

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: 17 Daiwa House Group companies [Data coverage*: 79.0%].

(Daiwa House Industry Co., Ltd., Daiwa House Reform Co., Ltd., Daiwa House Real Estate Co., Ltd., DesignArc Co., Ltd., Daiwa Living Co., Ltd., Daiwa House Chintai Reform Co., Ltd., Daiwa LifeNext Co., Ltd., Global Community Co., Ltd., Daiwa Lease Co., Ltd., Daiwa House Realty Mgt. Co., Ltd., Daiwa Roynet Hotels Co., Ltd., Royal Home Center Co., Ltd., World Tool Co., Ltd., Sports Club NAS Co., Ltd., Fujita Corporation, Daiwa Logistics Co., Ltd., Kouyama UNYU Co., Ltd.)

* Based on the number of regular employees as of March 31, 2024. However, when fiscal years of individual companies differ from the parent, totals are calculated based on the fiscal years of the individual companies.

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1-1 The results of the whistleblowing system operation

Whistleblowing system	FY2021	FY2022	FY2023
Corporate Ethics and Human Rights Hotline (of which consultation on harassment)	* 99 (24)	—	—
Power Harassment Prevention Hotline	* 45	—	—
Human Rights Hotline (of which consultation on harassment)	* 125 (51)	219 (95)	250 (135)
Risk Information Hotline	69	77	63
Partners Hotline	28	23	25
Lawyer Hotline	5	7	13
Global Whistleblowing System	0	0	4

* 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.

1-2 Number of disciplinary cases for human rights violations (harassment)

Disciplinary reason	FY2023
Power Harassment (abuse of authority)	20
Sexual harassment	7

1-3 Conditions of human rights awareness-raising training

Coverage	Indicators	FY2021	FY2022	FY2023
Non-consolidated	Number of participants*1	18,533	18,379	35,505
	Total training hours*2	9,267	9,190	17,753

*1 Total number of participants. Trainings conducted twice in FY2023.

*2 Training hours per person are counted as 0.5 hour.

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1-4 Engagement with key stakeholders concerning human rights issues

Name of organization	Organization type	Timing	Dialogue results
Company A (housing equipment manufacturer)	Supplier	Feb. 2024	At Company A, held talks with departments responsible for CSR procurement and human rights. For Company A's organizational structure for human rights issues and the human rights issues it considers important, we discussed the actual situation, our degree of involvement in risks, and efforts for improvement.
Company B (interior materials manufacturer)	Supplier	Mar. 2024	Held online interviews with persons in charge of ESG and the human resources department. Confirmed the reality with foreign labor issues etc. at interior materials manufacturing and interior finishing factories and expectations for our company, among other matters.
Company C (home builder)	Construction company	Mar. 2024	At Company C, held talks with a manager and two people in charge. Beyond workplace environment issues for foreign workers, we also exchanged opinions on the workplace environment for workers with disabilities along with education. We also confirmed the impact on our company in terms of labor issue risks (long working hours).
Company D (home builder)	Construction company	Mar. 2024	Held talks with a manager of Company D, which is also an executive company of Confederation of Partner Companies. Confirmed actual situation with rising industrial accident risk stemming from aging construction workers and the impact it is seeing from labor issues (long working hours) due in part to considerable administrative procedures.
Company E (architectural construction company)	Construction company	Mar. 2024	Held interviews with a manager and three responsible executives of Company E, which is an executive company of Confederation of Partner Companies. We confirmed the need to promote comfortable temporary toilets at narrow worksites amid the increase in skilled female construction workers in recent years. Additionally, for labor issues (long working hours), Company E proposed building a cooperative system with our company.
Global Compact Network Japan (GCNJ)	Human rights organization	FY2023	We participated in the Human Rights Due Diligence working groups (175 companies, 253 participants in FY2023). We engaged in dialogue and information exchanges with experts about issues and actual cases regarding corporate responsibilities for respecting human rights as required by international society, developments around the world with establishing rules regarding human rights, calls for implementing PDCA cycles for human rights risk as part of human rights due diligence, and the like. We exchanged information for each of the five themes concerning human rights due diligence and will utilize the information in our in-house activities.
The Global Alliance for Sustainable Supply Chain (ASSC)	Human rights organization	Jun. 2023	Joined in February 2022. In FY2023, we received information concerning the responsible withdrawal or continuation of the Myanmar business. This information was shared with related Group companies.
Fair Recruitment and Human Rights Center	Human rights organization	FY2023	Fifteen major companies in the Kansai region, including Daiwa House Industry, have participated in the operations of the center since its inception as founding companies. The center has created and has been promoting a certification system for fair recruitment and human rights advancement (related government bodies also approved). Additionally, in January 2023, with the supervisory assistance of external specialists, the center formulated Principles for use of AI and Personal Information Databases in Recruitment Screening and distributed to member companies.

