

■ Securing human resources linked to business strategies

Concept and Policy

To secure the human resources who will lead the Company into the future and build a diverse organization, we are working to recruit a broad range of human resources regardless of age, gender, educational background, or disability, based on a recruitment plan linked to our business strategy and a recruitment strategy that flexibly responds to the recruitment market. For new graduate recruitment, we do not conduct selection based on application forms, but rather focus on individual interviews. In mid-career recruitment, we aim to secure a wide range of human resources by hiring those who have experience or potential, not only candidates who have a track record in the same industry but also people from different fields.

Management

Strengthening competitiveness in recruitment and securing optimal human resources

· New graduate recruitment

Due to an earlier start to employment search activities, a period of approximately one year elapses from the job offer until a recruit actually joins the Company, so throughout that year we can provide follow-up and support. In our follow-up program for prospective employees, we hold job-specific social gatherings, events to gain an understanding of job content, one-on-one consultations, and seminars by external lecturers on changing one's mentality to that of a working adult. These and other activities showcase the Company's appeal and provide any number of opportunities to dispel the anxieties of prospective employees, thereby minimizing the gap between their expectations and reality after joining the Company.

· Strategy to recruit young engineers

To sustainably recruit students who are hoping to work in technical positions, we have implemented recruiting activities whereby alumni and alumnae from schools that wish to bolster hiring form close relationships with students at their alma mater.

A recruitment team with three alumni/alumnae of different generations is formed for each university or college. The purpose of this program is to build relationships with universities and to make the Company more attractive by conducting extensive university visits and student follow-ups.

In addition, in an educational program for recruits who have graduated from industrial high schools, we have instituted a two-year construction college (full time) study exchange scheme. During their first two years of employment, they have no specific duties except for practical training at our construction sites during lengthy breaks from vocational school, so that they can concentrate on acquiring specialized knowledge and skills as an engineer, and are fully paid during this period. Moreover, they maintain contact with the Company while the educational program is running via regular on-site training and face-to-face meetings. Periodic consultations with a public health nurse provide lifestyle support. The high school graduates gain expertise and acquire qualifications quickly. The program also aims to equip them to function as adult members of society and help with their personal development.

· Mid-career recruitment

The recruitment of human resources who have gained experience at other companies is, we believe, essential to the sustainable growth of the Company from the perspective of ensuring diversity. Given this, we have implemented a referral recruitment program in which we select employees through referrals from our own employees. Referral hiring is a system in which our employees introduce their friends and acquaintances, making it an effective recruitment method from the perspective of high matching rates and retention after employment. In October 2021, we introduced a system to provide a "referral allowance" to employees when their recommended candidates joined the Company as an incentive to all employees to cooperate in the referral hiring activities. In addition, as part of our efforts to strengthen the recruitment of construction management personnel in response to the 2024 problem, we held an online seminar to convey the reality of our construction sites and introduced initiatives such as "four-week, eight-site-closure"* and construction DX.

* An initiative to close construction sites, etc. for the number of days equivalent to Saturdays, Sundays, and holidays included in a four-week period.

Implementing internships

The Company conducts internships online and in person twice a year (summer and winter) for students with the aim of promoting understanding of the Company and the work involved for each job type.

Furthermore, in the architectural design field, we offer long-term internships lasting two weeks at our branch offices in each area. The aim is to provide a deeper understanding of business and work-related matters by accepting students at actual workplaces where business is conducted, and to make the Company more attractive.

 [Internship information \(Japanese text only\)](#)

Initiatives to raise interview abilities

All employees at every branch office involved in hiring are informed and educated so that they share the same image of the ideal candidate and our hiring criteria. Employees who have undergone interview training by outside instructors serve as interviewers and conduct the selection process to perform recruitment activities without the influence of biases, feelings, or assumptions. Moreover, we have introduced artificial intelligence in interviews that visualize human resource requirements as data. Utilizing AI in the interview process enables efficient and more objective hiring decisions.

