Environmental Data

Note: See p. 6 for environmental data criteria. ★: Subject to third-party assurance

Environmental Impact of Business Activities (FY2023)

Input

- **Electric power**
  - Electric power ····· ★85,080,000 kWh
- **Fossil fuel**
  - Gasoline ····· ★11,148 kL
  - Diesel fuel ····· ★724 kL
  - Kerosene ····· 29 kL
  - City gas ····· 410,000 m³
  - LPG ····· 310,000 m³
  - Natural gas ····· 1,300,000 m³
- **Energy**
  - Steam ····· 13,768 GJ
  - Cold water ····· 25,468 GJ
- **Water**
  - Water ····· ★1,570,000 m³

Group Business Activities

- Construction Business
- Real Estate Leasing Business
- Real Estate Development Business
- Other Businesses

- **Building use**
  - Number of completed units ····· 40,627 units

Output

- **CO_2**
  - Scope 1 ····· ★33,584 t-CO_2e
  - Scope 2 ····· ★33,223 t-CO_2e
- **Wastewater**
  - Wastewater emissions ····· ★1,560,000 m³
- **General waste (domestic only)**
  - Total emissions ····· 1,400 tons
- **Industrial waste (domestic only)**
  - Total emissions ····· ★500,000 tons
  - Final disposal amount ····· ★90,000 tons
  - Final disposal amount of asbestos ····· 7,000 tons
- **CO_2 emissions in Scope 3 (Category 11)**
  - ····· ★2,067,775 t-CO_2e

Total Greenhouse Gas Emissions Throughout the Supply Chain

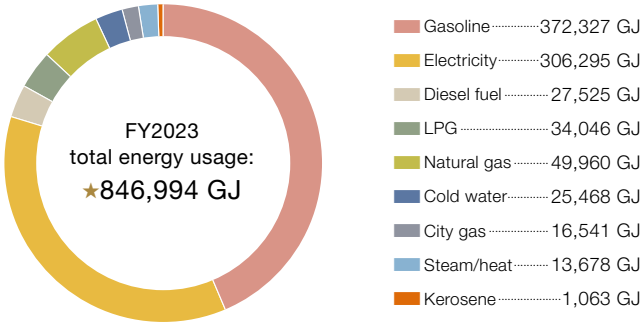
FY2023
total greenhouse gas (CO_2) emissions: **3,501,719 t-CO_2e**

Scope 1★: 33,584 t-CO_2e + Scope 2*★: 33,223 t-CO_2e + Scope 3: 3,434,912 t-CO_2e

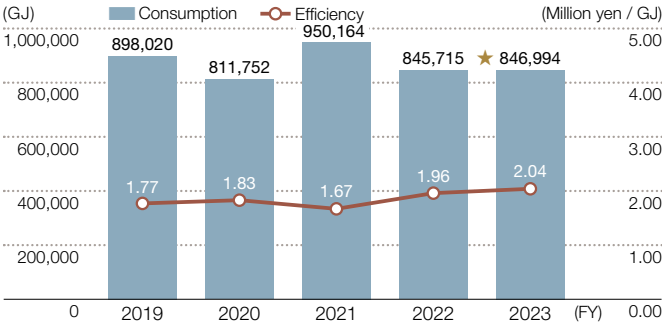
* Emissions in Scope 2 is the value after deduction of purchased electricity with non-fossil certificates

Input Individual Data

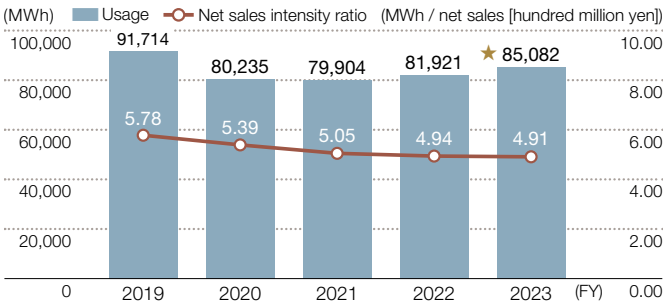
Consolidated Total Energy Usage by Type



Consolidated Energy Consumption/Efficiency

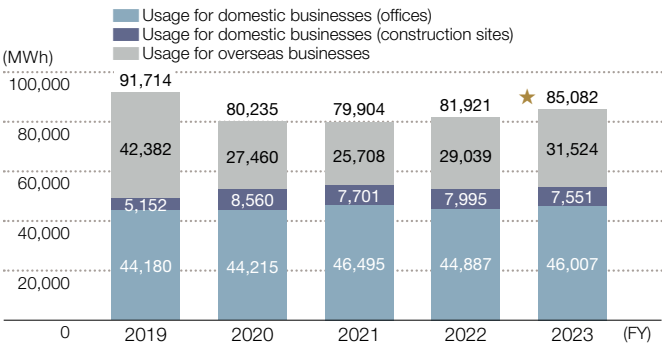


Consolidated Electricity Usage



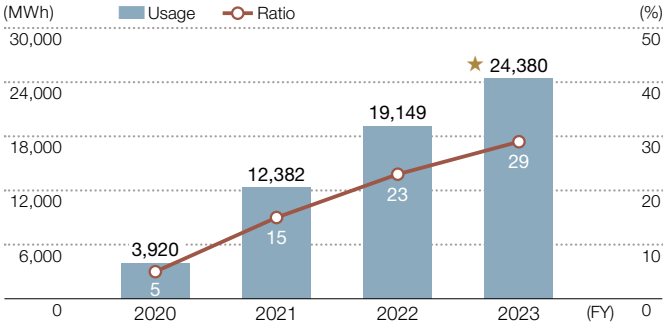
Note: Data was retroactively corrected because electricity usage during vacancies was added starting in FY2023.