2-1 Basic information

■ Personnel composition (by age group)

Unit: people

Coverage	Indicators	FY2021 (2022/4/1)	FY2022 (2023/4/1)	FY2023 (2024/4/1)
Non-consolidated	Total	16,535	16,615	16,620
	Under 30 years old	4,305	4,277	4,240
	30–39 years old	3,891	3,780	3,674
	40–49 years old	4,232	4,059	3,842
	50–59 years old	3,541	3,783	4,048
	60–64 years old	565	715	811
	65 years old and over	1	1	5
Consolidated	Total	—	36,042	36,923
	Under 30 years old	—	8,526	8,186
	30–39 years old	—	8,173	8,611
	40–49 years old	—	8,675	8,695
	50–59 years old	—	8,780	9,361
	60–64 years old	—	1,871	2,043
	65 years old and over	—	17	27

■ Personnel composition (Percentage of female employees by age group)

Unit: %

Coverage	Indicators	FY2021 (2022/4/1)	FY2022 (2023/4/1)	FY2023 (2024/4/1)
Non-consolidated	All ages	21.0	21.3	21.6
	Under 30 years old	27.1	26.9	26.8
	30–39 years old	26.4	27.2	27.7
	40–49 years old	21.0	22.8	24.2
	50–59 years old	9.9	10.0	11.1
	60–64 years old	6.7	8.0	7.8
	65 years old and over	0	0	0
Consolidated	All ages	—	26.3	26.3
	Under 30 years old	—	35.5	34.4
	30–39 years old	—	33.5	34.8
	40–49 years old	—	26.1	26.8
	50–59 years old	—	13.9	13.9
	60–64 years old	—	13.0	13.5
	65 years old and over	—	11.8	3.7

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■ Average number of years worked Unit: years

Coverage	Indicators	FY2021 (2022/3/31)	FY2022 (2023/3/31)	FY2023 (2024/3/31)
Non-consolidated	female	11.2	11.7	12.2
	male	15.9	16.3	16.5
Consolidated	female	—	9.9	9.9
	male	—	14.9	14.6

■ Average overtime hours worked Unit: hours

Coverage	FY2021	FY2022	FY2023
Non-consolidated	—	267.4	194.4
Consolidated	—	223.0	225.1

■ Percentage of paid leave taken Unit: %

Coverage	FY2021	FY2022	FY2023
Non-consolidated	57.3	56.4	65.5

■ Absentee rate Unit: %

Coverage	FY2021	FY2022	FY2023
Non-consolidated	0.3	0.4	0.3

■ Retention rate of young employees (in their third year of service)*

Unit: %

Coverage	FY2021 (2022/3/31)	FY2022 (2023/3/31)	FY2023 (2024/3/31)	Targets
Non-consolidated	76.6	76.6	77.6	85
Consolidated	—	80.6	78.7	—

* Retention rate for employees who joined the company three years prior to the base date; in the case of the FY2023 data, this refers to the retention rate for employees who joined on April 1, 2021.

■ New recruits Unit: people

Coverage	Indicators	FY2021	FY2022	FY2023
Non-consolidated	Number of recruits as new graduates	566	684	615
	Number of mid-career recruits	64	145	182
Consolidated	Number of recruits as new graduates	—	1,144	1,093
	Number of mid-career recruits	—	—	1,104

* For new graduates, those joining the company on April 1 are counted; mid-career recruits are counted for individual fiscal years (April 1 through March 31).