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Main approach

Holding “Daiwa Mirai Seminar”

The Company held its online Daiwa Mirai Seminar for students who are studying architecture. Participants were not limited to students who are currently seeking employment, as our goal is to have students learn from our initiatives.

In July 2024, the Company introduced Funabashi Grand Oasis, which it actually developed, and held a panel discussion with employees involved in the project and a Q&A session with students. A total of 194 students from across the country participated in the event. Among the comments from students was “I was impressed to see people from various occupations within Daiwa House Industry bringing together their respective technical skills to work on a single project.”



Scene at “Construction College”

Daiwa House Group Holding “Construction College”

The Company, together with two of its Group companies, Daiwa Lease and Fujita, held a “Construction College” event in February 2025 for students interested in architecture (university students, technical high school students, and vocational school students). Thirty-nine students participated on the day of the event, and Group technical employees involved in design/construction (single-family housing, rental housing, medium- and high-rise, architecture), structures, facilities, estimates, and research and development set up booths for each job type and conveyed to students how attractive and rewarding the construction industry is by answering their questions and showing them actual CAD screens. Students who participated in the program voiced their impressions, saying, “Rather than a vague corporate perspective, we were able to hear the real voices of people working in construction, which was very satisfying.” Technical employees conveyed first-hand the appeal of the construction industry, dispelling negative images and doubts about the industry, and creating opportunities for students to add the construction industry as a future career option.

■ Developing human resources linked to business strategies

Concept and Policy

Ever since its founding, the Company has believed that the heightened value of our human resources is the source of our corporate value, based on “developing people through business” as espoused in our Corporate Creed. The Company establishes a variety of human resource systems that serve as foundations for the concrete implementation of human resource strategies aimed at realizing our Our Hopes for the Future. The Company, which operates a wide range of businesses globally, pursues the development of diverse human resources in line with its business strategy, and designs systems that accommodate an array of career paths.

In addition, we have established a “Human Resources Development Policy” and a “Human Resource Development Ecosystem” with the aim of promoting business development and thereby allowing employees to lead more fulfilling lives. We are promoting the creation of three foundations for individual growth (creation of opportunities, coworkers and workplaces) in each workplace to foster an environment where everyone can grow.

■ Human Resources Development Policy



In addition, overseas Group companies are promoting local hiring at each location based on the idea of hiring and training local human resources in each country.



Our Hopes for the Future (Japanese text only)



P178 Social Data

Investment in human resource development

Management

Personnel system and promotion system

Employees at the Company hold either a “G” position, where they can be assigned to work at locations throughout Japan, or an “L” position, in which they have a specific address from which they commute in a defined area. Nine grades are set for each respective position in conjunction with their level of knowledge and skill. Grades 1 to 4 are classified as management positions such as department heads, deputy department heads, and managers, while grades 5 to 9 are classified as chiefs and general positions. The level of ability and knowledge required for each grade is clearly defined as competency requirements, and promotions are determined by an examination to assess whether the requirements for the next higher grade have been met. In addition, promotion to Grade 4 requires the acquisition of mandatory licenses specific to the job type and department.

Moreover, the skills and knowhow possessed by senior employees are precious assets for the Company, and in the belief that these should be passed on to the next generation, retirement age is extended.



P079 Promotion of active roles for the senior generation

P081 Job location filing system

An evaluation system that emphasizes dialogue

The Company believes that having one’s work fairly evaluated and recognized is a major factor in feeling a sense of fulfillment, and we have therefore established an evaluation and development interview system in which supervisors and subordinates consult four times a year. First, “at the beginning of the period, a discussion on the roles and results or goals expected within the organization,” “at the midpoint, progress is confirmed and course corrections made,” “at the end of the period, results and efforts of the past six months are reviewed,” and “through feedback on the evaluation results, issues are shared for future growth.” This series of cycles is implemented through the evaluation and development interview system. Providing opportunities to explain evaluation results in this way works to promote more effective training.

In addition, a target management system has been established for managers, and individual goals are set and evaluated regularly through interviews with supervisors. Taking into account achieving organizational goals also promotes further growth as a manager.

