



Certified by the Minister
of the Environment in Japan.

 We Build ECO

Daiwa House Group®

Daiwa Living Co.,Ltd.

www.daiwaliving.co.jp

Daiwa Estate Co.,Ltd.

www.daiwaestate.jp

Daiwa Living Trust Co.,Ltd.

www.daiwaliving-trust.co.jp

D.U-NET Co.,Ltd.

www.dunet.co.jp

Daiwa Living USA Inc.

Daiwa Living California Inc.

daiwalivingca.com

Daiwa Living Australia Pty Ltd

daiwalivingau.com

Daiwa Living Nesuto Holdings Pty Ltd

Daiwa Living Vietnam Co.,Ltd.

<Contact Information>

6-11-3, Nishi-shinjuku, Shinjuku-ku, Tokyo, 160-0023, Japan

"Endless Heart" is a registered trademark or trademark of DAIWA HOUSE INDUSTRY CO., LTD. in JAPAN and other countries.

© Copyright 2026 DAIWA HOUSE INDUSTRY CO., LTD. All rights reserved.

Supporting forest care — "green" papermaking

2026.9 150



Daiwa Living®

Daiwa House Group

Daiwa Living COMPANIES

Corporate Guide 2026

Corporate Guide

Creating Comfortable Lifestyles by Closely Supporting Daily Living



Since its establishment in 1989, Daiwa Living Companies has been providing valuable services that address changes in society. Today, we have grown to manage 690,000 rental housing units. We are deeply aware that this progress has been made possible entirely by the trust that each and every one of our customers has placed in us, and we would like to express our heartfelt gratitude for their continued support.

We are currently in a period of major transformation in which the fundamental nature of society is being called into question, amid issues such as an aging society and fewer children, a decline in Japan's population, widening disparities between urban and rural areas, and increasingly serious climate change and environmental problems.

In anticipation of these significant changes, we believe that our mission is to provide tenants with safe, secure, and comfortable lifestyles that make them want to live in D-ROOM again, and to continue supporting owners side-by-side as their partner in achieving stable, long-term management and passing their valuable assets on to future generations.

We will shape the future of housing by continuously creating new value in response to increasingly diverse needs.

At Daiwa Living Companies, we are determined to fulfill our role as the leading business entity in the Japanese rental housing market that is trusted by all customers by earnestly solving these social issues and creating value. Even in an age when living and working styles continue to evolve, we will further expand our business to help our customers to live richer, more fulfilling lives and to achieve enduring co-creation and co-existence with society.

Daiwa Living Companies

Daiwa Living Co., Ltd.
Daiwa Estate Co., Ltd.
D.U-NET Co., Ltd.

President **Shigeo Sosa**

Daiwa Living Trust Co., Ltd.

President **Hiroshi Andou**

Daiwa Living USA Inc. President
Daiwa Living California Inc. President
Daiwa Living Australia Pty Ltd Director
Daiwa Living Nesuto Holdings Pty Ltd Director
Daiwa Living Vietnam Co., Ltd. Chairman

Satoru Akiyama



As of August 1, 2026

Daiwa Living Companies by the numbers

Currently, Daiwa Living Companies manages more than 690,000 rental housing units across Japan. Our business has grown into one of the industry's largest in terms of the number of rental housing units under management, net sales, and the number of employees. Going forward, we will continue taking on further challenges as we aim to become Japan's leading total support provider for rental housing, earning the trust and satisfaction of owners, tenants, corporate clients, and all other customers.

■ Number of rental housing units under management

Number of rental housing units managed by Daiwa Living (including overseas)