Consolidated Electricity Usage by Site

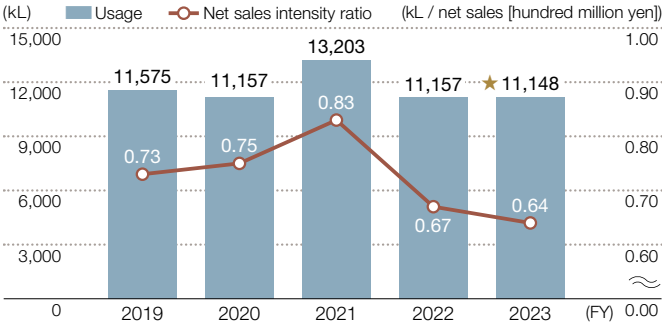


Input Individual Data

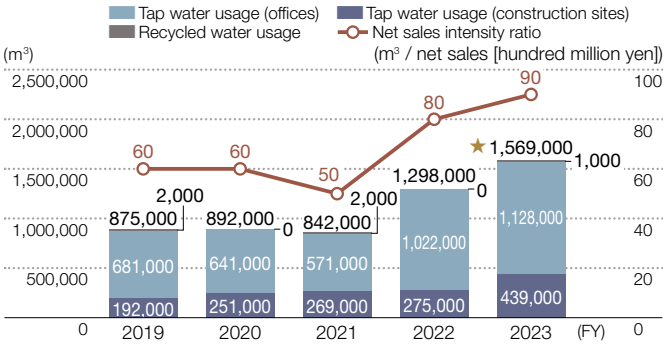
Consolidated Renewable Energy Usage/Ratio



Consolidated Gasoline Usage

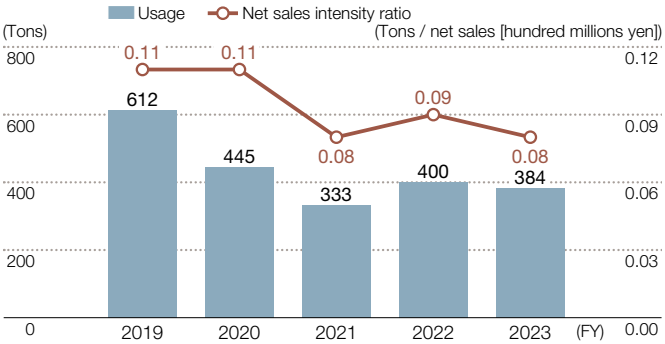


Consolidated Water Usage by Source



Note: Data was retroactively corrected because water usage during vacancies was added starting in FY2023.

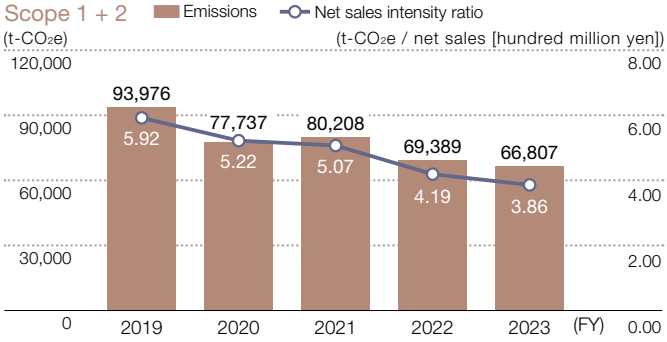
Non-Consolidated Copy Paper Usage



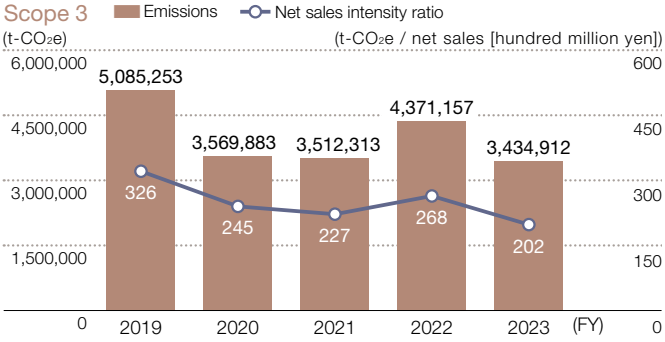
Output Individual Data

Consolidated Greenhouse Gas Emissions (Scope 1 + 2 and Scope 3)

Scope 1 + 2

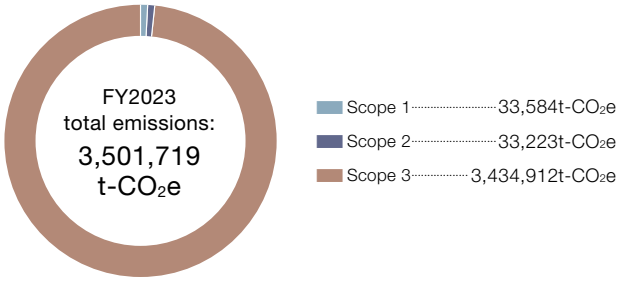


Scope 3

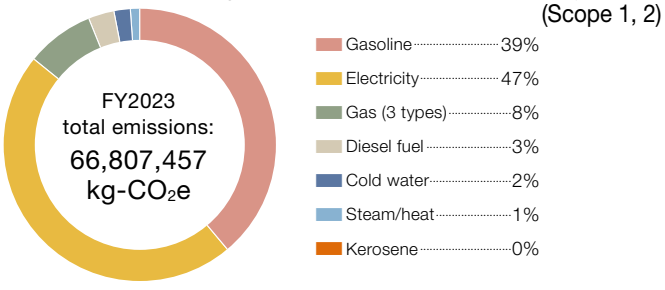


Note: Data was retroactively corrected because the calculation method for Category 1 was changed in FY2023 with the aim of making more detailed measurements. Emissions calculated using the prior calculation method is 251,419.97 t-CO_2e.