FA program and internal recruitment system

The Company has implemented the FA program that allows employees to voluntarily transfer to a position or department of their choice.* In fiscal 2024, applications were received from 96 individuals, and 58 of those passed, having made it through to the third round of judging. Internal recruitment seeks out personnel for new businesses and specialized positions such as those in overseas operations, and details are communicated to all employees as necessary through official notices.

Utilizing these systems enables motivated human resources to be placed in appropriate positions, thereby simultaneously improving individual abilities and motivation, revitalizing the organizations to which they are transferred, and working to energize and strengthen the character of the Company as a whole.

* Age, years of service, and other conditions apply.

Collaborative Training Support System linking business division/Group company

The Human Resources Department holds a Human Resources Development Liaison Council meeting every month, aiming for the sustainable enhancement of educational measures. Training representatives from business divisions and technology divisions share training content and effective methods, and discuss how education should be provided to develop the individuality and capabilities of employees. In addition, the Company’s Human Resources Department and the training representatives at each Group company periodically get together and acquire knowledge and exchange information related to human resource development. Going forward, we will begin to track the educational investment amounts and time spent on education across the entire Group of companies with the aim of improving human capital.

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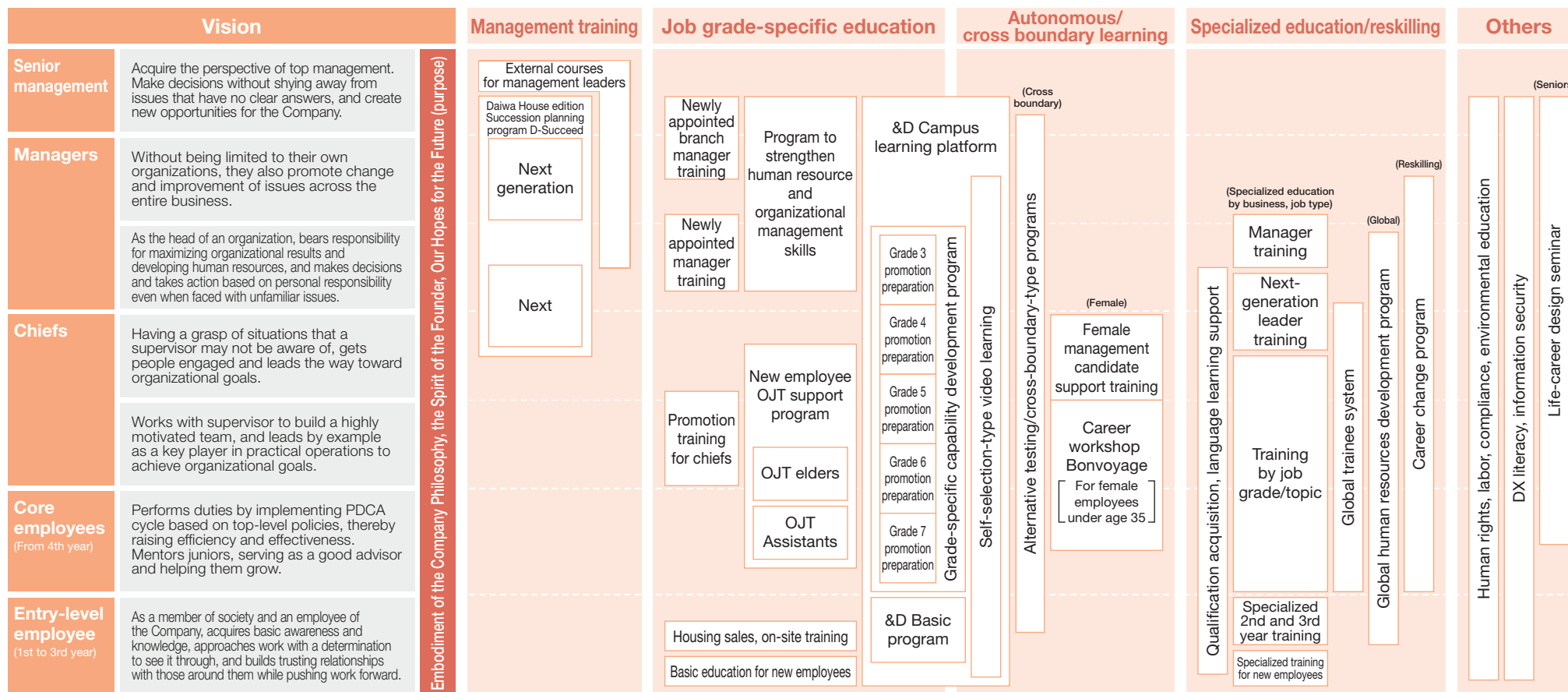
Companywide education (training) system to promote growth