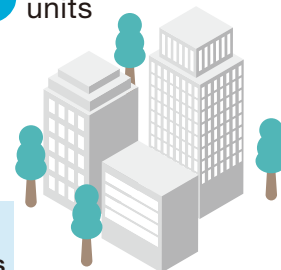
As of March 31, 2026

697,918 units

As of March 31, 2021

600,428 units

An increase of approximately
100,000 units over 5 years



■ Net sales performance

As of March 31, 2026

719,348 million yen

As of March 31, 2021

591,815 million yen

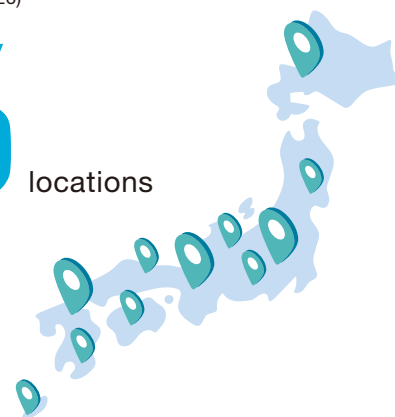
An increase of approximately
127.5 billion yen over 5 years



■ Number of locations

(As of March 31, 2026)

146 locations



■ Number of employees

(As of March 31, 2026 *Excluding temporary employees)

2,517



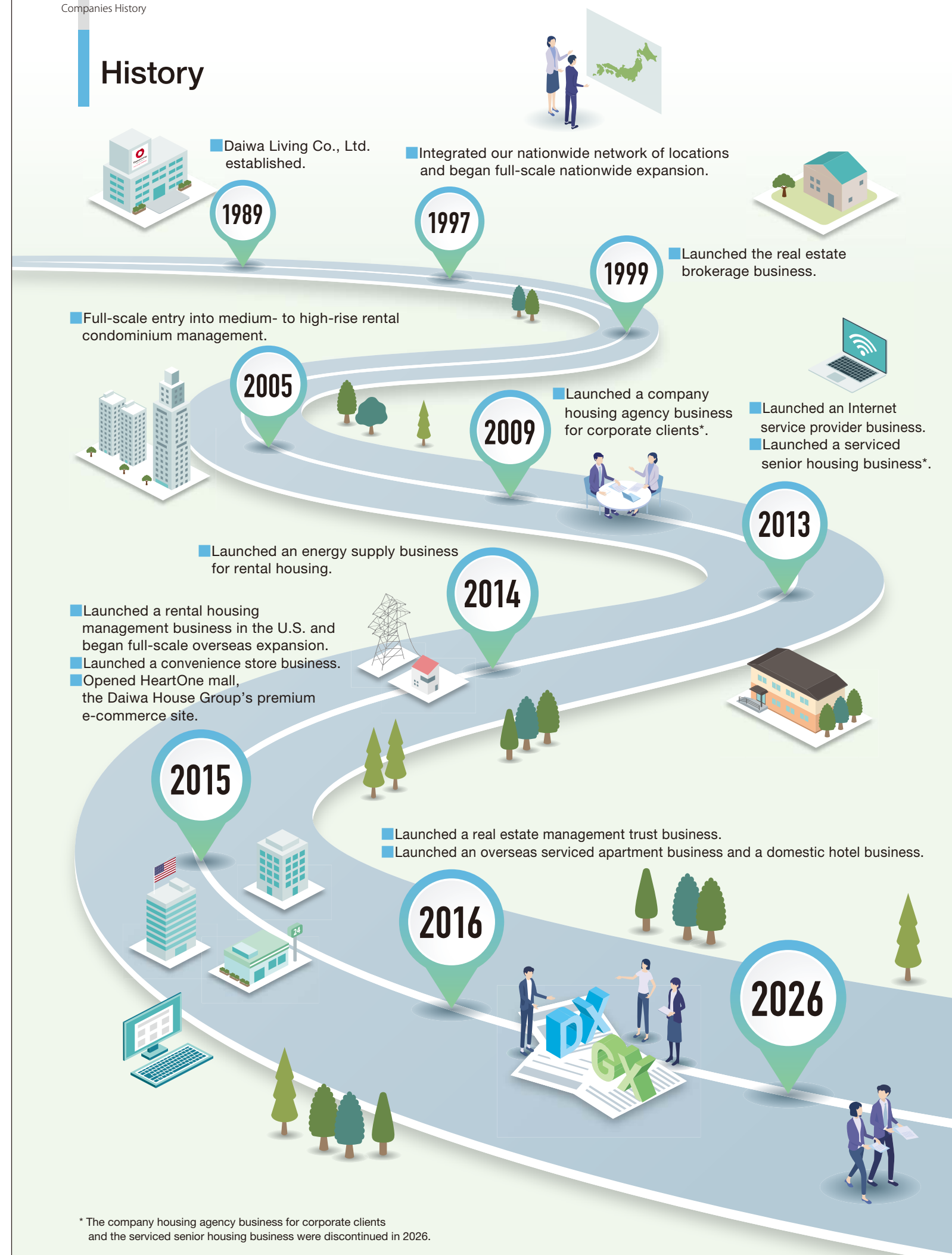
■ Number of employees who have passed the Real Estate Transaction Specialist Examination