Consolidated Greenhouse Gas Emissions (Scope 1, 2, 3)



Consolidated Percentage of Greenhouse Gas Emissions by Source (Scope 1, 2)



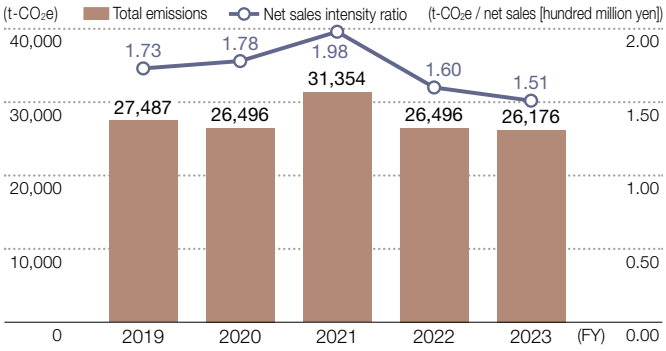
Output Individual Data

Consolidated Greenhouse Gas (7 Substances) Emissions by Type (Scope 1)

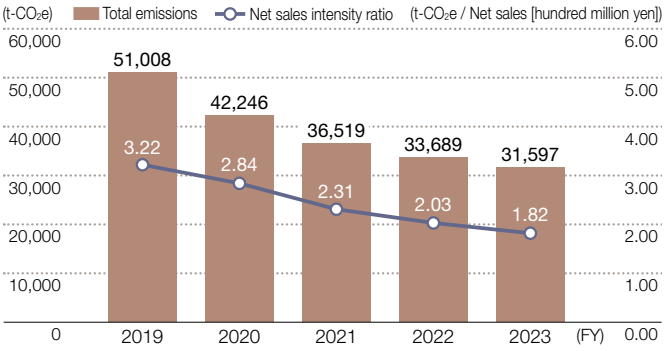
(t-CO_2e)

	FY2019	FY2020	FY2021	FY2022	FY2023
Carbon dioxide (CO_2)	35,304	33,261	40,912	33,059	32,905
Methane (CH_4)	579	585	734	570	576
Nitrous oxide (N_2O)	81	81	100	79	102
Hydrofluorocarbons (HFCs)	0	0	0	0	0
Perfluorocarbons (PHCs)	0	0	0	0	0
Sulfur hexafluoride (SF_6)	0	0	0	0	0
Nitrogen trifluoride (NF_3)	0	0	0	0	0
Bulky rubbish	—	—	—	—	0
Sludge	—	—	—	—	0
Dry batteries	—	—	—	—	0
Total	35,963	33,926	41,747	33,708	★33,584

Consolidated Greenhouse Gas Emissions From Gasoline (Scope 1)



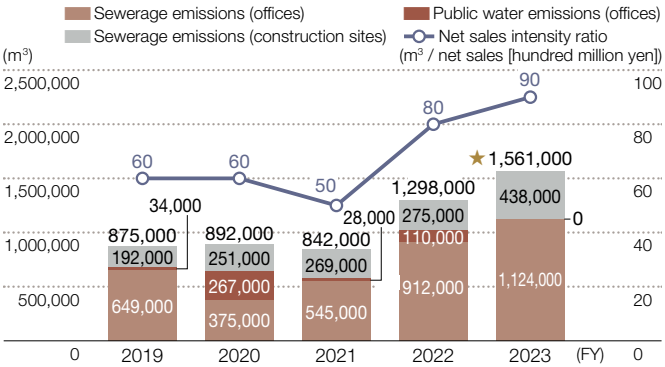
Consolidated Greenhouse Gas Emissions From Electricity (Scope 2)



Consolidated Greenhouse Gas Emissions by Category (Scope 3)

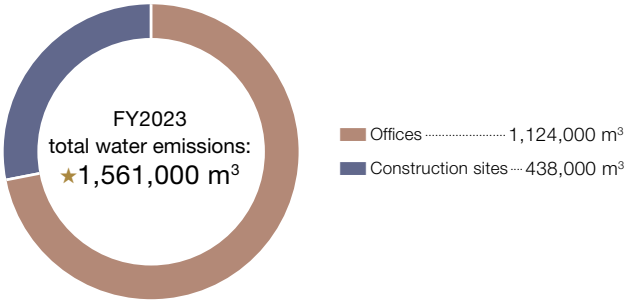
	FY2023	
	Emissions (t-CO_2e)	As percentage of total
1. Purchased goods and services	★1,159,588	34%
2. Capital goods	321	0%
3. Fuel- and energy-related activities not included in Scope 1 or 2	4,592	0%
4. Upstream transportation and distribution	69,555	2%
5. Waste generated in operations	20,202	1%
6. Business travel	8,021	0%
7. Employee commuting	3,393	0%
8. Upstream leased assets	78,190	2%
9. Downstream transportation and distribution	0	0%
10. Processing of sold products	0	0%
11. Use of sold products	★2,067,775	60%
12. End of life treatment of sold products	22,714	1%
13. Leased assets	552	0%
14. Franchises	9	0%
15. Investments	0	0%
Total	3,434,912	—

Consolidated Wastewater Emissions



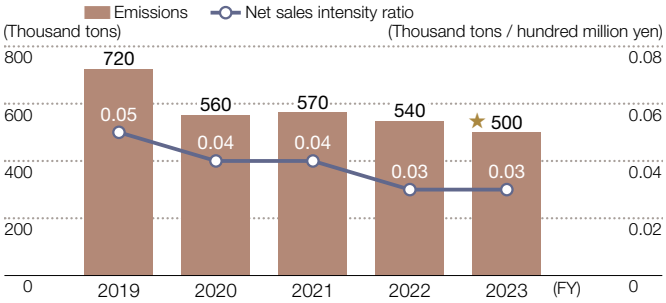
Note: Data was retroactively corrected because water usage during vacancies was added starting in FY2023.