The Company provides job grade- and job type-specific training (including online training) and e-learning programs to help employees acquire the knowledge and skills they need for their duties, to learn about laws and regulations, and compliance and other risk management awareness. In particular, with regard to job grade-specific education, after learning the basic theories required for each job function in joint training, the program involves putting that knowledge into practice in each workplace.

We also provide support for self-improvement and skill enhancement, such as learning to obtain public qualifications, hands-on business literacy, and language learning. In addition, we have established a bonus system for passing major qualifications necessary for work, and we encourage employees to obtain these qualifications.

📖 P077 Implementation of the “&D Campus” learning platform

■ Training system



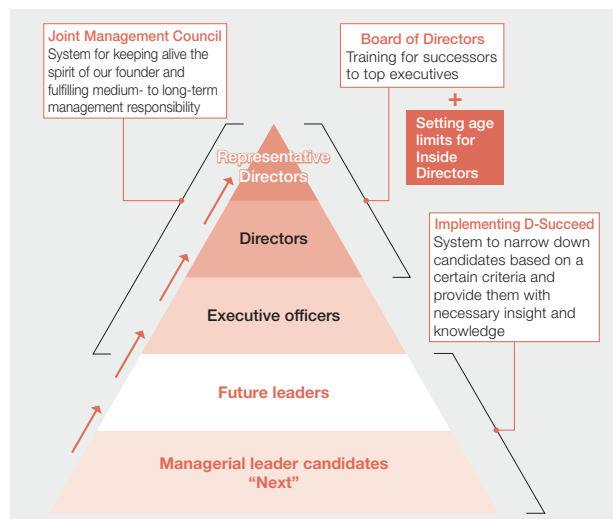
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Fostering successor candidates

We adopted the Daiwa House edition of the successor development plan, “D-Succeed,” as a systematic program to continuously, and in a deliberative manner, produce management leaders. Our training and assessment activities have been divided into two categories: the “Next Generation,” which selects candidates for key positions in sales, engineering, and management, such as branch managers, with a view to their future promotions to the executive class; and “Next,” which selects candidates mainly in their 30s for systematic training as future management personnel. Selection is based on recommendations from each business site, and is conducted from multiple perspectives, including the opinions of executives in charge of each job category, branch managers who oversee each area, and human resources assessment information. We strive to develop and maintain a pool of diverse managerial candidates, regardless of occupation type or gender.

In addition, we promote human resource development to support overseas operations by sending employees to external courses attended by management personnel from various companies and organizing our own global management personnel programs.

■ Framework for fostering successor candidates



Program to strengthen human resources and organizational management skills

To further develop our business and nurture human resources, it is essential to strengthen the management skills of line managers who play key roles in each workplace. Consequently, from fiscal 2024 and over the course of four years, we are implementing a program to strengthen human resources and organizational management skills, available to all line managers (approximately 1,600). In this six-month program, participants reflect on their own management styles in an off-site training-type format, learn the latest management theories, apply them to their daily management activities, and receive regular coaching based on their learning progress. In this way, participants are able to acquire the ability to achieve both “management that raises business performance,” and “management to help people thrive.”