(As of March 31, 2026 *Number of employees across Daiwa Living Companies who have passed the Real Estate Transaction Specialist Examination)

1,965



History



Overview of Daiwa Living Companies

Daiwa Living COMPANIES

Responding to the needs of today with collective capabilities



Real estate sales/
purchases and brokerage business

Daiwa Estate Co.,Ltd.

Established October 1, 1999
Share capital 60 million yen

Trust business

Daiwa Living Trust Co.,Ltd.

Established August 31, 2016
Share capital 300 million yen

Internet communication services business
EV charger installation business

D.U-NET Co.,Ltd.

Established January 17, 2013
Share capital 30 million yen



Domestic

Abroad

Daiwa Living Companies

Rental housing
management business
Medium- to high-rise
rental condominium business
Domestic hotel business

Daiwa Living Co.,Ltd.

Established October 26, 1989
Share capital 100 million yen



Rental housing-related business

Daiwa Living USA Inc.

Established August 1, 2015
Share capital \$1,500,000

Serviced apartment business

Daiwa Living California Inc.

Established August 3, 2015
Share capital \$500,000

Serviced apartment-related business

Daiwa Living Australia Pty Ltd

Established December 9, 2016
Share capital AUD 40,650,000

Daiwa Living Nesuto Holdings Pty Ltd

Established December 9, 2016
Share capital AUD 42,292,471

Serviced apartment and hotel business
and rental office business

Daiwa Living Vietnam Co., Ltd.