Consolidated Wastewater Emissions by Site



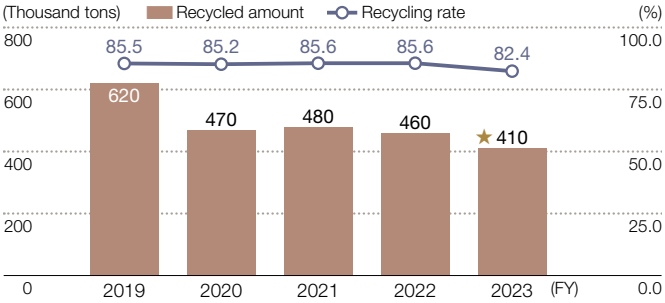
Output Individual Data

Consolidated, Domestic Only* Industrial Waste Emissions and Net Sales Intensity Ratio



* No industrial waste overseas

Consolidated, Domestic Only* Recycled Amount of Waste and Recycling Rate



* No industrial waste overseas

Consolidated, Domestic Only* Total Emissions, Recycled Amount, Final Disposal Amount, and Recycling Rate of Industrial Waste by Category

	FY2021				FY2022				FY2023			
	Total emissions (tons)	Recycled amount (tons)	Final disposal amount (tons)	Recycling rate	Total emissions (tons)	Recycled amount (tons)	Final disposal amount (tons)	Recycling rate	Total emissions ★(tons)	Recycled amount ★(tons)	Final disposal amount ★(tons)	Recycling rate
Burnt ash	0	0	0	—	3	0	2	0%	—	—	0	—
Construction sludge	15,291	15,291	0	100%	14,819	14,819	0	100%	16,960	10,955	6,004	65%
Waste oils	0	0	0	—	1	0	0	16%	1	0	1	16%
Waste acids	0	0	0	—	0	0	0	—	—	—	0	—
Waste alkalis	0	0	0	—	0	0	0	—	—	—	0	—
Plastic waste	78,818	40,715	19,052	52%	83,011	42,898	20,057	52%	64,845	41,341	23,504	64%
Paper scraps	13,217	11,524	847	87%	13,928	12,405	761	89%	12,549	11,661	888	93%
Wood scraps	107,617	104,516	1,551	97%	97,359	94,573	1,393	97%	90,344	88,882	1,462	98%
Textile scraps	1,182	748	217	63%	1,068	656	206	61%	762	638	124	84%
Waste drywall boards	34,514	27,314	3,600	79%	19,777	15,119	2,329	76%	16,511	14,483	2,028	88%
Animal and plant residue	0	0	0	—	0	0	0	—	—	—	0	—
Solid animal waste	0	0	0	—	0	0	0	—	—	—	0	—
Rubber scraps	0	0	0	—	0	0	0	—	—	—	0	—
Metal scraps	23,106	22,635	235	98%	19,807	19,527	140	99%	16,608	15,988	620	96%
Glass and ceramic scraps (including concrete)	58,824	13,632	22,596	23%	52,004	13,847	19,079	27%	33,678	17,976	15,701	53%
Slag	0	0	0	—	0	0	0	—	—	—	0	—
Rubble (asphalt concrete rubble)	23,847	21,679	1,084	91%	21,986	20,021	982	91%	20,822	19,630	1,192	94%
Rubble (concrete rubble)	187,571	185,895	838	99%	186,564	185,801	381	100%	153,045	151,074	1,970	99%
Rubble (other rubble)	88,970	40,307	24,332	45%	82,437	40,359	21,039	49%	60,564	36,141	24,424	60%
Mixed waste (stable)	262	1	130	0%	320	11	155	3%	331	0	331	0%
Mixed waste (mixed)	1,787	172	807	10%	3,029	6	1,512	0%	1,669	357	1,311	21%
Asbestos-containing waste (ceramic rubble)	1,572	0	786	0%	2,120	0	1,060	0%	1,106	0	1,106	0%
Asbestos-containing waste (other rubble)	10,347	0	5,173	0%	15,649	0	7,824	0%	5,712	0	5,712	0%
Asbestos-containing waste (plastic waste)	65	0	33	0%	43	0	22	0%	38	0	38	0%
Soot and dust	0	0	0	—	0	0	0	—	—	—	0	—
Mercury	60	0	30	0%	108	0	54	0%	54	0	54	0%
Asbestos-containing waste (paper scraps)	0	0	0	—	0	0	0	—	6	0	6	0%
Asbestos waste	82	0	41	0%	670	0	335	0%	15	0	15	0%
Total	647,131	484,428	81,352	75%	614,704	460,042	77,331	75%	495,619	409,127	86,491	83%

* No industrial waste overseas

Consolidated, Domestic Only* Total Emissions, Recycled Amount, Final Disposal Amount, and Recycling Rate of General Waste by Category

	FY2021				FY2022				FY2023			
	Total emissions (tons)	Recycled amount (tons)	Final disposal amount (tons)	Recycling rate	Total emissions (tons)	Recycled amount (tons)	Final disposal amount (tons)	Recycling rate	Total emissions (tons)	Recycled amount (tons)	Final disposal amount (tons)	Recycling rate
Copy and printer paper / high-quality paper	1	1	0	100%	3	2	0	83%	1	1	0	94%
Newspapers	5	4	0	97%	6	6	0	96%	3	3	0	96%
Magazines	39	23	8	60%	47	37	5	78%	58	50	8	87%
Cardboard boxes	104	70	17	67%	106	60	23	56%	73	56	18	76%
Mixed paper	327	179	74	55%	342	206	68	60%	234	189	44	81%
Kitchen and miscellaneous waste	1,919	2	958	0%	2,134	3	1,066	0%	902	3	899	0%
Glass bottles/jars	11	10	0	95%	10	10	0	99%	3	3	0	97%
Cans	11	3	4	30%	12	4	4	33%	8	6	3	67%
Plastic bottles	16	3	7	19%	19	4	8	20%	13	6	7	48%
Polystyrene	0	0	0	100%	0	0	0	82%	0	0	0	96%
Plastic waste	35	26	4	76%	46	31	7	68%	36	30	6	82%
Lunch box packaging, etc.	2	0	1	0%	0	0	0	0%	0	0	0	1%
Waste oils	0	0	0	—	0	0	0	—	—	0	0	—
Bulky rubbish	112	8	52	7%	78	3	37	4%	88	13	75	14%
Sludge	0	—	0	—	—	—	0	—	—	—	0	—
Dry batteries	—	—	0	—	0	0	0	0%	0	0	0	0%
Total	2,582	331	1,126	13%	2,804	366	1,219	13%	1,419	359	1,060	25%