Human resource development system through OJT for new employees

At the Company, we provide training and support for new and entry-level employees throughout the organization so that they may steadily acquire basic skills. Managers, such as sales office managers and section managers, are responsible for OJT, and OJT elders are appointed as leaders to conduct OJT. Furthermore, we appoint OJT Assistants who are close to newcomers in seniority and can provide informal counsel. In addition, we distribute an “OJT Handbook” to OJT managers and OJT elders to help them understand basic knowledge and skills related to OJT, and we conduct online training sessions prior to new employees joining the Company to efficiently support their growth.

In addition, new sales and administrative employees who have joined the Company will undergo approximately four months of practical training in housing sales, regardless of the division to which they are assigned. By experiencing OJT under veteran housing sales staff, they gain a practical understanding of the “spirit of housing,” a concept that our employees value, and through hands-on B2C sales, they develop the ability to build trust with individual customers from the ground up, while experiencing for themselves the Company’s reputation and strengths in the market. We do this to help new employees use these experiences in their own work and to encourage communication within the workplace, which leads to a sense of unity and collaboration across businesses and job types.

Implementation of the “&D Campus” learning platform

The Company implemented “&D Campus” in fiscal 2024 as a learning platform that aggregates educational measures such as collective training and e-learning. In addition to our own e-learning program, we have made all courses on the external video learning service “Schoo” available to every employee, creating an environment where they can freely select and take courses according to their individual attributes and interests, thereby promoting independent learning among employees.

Operation of the Multi-Experiential Career Support Program

In addition to the existing internal recruitment system*1, the FA program*2, and other systems, we conduct the Multi-Experiential Career Support Program with the goal of supporting self-realized employee growth and career development. This program is designed to allow the knowledge and experience gained from secondary employment to flow back into the Company’s core business. Under the program, the Company has established a menu of secondary jobs, consisting of (1) Company-arranged (open recruitment-type) secondary employment; (2) individual self-arranged secondary employment (application-type); (3) in house secondary employment whereby the employee spends some of their working hours on a project or other work at a different department while remaining as a member of their current department; and (4) human resources exchange with other companies in which employees are transferred to other companies for a certain period to experience work outside their own company.

In fiscal 2024, a total of 73 people (25 people with (3)) used the Multi-Experiential Career Support Program, with a user commenting, “I was able to gain experience I never could have received in my main work, and I was able to acquire skills that would have been out of reach at my main job.”

Utilization of this program works to develop employees with diverse experience and thereby sustainably enhance corporate value.

*1 This system allows candidates to apply to publicly advertised divisions.

*2 A program that allows employees to voluntarily transfer to a position or department of their choice.

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Training new employees assigned to Housing Design

At the Company, new employees assigned to the Housing Design Section receive 1.5 years of training at the Head Office, where they learn basic architectural knowledge, CAD operations, plan creation, and other aspects of the work process and the mindset required of a designer. Subsequently, such employees are assigned to offices nationwide, which allows them to efficiently acquire specialized knowledge and prevents inconsistencies in training due to differences in office environments.

Impressions from branch offices where new employees were dispatched to, were stated as “They have retained basic business knowledge, and they’ve immediately performed as assets as soon as they assumed their duties here.” Conversely, the new employees who had received training commented, “The knowledge gained from such long-term practical experience was extremely useful after my posting.”

We will continue to promote the development of designers who can propose higher value-added housing to our customers.

[Housing design] Compliance training

As one measure we take to prevent recurrence of non-compliance with building standards, we hold training sessions on legal compliance for housing design in each district. Having acquired knowledge of laws and regulations, such as a series of regulations related to type-certified specifications, each individual takes responsibility and works thoroughly to prevent recurrence. This is a system whereby employees cannot take the internal examination for internal qualifications for the system of type certified specifications without first having completed this training.



P094 [Housing design] Internal qualifications for the system of type-certified specifications

[Housing] Compliance study sessions for the sales division

Preventing incidents of risk before they occur requires an accurate performance of tasks through a further increase of knowledge. Consequently, every year, the Company conducts

“compliance study sessions” and “proficiency tests” with the aim of heightening the knowledge of laws and regulations, and internal rules, among sales managers and representatives. Those who fail the test are required to attend additional study sessions and retake the test. The test results are disclosed internally as a ranking by sales branch.