Established August 3, 2017
Share capital \$900,000

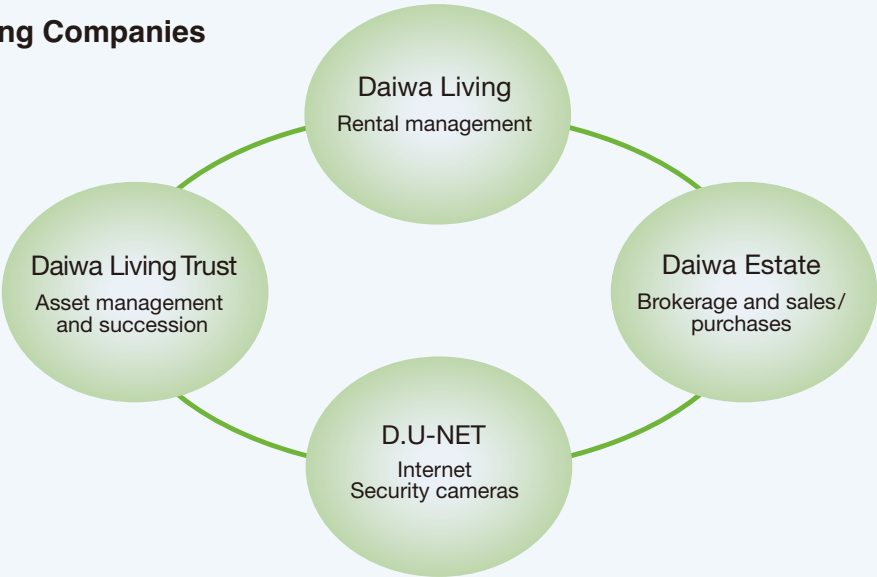


Becoming the best partner as a consultant for rental housing management



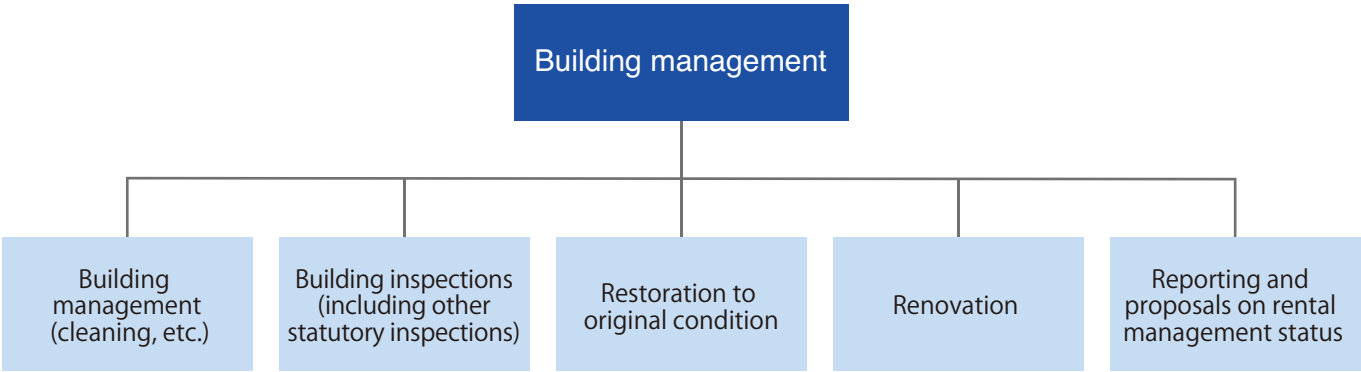
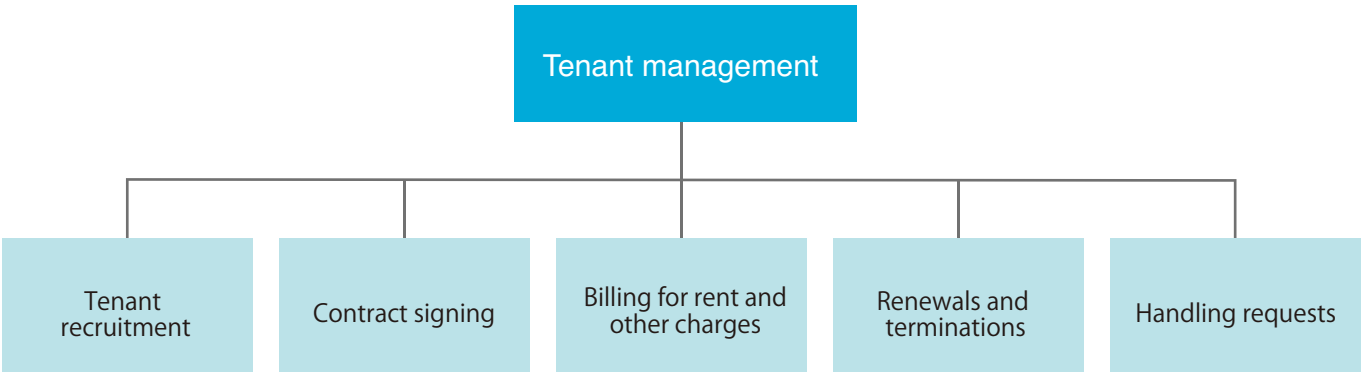
Rental housing management involves various risks, including day-to-day property management and operations, and tenant needs and environmental conditions that change over time, and building maintenance and repairs. Drawing on the expertise we have cultivated in the rental housing business over many years, we provide long-term support for owners' rental housing management.

Daiwa Living Companies



Reducing worries and burdens through our proprietary total management system

The work involved in rental housing management spans a wide range of tasks, from tenant recruitment to building management. Leveraging our total management capabilities in both tenant and building management, we do our utmost to assist with owners' asset utilization.