* No industrial waste overseas

Other

Status of Compliance with Environmental Regulations*1

	FY2023
Impact on the environment resulting from violations of environmental regulations	None
Amount of penal fines, non-penal fines, etc., relating to environmental regulations	0
Number of incidents relating to environmental regulations	0
Number of environment-related lawsuits	0
Number of environment-related complaints*2	0

*1 Greenhouse gas, pollutants, wastes, quality/emissions of wastewater
*2 Vibration and noise at construction sites, waste management, etc. (not resulting in lawsuits, administrative guidance, or administrative sanctions)

Group-Owned Real Estate Data

The environmental data of real estate facilities owned by the Daito Group are as follows.

Applicable facilities:
- Shinagawa East One Tower (head office building)
- ROOFLAG rental housing exhibition hall
- Kurosaki Building (Group-owned building)

Note: The rental housing properties managed across Japan are real estate facilities owned by the property owners. The Group supports the lease management by using the Lease Management Trust System.

Greenhouse gas emissions

	FY2021	FY2022	FY2023
Scope 1 + 2 (t-CO_2e)	2,396.08	2,605.57	2,079.49

Energy consumption

	FY2021	FY2022	FY2023
Electricity (GJ)	46,528	46,908	44,731
Steam (GJ)	16,869	16,821	16,305
Cold water (GJ)	27,200	31,543	34,408

Water usage

	FY2021	FY2022	FY2023
Tap water (m^3)	52,994	68,504	67,353
Recycled water (m^3)	7,064	1,980	4,165

Third-Party Assurance

Environmental data for FY2023 marked with a ★ symbol in this ESG Data 2024 underwent third-party assurance provided by Ernst & Young ShinNihon LLC to ensure reliability.

➡See here for the assurance report: https://www.kentaku.co.jp/corporate/en/ir/report.html

Boundaries

Construction business: Daito Trust Construction Co., Ltd.; Daito Construction Co., Ltd.; Daito Steel Co., Ltd.; SHIMA CO., LTD.

Real estate business: Daito Kentaku Partners Co., Ltd.; Daito Kentaku Leasing Co., Ltd.; Housecom Co., Ltd.

Other businesses: Gaspal Co., Ltd. ; Care Partner Co., Ltd.; Daito Corporate Service Co., Ltd.; Daito Finance Co., Ltd.; Daito Mirai Trust Co., Ltd. ; Daito Kentaku Health Insurance Association; JustCo DK (Japan) Co., Ltd.; Lopicma Co., Ltd. ; INVALANCE Ltd.; Daito Trust Asset Solution, Ltd. ; DAITO BIO ENERGY CO., LTD.

Overseas: DAITO ASIA DEVELOPMENT PTE. LTD. (Singapore); DAITO ASIA DEVELOPMENT (MALAYSIA) SDN. BHD. (Malaysia); DAITO ASIA DEVELOPMENT (MALAYSIA) II SDN. BHD. (Malaysia); D.T.C. REINSURANCE LTD. (Bermuda); DAITO KENTAKU USA, LLC (U.S.); Liangbuwu Business Consulting (Shanghai) Co., Ltd. (China); DAITO CANADA TRADING INC. (Canada)

Note: DAITO BIO ENERGY CO., LTD., SHIMA CO., LTD., DAITO CANADA TRADING INC. were added to boundaries in FY2023.

Reporting period: April 2023 to March 2024

Publication: September 2024

Calculation methods

Scope 1 (direct emissions): GHG emissions from fuel consumption by the Group

Breakdown	Equation	Scope of calculation	Source of emission intensity, etc.
Gasoline, diesel fuel, kerosene, city gas, LPG, natural gas	• Calculated by multiplying gas/oil consumption* by emission intensity according to fuel types * Gas/oil consumption: Volume of purchased gases/oils (m^3, L, kg)	All fuel	The Greenhouse Gas Emissions Accounting and Reporting Manual, Ver. 5.0 (February, 2024) under the Greenhouse Gas Emissions Calculation, Reporting, and Disclosure System, based on the Act on Promotion of Global Warming Countermeasures

Scope 2 (indirect emissions): GHG emissions from electricity consumption and heating/cooling by the Group

Breakdown	Equation	Scope of calculation	Source of emission intensity, etc.
Electricity usage at offices and construction sites	• Calculated by multiplying electricity consumption*1, 2 by emission intensity according to electricity providers*3 *1 Electricity consumption = Total amount of invoices, etc. from electricity providers *2 Volume of purchased renewable energy out of electricity consumption is the allotment of non-fossil certificates from electricity providers. *3 In-house power generation (volume generated on premises) is calculated by multiplying the volume measured with on-premise gauges by emission intensity.	All electricity	Emission factors by electricity provider (FY2022 results) under the Greenhouse Gas Emissions Calculation, Reporting, and Disclosure System, based on the Act on Promotion of Global Warming Countermeasures
Steam / cold water	• Calculated by multiplying steam and cold water consumption* by emission intensity * Consumption by community heating/cooling (DHC) = Total amount of invoices, etc. from heating/cooling providers (MJ)	All cold/hot water	Emission factors by heat supply provider (FY2022 Results) under the Greenhouse Gas Emissions Calculation, Reporting, and Disclosure System, based on the Act on Promotion of Global Warming Countermeasures

Water: The Group's water intake and wastewater emissions

Breakdown	Equation	Scope of calculation	Source of emission intensity, etc.
Water usage at offices and construction sites	• Water intake: Calculated based on invoices from the waterworks bureau or water suppliers • Wastewater emissions: For offices/construction sites with reduction measures, the volume is calculated based on invoices from the waterworks bureau. For those without such measures, it is considered equal to the volume of water supply and calculated accordingly.	All water	—