Developing Global Human Resources

The Company is looking to discover and nurture talented individuals who will succeed in rolling out future overseas business as we move forward with our global expansion plans.

・ Global trainee system (overseas training)

The Company has introduced a global trainee system as an incremental program aimed at young engineers to develop technical human resources who can play an active role in overseas operations. In fiscal 2024, from each business division we selected four employees in technical positions who are expected to be responsible for future overseas business operations, and after a preparatory period dispatched them to the U.S., China, and Malaysia, where our overseas bases are located, for a training program lasting approximately 10 months. At each location, participants learned about the unique local business practices, technologies, and management methods, and attained a mindset to deal with future overseas assignments. As a general rule participants return to the divisions where they were originally assigned, although in the final month, their original division, Overseas Division, and others deliberate to decide where to assign the participant, who is also asked about their preference as a reference. Starting in fiscal 2025, the training will be divided into two periods, the first half and latter half, with eight participants per year. Furthermore, not limited to those in technical positions, we will systematically continue this program to train management candidates in the overseas business.



DAIALOG10 (Japanese text only)

・ Daiwa In-Tech Program (short-term training in Japan for national staff)

In anticipation of future overseas business expansion, we established a training program in Japan to improve the technical skills of national staff (local staff) working in our overseas

subsidiaries.

In fiscal 2024, our staff in Hanoi, Vietnam, who support the design of our single-family and rental housing, had not had the opportunity to visit Japan since the COVID-19 pandemic began, and therefore had difficulty visualizing the drawings they handle in their daily work. To address this issue, they visited Japan for a 10-day training program. With great enthusiasm they checked construction methods and materials at actual construction sites, completed sites, and factories, and deepened their understanding of drawings and fittings. In addition, they were able to meet face-to-face and exchange opinions with the Japanese staff who request design support, and thereby raised the level of communication.

・ Language learning support

Advancing global business development requires improving the language skills of all employees. The Company has therefore prepared designations of external language learning courses and provides support to encourage learning, such as subsidizing part of the course fees. In addition, we also enable the taking of TOEIC® IP tests for those who wish to periodically confirm their language ability.

Career change program

As part of the restructuring of our business portfolio to promote sustainable management, we will need to reassign personnel and provide reskilling. Therefore, in order to support employees who have been transferred across businesses and job types, we are implementing a career change program from fiscal 2024. This program involves inventorying an employee's career to date and developing a mindset that will enable them to proactively engage in reskilling in a new environment.

Career design support

We introduced a “career design support system” through which the Company supports its employees who plan to leave the Company before their mandatory retirement age, and take up new employment or become self-employed in accordance with their own lifestyle as a second stage in their life. This system has the goal of creating an environment where employees can develop independence and autonomy by reflecting on

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the know-how, skills, and strengths they have cultivated at the Company while considering the contours of their career, thereby cultivating a foundation for producing human resources who can play an active role in society in a wide range of fields.

Promotion of active roles for the senior generation

The Company has set its retirement age as 65, but employees nationwide can choose between 65 and 67. Furthermore, there are three courses available under the “Active Aging System,” a reemployment system for retirees offering multiple paths according to job responsibility, and allowing participants to choose the same number of working days and salary as when they were active employees. In addition, while this system’s participants can work until age 70, it also enables the possibility for those in technical positions to continue working in an environment where they can demonstrate their expertise regardless of age.

Taking the initiative to help senior employees play an active role also leads to attracting talented individuals from outside the Company. Regardless of their industry or job type, such individuals bring with them their top-level experience and skills that work to accelerate our growth. They sense the potential for success, and the number of mid-career hires over the age of 50 is steadily increasing. This has been an enormous help to us as we tackle new businesses and business schemes.