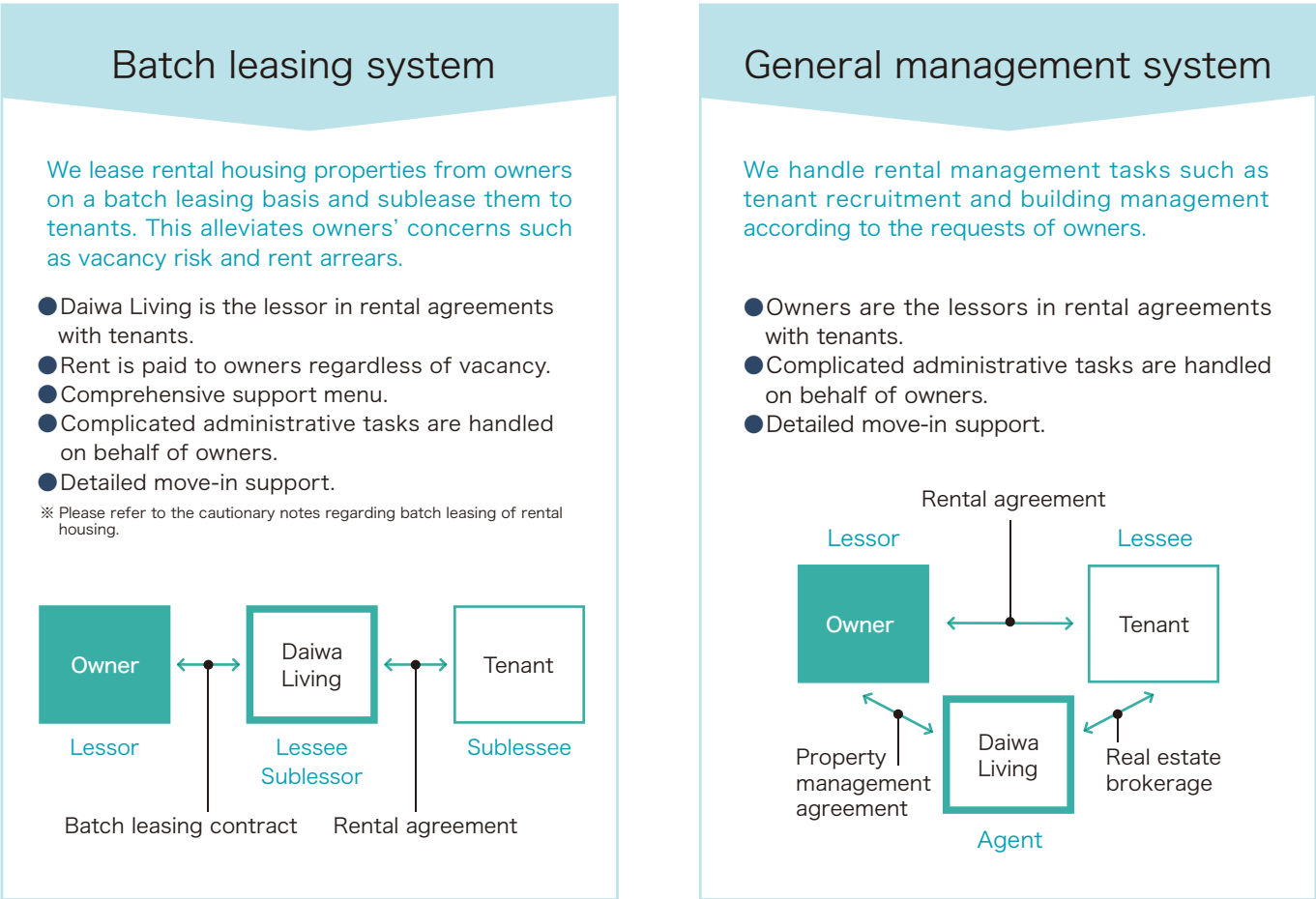


Supporting stable, long-term management with comprehensive services

As rental housing management experts, we currently offer services that avoid risk by decreasing property vacancy periods. We support the owners, so that their long-term rental housing management becomes stable.

Two management systems tailored to owners’ management policies

Owners can choose from two types of management systems according to their needs: the batch leasing system, which relieves concerns such as vacancy risk and rent arrears, and the general management system, which handles the complicated administrative tasks involved in property management on behalf of owners.



Comprehensive support to address the batch leasing and general management systems

By consigning repair work to Daiwa Living and paying a fixed monthly consignment service fee, owners can eliminate the burden of irregular repair costs that arise when tenants move out and prepare for restoring properties to their original condition.