Waste: The Group's total emissions of waste, recycled amount, and final disposal amount

Breakdown	Equation	Scope of calculation	Source of emission intensity, etc.
General waste from offices	• Total emissions, recycled amount, and final disposal amount: Calculated based on estimate of actual use in the office and number of people	All general waste	Act on Waste Management and Public Cleaning
Industrial waste from construction sites	• Total emissions: Calculated actual emissions of waste by category based on manifesto • Recycled amount: Calculated by multiplying total emissions by recycling rate calculated based on the results of interview survey with industrial waste processors • Final disposal amount: Calculated by the difference between total emissions and recycled amount	All industrial waste	Act on Waste Management and Public Cleaning

Scope 3: GHG emissions from the Group's supply chain

Category	Equation	Scope of calculation	Source of emission intensity, etc.
1. Purchased goods and services	(1) Calculated by multiplying costs/weight of purchased products and services by emission intensity (2) For buildings constructed by Daito Trust Construction Co., Ltd., calculated by multiplying CO_2 according to structures (t-CO_2/unit)*1 by completed number of units *1 CO_2 according to structures (t-CO_2/unit) = Total amount of material quantity or costs*2 × factors *2 Material quantity is the default, but in case there is no quantity data, material costs are used.	All purchased products and services	(1) "[5] Emission intensity based on inter-industry relations table" from the Database on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain compiled by the Ministry of the Environment (2) Material quantity/costs: Values calculated by the Dato Group Factors: IDEA compiled by the National Institute of Advanced Industrial Science and Technology and the Japan Environmental Management Association for Industry
2. Capital goods	Calculated by multiplying capital investment by emission intensity according to investment items	Tangible fixed assets	• "[6] Emission intensity per capital goods prices" from the Database on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain compiled by the Ministry of the Environment
3. Fuel- and energy-related activities not included in Scope 1 or 2	Calculated by multiplying energy consumption used in Scope 1 and 2 by emission intensity	The Group's offices, construction sites, and managed properties	• "[7] Emission intensity per electricity/heat consumption" from the Database on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain compiled by the Ministry of the Environment
4. Upstream transportation and distribution	For transportation and distribution of products/services purchased from suppliers to Group companies as well as transportation and distribution in which Group companies are the shippers, calculated by multiplying actual data on volume of goods and distance by emission intensity	All transportation and distribution	• IDEA compiled by the National Institute of Advanced Industrial Science and Technology and the Japan Environmental Management Association for Industry
5. Waste generated in operations	For general waste from offices, calculated by multiplying volume of waste according to waste categories and treatment methods (incineration, recycling, and landfill) by emission intensity For industrial waste from construction sites, calculated by multiplying volume of waste by recycling rate and emission intensity according to waste categories and treatment methods	All waste	• "[8] Emission intensity according to waste categories and treatment methods" from the Database on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain compiled by the Ministry of the Environment • IDEA compiled by the National Institute of Advanced Industrial Science and Technology and the Japan Environmental Management Association for Industry
6. Business travel	Calculated by multiplying travel expenses according to travel methods and accommodation expenses by emission intensity	All business travels	• "[11] Emission intensity per amount of commuting expenses paid" and "[12] Emission intensity per accommodation" from the Database on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain compiled by the Ministry of the Environment
7. Employee commuting	Calculated by multiplying commuting expenses according to commuting methods by emission intensity	All commuting	
8. Upstream leased assets	For emissions from operating managed properties (excluding those if calculated in Scope 1 and 2), calculated by multiplying electricity consumption at common areas in managed properties by emission intensity	All leased assets	Same GHG emission factors as Scope 2
9. Downstream transportation and distribution	Not applicable (due to no transportation and distribution processes for sold products (properties))	—	—
10. Processing of sold products	Not applicable (due to no processes for processing sold products (properties))	—	—
11. Use of sold products	Calculated by multiplying number of completed units according to building types by annual CO_2 emissions per household according to energy types and construction methods of housing complex	All supplied buildings	• Results of Survey on the Actual Conditions of Carbon Dioxide Emissions from Residential Sector in FY2022 (Final Figures) compiled by the Ministry of the Environment
12. End of life treatment of sold products	Calculated by multiplying volume of waste from building demolition and other sites by emission intensity according to waste categories and treatment methods	All supplied buildings	• "[8] Emission intensity according to waste categories and treatment methods" from the Database on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain compiled by the Ministry of the Environment • IDEA compiled by the National Institute of Advanced Industrial Science and Technology and the Japan Environmental Management Association for Industry
13. Leased assets	For emissions from operating managed properties (for tenant use) (excluding those if calculated in Scope 1 and 2), calculated by multiplying energy consumption in managed properties by emission intensity	All leased assets excluding common areas and areas occupied by Group companies in the head office building (E1)	Same GHG emission factors as Scope 2
14. Franchises	For emissions from operating franchises (excluding those if calculated in Scope 1 and 2), calculated by multiplying energy consumption at the franchise company by emission intensity	All franchises	Same GHG emission factors as Scope 1 and 2
15. Investments	Not applicable (due to no investment activities)	—	—

- Due to numbers being rounded up or down, total figures in graphs or tables may not correspond exactly to the total amounts of the individual figures.
- Organizations covered in this report are the Daito Group (Daito Trust Construction Co., Ltd. and its consolidated subsidiaries).
- The scope of calculation was changed in FY2023, and the data that was retroactively corrected is denoted.