■ Percentage of females among new recruits Unit: %

Coverage	Indicators	FY2021	FY2022	FY2023	Targets
Non-consolidated	Number of recruits as new graduates	25.8	24.9	27.6	30
	Number of mid-career recruits	20.3	27.6	11.5	—
Consolidated	Number of recruits as new graduates	—	31.9	32.0	—
	Number of mid-career recruits	—	—	33.0	—

* For new graduates, those joining the company on April 1 are counted; mid-career recruits are counted for individual fiscal years (April 1 through March 31).

■ Turnover rate and voluntary turnover rate Unit: %

Coverage	Indicators	FY2020	FY2021	FY2022	FY2023
Non-consolidated	Turnover rate	3.8	4.4	4.4	4.1
	Voluntary turnover rate	3.4	3.9	3.4	3.6
Consolidated	Turnover rate	4.8	5.9	5.6	5.6
	Voluntary turnover rate	4.2	5.0	4.5	4.5

■ Percentage of employees with disabilities Unit: %

Coverage	FY2020 (2021/6/1)	FY2021 (2022/6/1)	FY2022 (2023/6/1)	FY2023 (2024/6/1)	Targets (2026/6/1)
Non-consolidated	2.52	2.46	2.46	2.53	2.70

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2-2 Diversity indicators

■ Women exerting efforts

Unit: %

Coverage	Indicators	FY2021 (2022/4/1)	FY2022 (2023/4/1)	FY2023 (2024/4/1)	Targets
Non-consolidated	Percentage of female employees	21.0	21.3	21.6	—
	Percentage of female executives*	10.5	10.0	10.5	—
	Percentage of female directors	14.3	14.3	15.4	—
	Percentage of female auditors	0.0	0.0	0.0	—
	Percentage of female executive officers (excluding directors)	1.8	1.9	1.8	—
	Percentage of females in managerial positions	4.9	5.2	5.8	8% (in 2027)
	(Number of females in managerial positions)	217	237	270	—
	Percentage of females in general managers and deputy general managers	1.8	1.7	1.8	—
	Percentage of female chiefs	19.2	21.3	23.4	25% (in 2027)
	Percentage of female construction personnel	4.8	5.0	5.5	—
	Percentage of female sales representatives	10.2	11.3	10.5	—
Consolidated	Percentage of female employees	—	26.3	26.3	—
	Percentage of female executives*	—	4.8	3.8	—
	Percentage of female directors	—	4.2	2.9	—
	Percentage of female auditors	—	6.9	6.5	—
	Percentage of female executive officers (excluding directors)	—	1.2	1.2	—
	Percentage of females in managerial positions	—	5.9	6.2	—
	Percentage of females in general managers and deputy general managers	—	2.8	2.5	—

* Total of directors and auditors

■ Employment and hiring of seniors

Coverage	Indicators	Unit	FY2021 (2022/4/1)	FY2022 (2023/4/1)	FY2023 (2024/4/1)
Non-consolidated	Rate of seniors who continue to be employed at age 60*1	%	98.2	98.4	92.7
	Rate of seniors who continue to be employed at age 65*2		60.9	49.4	55.2
	Number of mid-career recruits at age 50 or older*3	People	13	12	42

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

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

*3 Fiscal year figures

■ Childbirth and childcare support

Coverage	Indicators	Unit	FY2021	FY2022	FY2023	Targets
Non-consolidated	Childcare leave uptake (female) (%)*1	%	92.4	100.7	108.6	—
	Childcare leave uptake (male) (%)*1		41.9	62.2	66.5	80% (in 2026)
	Lump-sum payment program for fostering the next generation	Million yen*2	636	643	609	—
	Number of users of shorter working hour system for childbirth & childcare	People	467	514	486	—
Consolidated	Childcare leave uptake (female) (%)*1	%	—	100.4	103.9	—
	Childcare leave uptake (male) (%)*1		—	44.3	57.6	—

*1 The childcare leave uptake rate may exceed 100% given that the year a child is born does not necessarily match the year childcare leave is taken.