Repair Pack Wallpaper replacement, room cleaning, and related tasks

When tenants move out

The service covers repair costs for natural wear, ordinary wear, age-related deterioration and related items when tenants move out.

- Owners enter into a Move-out Repair and Maintenance Entrustment Agreement, which entrusts repair work to Daiwa Living when tenants move out.
- Daiwa Living carries out the work for owners in accordance with the methods set out in the agreement.

※There may be some items and areas that we may not be able to handle.

D-ROOM Club, a dedicated My Page site for owners, to support rental housing management

Using the D-ROOM Club owners’ dedicated My Page site, owners can check contract details for their properties, as well as payment information and management status, online at any time. Information can be shared not only with family members but also with certified tax accountants, making it convenient for procedures such as tax returns and year-end tax adjustments. Owners can also exchange messages with their Daiwa Living representative.

What you can do with D-ROOM Club

Check occupancy status
Check contract details
Check regular building management reports
Check payment information
Exchange messages with your representative

“from LIVING”: a rental housing management support magazine

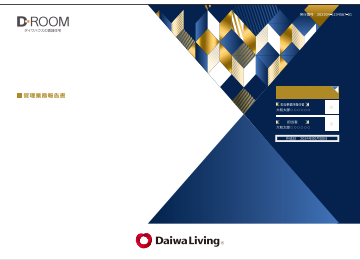
Issued twice a year, the “from LIVING” magazine provides rental housing owners with useful information, including basic legal and insurance knowledge for effective rental housing management. Each issue offers readers not only practical advice, but is also packed with enjoyable sections. For instance, in the Special Feature, real-world examples are provided from the “Would you choose this room?” contest, which serve as helpful references for renovations. We hope owners will find this magazine useful in managing their rental housing properties.

The magazine is also sent to owners' family members and relatives, as well as others who wish to receive it.

We deliver management service reports.

We deliver management service reports periodically in accordance with the periodic reporting obligations set forth in the Act on Rental Housing Management Business. The reports are issued twice a year. They contain information related to contracts for owners’ properties, the status of insurance enrollment, and other details.

- [Content included in the reports]
- Basic information on managed properties
 - Status of insurance enrollment
 - Occupancy status
 - Details of construction work
 - List of inquiries received and responses provided
 - Other items



Points for Consideration Regarding Subleasing of Rental Housing

- Even during the contract period, the rent may change. In addition, due to the application of the Act on Land and Building Leases, in the following cases the Company may request an appropriate reduction in the rent amount regardless of the contract conditions.
 - 1 If the amount becomes unreasonable as a result of a change in taxes or other burdens relating to the land or buildings
 - 2 The amount becomes unreasonable as a result of the rise or fall of land or building prices or fluctuations in other economic circumstances
 - 3 If the amount becomes unreasonable in comparison to the rents on similar buildings in the vicinity
- Due to the application of the Act on Land and Building Leases, a customer cannot be refused renewal unless justifiable grounds are found giving consideration to the following items.
 - 1 Circumstances pertaining to the necessity of using the buildings on the part of the customer and the Company (including the sublessee (tenant))
 - 2 The prior history in relation to the building lease
 - 3 The current state of the building and, in cases where the building lessor has offered payment to the building lessee as a condition for surrendering the buildings or in exchange for surrendering the building
- There is a burden of expenses required for maintenance, repair and management of buildings and facilities (including repair of faults, wear, and contamination due to ordinary usage).
- Even during the contract period, the contact may be terminated if an agreement cannot be reached regarding rent revision, building repair, and improvement work.

Supporting tenants' comfortable lifestyles with the spirit of hospitality

For prospective rental housing tenants, choosing the right property is a vital step in realizing their own individual lifestyles. We provide full and finely customized support services to enable tenants to get the best out of their stay at properties we manage, from before they move in right up to the time they move out.

We can make proposals that quickly lead to full occupancy!