Social Data

Employment Situation

Item		Unit	FY2021	FY2022	FY2023	Scope
Number of employees*1		Persons	17,650	17,851	18,239	The Daito Group
Number of temporary workers		Persons	4,135	4,159	4,097	The Daito Group
Average age		Age	43.66	43.88	44.11	Non-consolidated
Average length of employment		Years	10.37	10.71	11.04	Non-consolidated
Turnover rate (for personal reasons)	Total	%	11.9	12.3	11.5	Non-consolidated
	Sales	%	24	24.1	22.2	Non-consolidated
	Construction (construction managers)	%	5.2	5.5	3.4	Non-consolidated
	Design	%	4.7	4.3	2.8	Non-consolidated
	Administration (office employees in management track positions)	%	2.7	2.2	3.7	Non-consolidated
	Head office / system engineers	%	3.5	4.0	4.4	Non-consolidated
Average annual salary		Thousand yen	8,280	8,490	8,377	Non-consolidated
Ratio of female-to-male salary *2		%	—	68.6	66.1	Non-consolidated
Ratio of mid-career hires (total)		%	77.6	89.4	87.1	Non-consolidated
Ratio of mid-career hires (male)		%	84.2	78.1	77.8	Non-consolidated
Ratio of mid-career hires (female)		%	15.8	21.9	22.2	Non-consolidated
Number of new graduate hires (total)*4		Persons	417	217	210	3 main companies*3
Number of new graduate hires (male)*4		Persons	262	138	129	3 main companies*3
Number of new graduate hires (female)*4		Persons	155	79	81	3 main companies*3
Employment rate of people with disabilities		%	3.04	3.07	3.09	The Daito Group

*1 Number of working employees
*2 Ratio of average annual income of female employeeswhen that of male employees set to 100% (Calculation began in FY2022)
*3 Daito Trust Construction Co., Ltd., Daito Kentaku Partners Co., Ltd., and Daito Kentaku Leasing Co., Ltd.
*4 Results as of April 1 of the fiscal year

Diversity, Equity, and Inclusion / Health and Productivity Management

Item	Unit	FY2021	FY2022	FY2023	Scope
Average overtime hours	Hours	16.7	16.9	16.0	Non-consolidated
Rate of taking paid leave	%	81.6	83.8	84.3	Non-consolidated
Percentage of male employees taking childcare leave*1	%	106.6	119.1	113.3	Non-consolidated
Percentage of female workers	%	14.8	15.6	16.1	Non-consolidated
Percentage of female personnel hired	%	18.3	22.4	23.3	Non-consolidated
Percentage of female management personnel*2	%	5.1	5.6	6.5	Non-consolidated
Rate of taking health checkups	%	100	100	100	Non-consolidated
Rate of taking follow-up consultation	%	65	100	100	Non-consolidated
Rate of taking stress check examination	%	90.9	95.5	95.4	Non-consolidated
Percentage of employees with high stress check scores	%	12.4	12.3	11.7	Non-consolidated
Presenteeism (percentage of loss)*3	%	—	21.0	25.8	Non-consolidated
Absenteeism*4	Days	2.4	2.9	3.2	Non-consolidated

*1 Number of employees taking childcare leave within a year after the birth of children / Number of employees who had children in the fiscal year
*2 Results as of April 1, the day following the end of the fiscal year (e.g., in FY2023, as of April 1, 2024)
*3 Presenteeism according to SPQ (Single-Item Presenteeism Question , the University of Tokyo single-item edition) (0–100 points); n = Total number of employees
*4 Average number of days of injury and sick leave system used by all employees

Number of Qualification Holders[*1]

Item	Unit	FY2021	FY2022	FY2023	Scope
First-class architect and building engineer	Persons	1,383	1,341	1,347	3 main companies[*2]
Second-class architect and building engineer	Persons	1,334	1,322	1,344	3 main companies[*2]
First-class architectural construction management engineer	Persons	1,957	1,937	1,886	3 main companies[*2]
Second-class architectural construction management engineer	Persons	431	441	433	3 main companies[*2]
Real estate transaction specialist	Persons	2,566	2,759	3,050	3 main companies[*2]
Certified property manager	Persons	1,475	1,646	1,728	3 main companies[*2]
Administrative operations chief	Persons	242	243	238	3 main companies[*2]
Surveyor	Persons	25	24	22	3 main companies[*2]
Land and house investigator	Persons	7	7	6	3 main companies[*2]
Real estate appraiser	Persons	1	1	1	3 main companies[*2]
Certified public accountant	Persons	3	4	6	3 main companies[*2]
Certified tax accountant (all subjects)	Persons	4	5	5	3 main companies[*2]
Lawyer	Persons	6	6	8	3 main companies[*2]
Labor and social security consultant	Persons	20	20	22	3 main companies[*2]
Administrative scrivener	Persons	32	33	36	3 main companies[*2]
Applied information engineer	Persons	26	28	28	3 main companies[*2]
Certified internal auditor	Persons	1	1	2	3 main companies[*2]
DX Silver (internal certification)[*3]	Persons	—	—	45	The Daito Group

*1 Number of qualification holders includes those who passed qualification examinations.
*2 Daito Trust Construction Co., Ltd., Daito Kentaku Partners Co., Ltd., and Daito Kentaku Leasing Co., Ltd.
*3 Operations began in FY2023.

Employee Engagement Survey[*1]

Item	Unit	FY2021	FY2022	FY2023	Scope
Engagement score (T-score)	—	54.8	57.2	59.2	3 main companies[*2]
		53.8	56.6	60.3	Non-consolidated
Engagement rating	—	BB	BBB	A	3 main companies[*2]
		BB	BBB	A	Non-consolidated

*1 Survey was conducted through the Engagement Survey by Link and Motivation Inc. using T-score (50.0 on average among other companies) based on its calculation standards. Results are from survey conducted in November.
*2 Daito Trust Construction Co., Ltd., Daito Kentaku Partners Co., Ltd., and Daito Kentaku Leasing Co., Ltd.