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

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2-3 Health management

Unit: %

Themes	Coverage	Indicators	FY2021	FY2022	FY2023	Targets	Remarks
Periodic medical examinations	Non-consolidated	Percentage of employees receiving periodic medical examinations	100	100	100	Early achievement of 100% of the rate of employees receiving medical examinations	
	Consolidated		—	98.4	98.0	—	
	Non-consolidated	Percentage of follow-up testing of patients who were required to receive detailed tests or medical treatment	91.0	95.3	89.5	Early achievement of 100% of the rate of employees receiving medical examinations	
	Consolidated*	Percentage of employees receiving specific health guidance	12.4	21.5	42.1 (planned)	55.0	
Stress checks		Percentage of employees who receive stress checks	91.3	91.4	92.0	90.0	
		Percentage of employees who are identified as high stress receiving	12.1	11.4	10.4	10.0	
Prevention of lifestyle-related diseases		Exercise	25.2	26.2	28.2	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	62.0	61.3	61.2	70.0	Percentage of those who have breakfast at least four times a week
		Sleep	68.6	70.4	70.7	75.0	Percentage of those who get enough rest through sleep
		Smoking	27.1	26.5	26.6	18.0 (FY2027)	Percentage of habitual smokers
Percentage of those at high risk of lifestyle-related diseases	Non-consolidated	Percentage of people with obesity risk	38.9	39.3	39.1	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	23.9	25.2	23.7	24.0	Percentage of those with systolic 130 mmHg or higher or with diastolic 85 mmHg or higher
		Percentage of people with liver function risk	35.4	33.0	32.4	32.0	People with r-GT at 51 U/L or higher, AST at 31 U/L or higher, or ALT at 31 U/L or higher
		Percentage of people with abnormal lipid risk	58.5	55.6	53.9	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	21.8	21.0	24.6	20.0	People whose HbA1c is 5.6% or higher
		Percentage of people with metabolic syndrome	25.5	25.6	25.3	24.0	Including potential patients
Other		Presenteeism	—	81.8	81.8	83.4	SPQ of the University of Tokyo (Measured since FY2022)
		Implementation rate of health promotion activities	15.9	61.4	68.7	80.0	
		Absenteeism	—	—	3.4	—	Average days absent per worker (Estimates from FY2023)

* 60 Daiwa House Group companies as members of the Daiwa House Industry Health Insurance Association

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2-4 Diversity indicators

Unit: people

Coverage	Indicators	FY2021	FY2022	FY2023
Non-consolidated	Number of Multi-Experiential Career Support Program users	—	58	78
	Number of participants in the succession planning program (D-Succeed)	274	313	241
	Number of employees who have completed the program for training and enhancement candidates*1	20	0	25
	Of those completing the program, the number of those who were appointed to key positions*2	12	0	13
	Number of participants in the Daiwa House Juku*3	11	—	—
	Number of participants in the external courses for management leaders*3	5	14	23
	Education program for high school graduates	12	12	13
	Number of users of the career design support system	94	29	38

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

*2 Number of people who have been appointed to key positions (branch managers, group company presidents, etc.) among those completing the program for training and enhancement candidates. The total number is 35 people since the system launched in FY2020.

*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.

2-5 Indicators related to motivation*1

Unit: %

Coverage	Theme	Indicators	FY2021	FY2022	FY2023
Non-consolidated	Motivation	Degree of realization regarding motivation among all generations of employees*2	77	—	—
		Percentage of employees who feel motivated*3	—	82	83

*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).

