulation of goods in the event of an earthquake or other disasters
Concluded in January 2023	Miyashiro, Saitama Prefecture	Agreement on the use of temporary evacuation facilities in the event of a disaster
Concluded in September 2022	Ikata Town, Nishiuwa-gun, Ehime Prefecture	Agreement on community development and cooperation in the event of a disaster
Concluded in August 2022	Nara City, Nara Prefecture	Agreement on comprehensive cooperation
Concluded in May 2022	Tsuyama City, Okayama Prefecture	Business collaboration agreement on attracting businesses
Concluded in April 2022	Kanagawa Prefecture	Agreement on storage of goods in the event of a disaster

Date of renewal (date of agreement)	Local governments	Contents of agreement
Renewed in April 2022 (Concluded in January 2020)	Yokohama City, Kanagawa Prefecture	Agreement on sustainable community development of suburban detached residential complexes
Concluded in March 2022	Chikuma City, Nagano Prefecture	Agreement on accepting evacuees in the event of a disaster, etc.
Concluded in February 2022	Maebashi City, Gunma Prefecture	Cooperation agreement on CCRC project
Concluded in February 2021	Kitakami City, Iwate Prefecture	Agreement on cooperation in the accumulation of goods in the event of an earthquake or other disasters
Concluded in January 2021	Akaiwa City, Okayama Prefecture	Agreement on support and cooperation in the event of a disaster

2-4 Achievements related to community co-creation activities (FY2022)

	Item	Unit	Achievement
Investment in communities through community co-creation activities	Community co-creation activities by worksites converted into monetary value based on personnel expenses, donation amounts, etc.		45,397
	Daiwa Sakura Aid fundraising results		8,465,929
	(Breakdown)		
	Donation for cherry trees on-site on Mt. Yoshino	Yen	875,366
	Vending machines with donation function		3,675,520
	Donations at concerts and events		1,275,043
	Donations based on hotel stays (OSAKA DAI-ICHI HOTEL)		48,000
	Donations via shareholder special benefits		2,592,000
	Support results by Endless Donations Program (Number of supported organizations)	Organizations	12
	(Amount)	Yen	12,000,000
Results of community co-creation activities (Examples of social impacts)	Number of Group companies with donation systems in place*	Companies	19
	Number of employees registered with donations systems (Non-consolidated)	People	3,242
	(Consolidated)		3,778
	Number of community co-creation activities	Number of cases	465
	Number of activities conducted at Mt. Yoshino (Replanting of saplings and improvement of soil environment at planting sites)	Times	5
	Number of saplings planted in the "cherry tree orchard" at Mt. Yoshino	Seeds	About 1,500
	Cherry blossom project results	—	(FY2022 results) Held at 8 locations, a total of 1,625 children participated, and 22 cherry trees were planted (Cumulative total to date) Held at 325 locations, a total of 94,112 children participated, and 781 cherry trees were planted

* Including Daiwa House Industry Co., Ltd.

Social Data | Technology and manufacturing bases

3-1 Major business collaborations and validation experiments to create for innovation and to solve social issues

Start date	Alliance partners	Content
December 2022 – June 2023	Hitachi Transport System, Ltd, YRP Ubiquitous Networking Laboratory	Held “Daiwa House Industry Smart Logistics Open Data Challenge,” a logistics data utilization contest
January 2023	Fujita Corporation	Launches “refreshing air rooms” for commercial facilities and hotels
November 2022	Autodesk Inc.	Signed a memorandum of understanding for new strategic collaboration to further accelerate digital transformation (DX) initiatives (Phase 3)

3-2 Examples of major products for solving social issues

Product name	Main content
Teleworking style	Homes that offer a more enriching daily life and do not leave residents stressed when working from home
“Kaji (Chore) Share House Town”	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
Metaverse platform for companies	Supports online medical examinations and online education by adding the “LIVE” function by way of the volumetric video technology to WHITEROOM, a metaverse platform for corporations (developed by Nangok R/Studios)

Social Data | Technology and manufacturing bases

3-3 Supply Chain Sustainability Guidelines Agreement collection rate/Self-check response rate/Conformance ratio

		2020	2021	2022
Agreement	Target companies	5,432	5,420	5,420
	Collection rate	84.7%	94.1%	94.1%
Self-assessment	Target companies	5,439	5,356	5,224
	Responding companies	2,366	2,426	2,772
	Response rate	43.5%	45.3%	53.1%
	Conformance rate	44.2%	44.9%	43.9%

* Status of implementation for our business partners

3-4 Results of questionnaire surveys for business partners

	2020	2021	2022
Response rate	70.6%	79.8%	77.0%

* Status of implementation for our business partners

3-5 Health and safety education

■ Health and safety education

Asbestos-related e-learning*1	4 seminars 233 attendees
Safety management e-learning*1	11 seminars 7,133 attendees
Support for balancing medical treatment and work (e-learning)*2	16,015 attendees
Mental health training (training for developmentally disabled employees)*2	210 attendees
Mental health self-care training*2	145 attendees
Mental health line care training (e-learning)*2	259 attendees

*1 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

*2 Total number of participants

■ Training including health and safety issues (non-consolidated)

Line-specific training at plants	Conducted 3 times with 87 participants
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3-6 Number of construction site industrial accidents

■ Number of construction site industrial accidents (non-consolidated)*1

	2020	2021	2022
Employees	—	—	3
Of which, construction sites	2	4	1
Contractors' employees (at construction sites)*2	28	35	33

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

*2 Only those covered by our on-site workers' industrial accident insurance

■ Number of fatalities in industrial accidents

	2020	2021	2022
Employees (non-consolidated)	0	0	0
Contractors' employees (at construction sites)*	0	1	0
Employees (Consolidated A)	—	—	3

* Only those covered by our on-site workers' industrial accident insurance

■ Frequency rate of industrial accidents (non-consolidated)*1

	2020	2021	2022
Contractors' employees (at construction sites)*2	0.16	0.24	0.31

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

*2 Only those covered by our workers' industrial accident insurance.