· Life design seminar

We carry out a “life design seminar” each year for employees who turn 60 years old. In an era where people are living to 100, this seminar’s content seeks to convey to participants an understanding of the importance of constantly acquiring new knowledge and skills that will enable post-retirement life planning while keeping in mind each individual’s overall work and life balance. In addition, the seminar provides lectures on personnel systems, public pensions, corporate pension systems, health management, and other topics for people aged 61 and older, supporting each individual in creating a fulfilling life plan.



P176 Social Data

Diversity indicators Employment and hiring of seniors

In-house commendation system

· Daiwa House Award

Once a year the Company honors and rewards its branches, sales offices, individuals, and Group companies that have achieved outstanding results, with the goal of further raising the overall strength of the Company. In this way, we spotlight exemplary workplaces and individuals, thereby raising awareness among other employees.

■ Overview of the Daiwa House Award

	Name	Evaluation category	Details
Nobuo Ishibashi (the founder) Award	Award for the Best Branch Management	Branch	Branch with the most excellent management in terms of both performance evaluation and management soundness evaluation
	Excellent Group Company Award	Group company	Group company with excellent management, with high overall evaluation including financial and non-financial aspects
President's Award	Award for the Best Sales Office Management	Sales office	Sales office with the most excellent management in terms of both performance evaluation and management soundness evaluation
	Special President's Award for Safety	Branch	Branch that exceeded 5,000 days without any workplace accidents
	Challenge! We Build ECO Contest	Branch/ Employees	An exceptional case from among the environmental activities conducted at each branch and factory
	President's Award for Outstanding Employee	Employees	Employee with outstanding business performance



➤ Establishment of the Daiwa House Award, an in-house award system to maximize employee job satisfaction and pride (Japanese text only)

· “Distinguished Service Award” honors technical employees

The Company has established a “Distinguished Service Award” with the goal of recognizing and boosting the morale of technical employees who have made outstanding achievements and significant contributions during the year. Since fiscal 2021, we have continued to promote the theme of “actively working toward the SDGs.” We quantitatively evaluate each of the nine departments involved in manufacturing based on established evaluation criteria and their achievements during the year.

As a supplementary prize to the Distinguished Service Award, we offer study tours to the overseas business sites we are working to develop. Among our goals is the exchange of opinions about what the tour members felt during their inspections, the creation of opportunities to spark interest in overseas business, and also to nurture young engineers who will play an active role in overseas business.

■ Main awards in the in-house commendation system

Awards system name	Category	Job type
Owner's Introduction, Outstanding Employee Award	Housing	Sales
Exhibition Hall Route Contract Excellent Base Award		
Sales Promotion Competition Outstanding Employee Award	Livness	Sales
Design Competition	Rental housing	Design
Product Competition “Daiwa Works”	Architecture	Design
Customer Support Office Branch Office-Individual Award	CS	CS
All-Japan Factory Enhancement Case Study Competition	Factory	Factory
Technology Competition (Invention)	Technical	All job types
Technology Competition (Technology Enhancement)		Technical position
Distinguished Service Award		Technical position
Safety Competition	Branch office, factory	All job types
Safety Award	Technical, factory	Technical position

Daiwa FUTURE100, an in house entrepreneurship system


From fiscal 2024, the Group launched Daiwa Future100, an in house entrepreneurship program, as part of its efforts to heighten the value of its human capital. All Group employees, regardless of age or position, are invited to submit business ideas, and business verification will be conducted in collaboration with external partners. The project proposal that is selected through the screening process will be commercialized and its growth promoted, with the originator becoming the project’s president.

In its first year, Daiwa Future100 received a total of 896 applications. Through a three-stage screening process, a total of five business proposals (three approved and two conditionally approved) were selected. Those that had passed the selection process spoke optimistically, saying, “With the cooperation

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of the outside experts and the secretariat, it was a good opportunity to learn things that I would not have noticed on my own,” and “Thanks to the information and advice I received with this opportunity, I was able to see a path to maximizing the use of internal assets.” In addition, in a survey of those who did not make it through the selection process, 89% responded that they “Would like to try again.” We expect that it will contribute to the creation of an organizational culture that tackles challenges and the development of management talent who will lead the Daiwa House Group in the future.