Occupational Health and Safety

Item	Unit	FY2021	FY2022	FY2023	Scope
Number of occupational accidents at construction sites (requiring no absence)	Cases	18	22	44	—
Number of occupational accidents at construction sites (requiring absence for 1 day or more)[*1]	Cases	19	25	50	—
Number of occupational accidents at construction sites (requiring absence for 4 days or more) [*1]	Cases	19	22	27	—
Number of occupational accidents at construction sites causing fatalities[*1]	Cases	0	2	0	—
Frequency of occupational accidents at construction sites[*2] (requiring absence of all workers for 1 day or more)	%	1.25	1.56	3.91	The Daito Group and partner companies
Frequency of occupational accidents at construction sites[*2] (requiring absence of all workers for 4 days or more)	%	1.25	1.37	2.11	The Daito Group and partner companies
Frequency of occupational accidents at construction sites[*2] (requiring absence of Daito Group workers for 1 day or more)	%	0.46	0.87	2.11	The Daito Group and partner companies
Frequency of occupational accidents at construction sites[*2] (requiring absence of Daito Group workers for 4 days or more)	%	0.46	0.75	1.01	The Daito Group and partner companies
Response rate of safety confirmation training	%	96.5	98.1	99.3	The Daito Group

*1 Total number of Daito Group workers including temporary employees, subcontractors, and independent contractors
*2 Frequency = Occupational accident fatalities and injuries / Total hours worked × 1,000,000

Relationship with Partner Companies

Item	Unit	FY2021	FY2022	FY2023	Scope
Number of partner real estate companies	Offices	13,188	13,260	13,059	—
Number of partner companies for design and construction	Companies	9,174	9,894	10,525	—

Disaster Prevention

Item	Unit	FY2021	FY2022	FY2023	Scope
Number of disaster prevention sites*1	Sites	130	157	168	The Daito Group
Number of sites concluding disaster prevention agreements	Sites	30	47	58	—

*1 Total number of disaster prevention support networks (Bo-Ku Lab stations, disaster response emergency supply warehouse bulk units, disaster prevention laundry, stations to help people return home)

Relationship with Local Communities

Item	Unit	FY2021	FY2022	FY2023	Scope
Number of members of the “ruum” platform services useful for their everyday lives*1	Persons	210,000	900,000	1,220,000	—
Number of members of the Asset Transformation comprehensive asset service platform*2	Persons	—	—	2,267	—
Number of community communication activities*3	Prefectures	—	—	22	Non-consolidated
Number of implemented community communication activities*3	Activities	—	—	137	Non-consolidated
Number of participating employees in the Daito Group Mirai Fund*4	Persons	4,028	3,792	3,674	The Daito Group
Donation amount of the Daito Group Mirai Fund	Million yen	32.96	31.80	28.77	The Daito Group
Number of support organizations of the Daito Group Mirai Fund	Organizations	16	14	16	—

*1 Services provided beginning in October 2021 *2 Services provided beginning in June 2023 *3 Activities conducted beginning in November 2022
*4 Employee donation program that supports non-profit organizations engaging in regional revitalization and disaster recovery

FY2023 Beneficiary Organizations of the Daito Group Mirai Fund

Beneficiary organizations	Benefited activities
Certified NPO Japan Rescue Association	Training and dispatching disaster rescue dogs and therapy dogs
ARTS for HOPE	Supporting traumatized children through art activities
Public Interest Incorporated Association Aso Green Stock	Engaging in nature conservation and providing agricultural experience projects in the Aso region of Kumamoto Prefecture
NPO Compass Society	Providing work opportunities and support for people with intellectual disabilities aged 18 years and above
NPO Niwatori Society	Supporting children grown up in multilingual environment
NPO Japan Adventure Playground Association	Supporting creation of adventure playgrounds nationwide
NPO Minato Rugby School	Supporting healthy development for children and community promotion activities through rugby
NPO STARS	Supporting persons with disabilities and providing after-school day care services
Yuriagekamome	Telling live lessons from the Great East Japan Earthquake and spreading needs of disaster prevention education
NPO Heart Space	Creating caring spaces where both people with and without disabilities can enjoy living together
NPO Plus Arts	Helping disaster prevention activities to be rooted in the local community
Public Interest Incorporated Foundation Kyusyu Guide Dog Association	Breeding and training guide dogs
NPO ACE	Supporting children and youth to build their life and society by their own will
NPO Minna no Machi	Encouraging community development and links between people, such as renovating vacant rural houses and providing nature experiences
NPO Free The Children Japan	Conducting awareness-raising programs for children to free from poverty and discrimination
NPO Peace Winds Japan	Engaging in activities to solve a wide range of social issues such as emergency disaster support and animal rescue

Governance Data

Corporate Governance

Item	Unit	FY2021	FY2022	FY2023	Scope
Percentage of outside directors	%	33.3	36.4	41.7	Non-consolidated
Percentage of female directors	%	7.1	7.1	8.3	Non-consolidated
Number of female directors	Persons	1	1	1	Non-consolidated
Number of the Board of Directors' meetings held	Times	13	13	14	Non-consolidated
Attendance rate at the Board of Directors' meetings	%	91.7	91.8	100	Non-consolidated
Number of Governance Committee meetings held	Times	10	12	6	Non-consolidated
Attendance rate at Governance Committee meetings	%	91.4	90.6	100	Non-consolidated
Number of Nominating and Remuneration Committee meetings held	Times	—	2	12	Non-consolidated
Attendance rate at Nominating and Remuneration Committee meetings	%	—	100	100	Non-consolidated

Compliance

Item	Unit	FY2021	FY2022	FY2023	Scope
Number of compliance training sessions held	Times	7	6	8	The Daito Group
Rate of compliance penetration*1	%	86.2	86.9	88.7	The Daito Group
Number of Group Compliance Promotion Meetings held*1	Times	3	6	4	The Daito Group
Number of internal whistle-blowing cases*2	Cases	327	368	421	The Daito Group
Number of major compliance violations	Cases	0	1*3	0	The Daito Group

*1 Non-consolidated basis in FY2021
*2 Including inquiries
*3 Improper accounting treatment