2-6 Indicators related to wages and allowances

■ Classifications of allowance provision to domestic employees

	Regular employees	Employees on probation	Post-retirement specially commissioned employees	Limited-term contractual employees
Retirement allowance	○	×	×	×
Taking childcare leave	○	○	○	○
Leave for volunteer activities (acquisition of leave on an hourly basis)	○	○	○	○
Group insurance entry	○	○	○	○
Stock ownership entry	○	○	○	○

■ Average salary

Unit: yen

Coverage	Indicators	FY2021	FY2022	FY2023
Non-consolidated	All workers	—	8,855,197	9,225,708
	Regular employees	8,842,493	9,282,702	9,645,959
	Non-regular employees	—	4,629,020	4,929,224

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

■ Gender pay gap

Unit: %

Coverage	Indicators	FY2021	FY2022	FY2023
Non-consolidated	All workers	—	61.3	57.9
	Regular employees	60.7	61.5	61.6
	Non-regular employees	—	65.3	58.3
Consolidated	All workers	—	55.6	49.1
	Regular employees	—	59.1	59.4
	Non-regular employees	—	67.2	71.4

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3 Achievements related to community co-creation activities (FY2023)

Items		Unit	Achievements
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.	Yen	49,487
	Daiwa Sakura Aid fundraising results		8,157,906
	(Breakdown)		
	Donation for cherry trees on-site on Mt. Yoshino		339,600
	Vending machines with donation function		4,736,408
	Donations at concerts and events		210,898
	Donations based on hotel stays (OSAKA DAI-ICHI HOTEL)		0
	Donations via shareholder special benefits		2,871,000
	Support results by Endless Donations Program (Number of supported organizations)	Organizations	10
	(Amount)	Yen	12,000,000
	Number of Group companies with donation systems in place*	Companies	19
	Number of employees registered with donations systems (Non-consolidated)	People	3,120
	(Consolidated)		3,708
Results of community co-creation activities (Examples of social impacts)	Number of community co-creation activities	Cases	573
	Number of activities conducted at Mt. Yoshino (Replanting of saplings and improvement of soil environment at planting sites)	Times	6
	Number of saplings planted in the "cherry tree orchard" at Mt. Yoshino	Seeds	About 1,500
	Sakura Project results	—	(FY2023 results) Held at 6 locations, a total of 829 children participated, and 12 cherry trees were planted (Cumulative total to date) Held at 331 locations, a total of 94,941 children participated, and 793 cherry trees were planted

* Including Daiwa House Industry Co., Ltd.

Social Data | Manufacturing capital

4-1 Supply Chain Sustainability Guidelines

Agreement collection rate/Self-check response rate*1

		Unit	FY2020	FY2021	FY2022	FY2023
Agreement	Target companies	companies	5,432	5,420	5,420	7,918
	Collection rate	%	84.7	94.1	94.1	82.3 *2
Self-check	Target companies	companies	5,439	5,356	5,224	8,519
	Responding companies		2,366	2,426	2,772	4,888
	Response rate	%	43.5	45.3	53.1	57.4

*1 Implementation status for just our business partners through FY2022. From FY2023, implementation status for business partners for Daiwa House Industry, Daiwa Lease, Daiwa House Reform, Fujita, Royal Home Center and DesignArc.

*2 Acquired again due to guideline updates.

4-2 Results of questionnaire surveys for business partners

Unit: %

	FY2020	FY2021	FY2022	FY2023
Response rate	70.6	79.8	77.0	91.6

* Status of implementation for our business partners.

4-3 Health and safety education

■ Health and safety education

Safety management e-learning*	11 seminars 13,367 attendees
Health support for working women	16,391 attendees
Health seminars (sleep, bowel activity, etc.)*	417 attendees
Mental health self-care training*	1,140 attendees
Mental health line care training (e-learning)*	4,105 attendees

* Total number of participants

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

Supervisor training	9 times / 97 participants
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4-4 Number of construction site industrial accidents

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

	FY2020	FY2021	FY2022	FY2023	Targets
Employees	—	—	3	—	0
Of which, construction sites	2	4	1	1	0
Contractors' employees (at construction sites)*2	28	35	33	31	0

*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

Unit: people

	FY2020	FY2021	FY2022	FY2023	Targets
Employees (non-consolidated)	0	0	0	0	0
Contractors' employees (at construction sites)*	0	1	0	0	0
Employees (Consolidated)	—	—	3	—	0

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

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

Unit: %

	FY2020	FY2021	FY2022	FY2023	Targets
Contractors' employees (at construction sites)*2	0.16	0.24	0.31	0.37	0

*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.