We launched the second Daiwa Future100 in April 2025 with the aim of creating an array of new businesses that will contribute to achieving our goal of becoming a 10 trillion yen-company on our centennial anniversary.

 [Launch of Daiwa FUTURE100, an in house entrepreneurship system Human capital investment up to 30.0 billion yen \(Japanese text only\)](#)

Main approach

Implementing succession planning program (D-Succeed Next)

As part of our succession planning program, “D-Succeed Next,” approximately 45 people are selected each year through a screening process conducted by those who have oversight in an area, namely branch managers, directors in charge, and those in management. “Next” is a three-year program that aims to create “development opportunities” for acquiring perspective and vision as a business leader.

In the first year, participants learn and reflect inward upon leadership theories, while also focusing on the business environment and business issues, charting their vision for the future. The second year will see students expand their perspectives and horizons, think about their ideal future selves, and acquire basic management literacy. With the aim of strengthening awareness of oneself in society and further enhancing the ability to constantly change, the third year offers programs that are also taken by others, as well as individual programs that allow participants to interact with employees from other companies. We will continue to develop and pool management human resources through D-Succeed.

P077 Fostering successor candidates

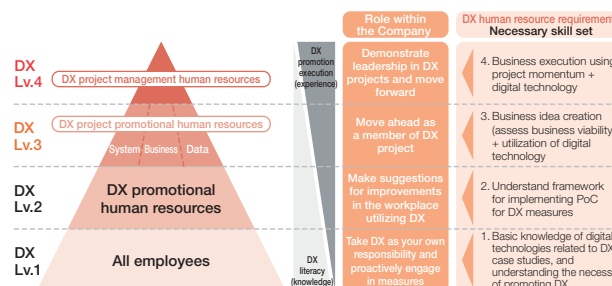


Overview and challenges of the D-Succeed Next training program

Developing DX human resources

Under the Seventh Medium-Term Management Plan, the Company treats initiatives for digital transformation (DX) as priority action areas. Therefore, from fiscal 2023 we have implemented DX literacy education Lv.1 for all employees to develop DX human resources. In fiscal 2024 we implemented DX Lv. 2 (practical course) for those who wished to participate. In addition, in order to raise the data utilization skills of all employees, we conducted a “Data Utilization Course: Literacy Edition” (number of participants: 14,419, five e-learning sessions totaling 180 minutes), and as an advanced course for those who wished to participate, we offered a “Data Utilization Course: Practical Edition” (total number of participants: 4,800, three e-learning sessions totaling 202 minutes). We will continue to develop human resources who can proactively promote DX in each department and organization.

■ DX literacy training



Rank	Number of participants	Course time
DX Lv.1	14,439	150 minutes
DX Lv.2	477	300 minutes
DX Lv.3	Not supplemented	370 minutes

[Architectural design] Adoption of an internal short-term study abroad system

The Company has introduced an internal short-term program to study overseas with the aim of broadening the horizons of employees engaged in architectural design and providing them with further opportunities for growth. We began accepting applications for the program in fiscal 2024.

To achieve growth as an engineer, widening a perspective through involvement in a great variety of applications and large-scale projects is vital. However, the fact is that the branch office an engineer is attached to will be the determining factor behind what applications and scale of a property can be experienced. Moreover, frequent transfers to gain experience places a heavy burden on employees' lives. This system functions to improve skills and knowledge through study abroad during the design phase of a large-scale project or special properties, without changing the engineer's original worksite.

Start of engineer experience registration

As part of our efforts to strengthen technical capabilities, we started operation of a “technician information database” in fiscal 2024. As a company, we centrally manage the skills held by each employee, which we utilize for effective placement of engineers and to address the needs of projects requiring advanced skills. Employees themselves can also visualize their personal track record and gain a sense of self-growth.

Information on past projects is collected based on self-reports from employees. Going forward, we will collect and accumulate accurate information on a regular basis using such internal systems.