- Listing on D-ROOM Rental Housing, a proprietary room search website



- Nationwide real estate company network

Partner real estate companies

More than approximately

13,000 stores nationwide*

※As of March 31, 2026

MY D-ROOM: Supporting tenants' comfortable lifestyles



ご契約情報の登録/変更/履歴



ご入居中の皆さまにとって役に立つ「困ったときの対処法」「日常の管理」「共同生活のルール」「防災・防犯対策」などの情報を配信しています。

MY D-ROOM is a dedicated My Page web service for tenants. The service allows tenants to check rental agreements and payment status and helps resolve tenants' issues with the Rental Life Guide webpage and other resources. It can be easily accessed from a smartphone, enabling tenants to complete various procedures anytime, anywhere. We support tenants' lifestyles with comprehensive benefits and services.

Tenants can gain a wealth of benefits from using MY D-ROOM

- Easy to check your rental agreement and payment status
- Complete various procedures anytime, 24 hours a day
- Easily resolve housing issues
- Full of value-packed information for tenants, and more ...etc



Tenants can conveniently and comfortably use MY D-ROOM on their smartphones!

Available even for emergency issues
24 hours a day,
365 days a year

Daiwa Living Information Center

Prompt response to facility issues such as water leaks and clogged drains
Available 24 hours a day, providing a reliable and convenient contact point even in emergencies

Popular amenities for desirable rental living

The D-ROOM service, a popular choice for desirable rental living, continues to pursue tenants' comfortable lifestyles.

Comprehensive range of popular amenities



D-ROOM offers many amenities that are ranked among the Top 10 amenities that convince tenants to rent even at prices above the surrounding market. With a comprehensive range of amenities, including a comfortable Internet environment, convenient parcel delivery box, and security features to ensure safety, D-ROOM helps create a competitive edge in occupancy rates.

Amenities that convince tenants to rent even at prices above the surrounding market

TOP 10

For single tenants

- | | | |
|---|--|-------------------------------------|
| 1st Free high-speed Internet (1 Gbps or faster) | 4th Parcel delivery box | 8th 24-hour garbage collection area |
| 2nd Controlled access entry system | 5th Standalone wash basin | 9th City gas |
| 3rd Free Internet | 6th Bathroom ventilation and drying system | 10th Air conditioning |
| | 7th Garage | |

For families

- | | | |
|---|---------------------------------|--------------------------------------|
| 1st Controlled access entry system | 4th Parcel delivery box | 8th Air conditioning |
| 2nd Free high-speed Internet (1 Gbps or faster) | 5th Bathwater reheating feature | 9th City gas |
| 3rd Free Internet | 6th Built-in kitchen | 10th 24-hour garbage collection area |
| | 7th Garage | |

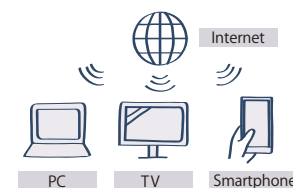
Source: Weekly National Rental Housing Newspaper (Zenkoku Chintai Jutaku Shinbun), October 20, 2025 issue

Rooms Free Internet environment 75.1%*1 adoption

An Internet environment is now essential infrastructure for tenants. Whether a unit is equipped with Internet equipment or a Wi-Fi*2 environment that helps to reduce data communication charges shows up clearly as a difference in occupancy rates. About 75.1%*1 of properties listed on the D-ROOM Rental Housing website offer a free Internet environment. We are able to provide services that can be used without sign-up procedures or usage fees.

*1: Ratio relative to Daiwa Living's managed properties [as of March 31, 2026]

2: Wi-Fi is a registered trademark of the Wi-Fi Alliance®.



Shared spaces Parcel delivery box

The multi-functional, online, electrically powered D-ROOM BOX is a comfortable and convenient amenity that allows residents to receive parcels without face-to-face contact. It also helps address the logistics issue of reducing redeliveries.

Easy touch-panel operation

High level of security

Unlock with smartphone

Freestanding installation even in small spaces

Choice of variations

Waterproof design for outdoor installation



Secure rental housing: outstanding crime-prevention features

Our rental housing comes standard with a home security system that provides outstanding crime-prevention and safety performance through both physical and operational measures. It delivers security and peace of mind, whether tenants are at home or away, and increases satisfaction in response to rising awareness of security year after year.

Controlled-access entry system ※The photo shows an image of the control panel.

Rooms Home security system

The system is activated when sensors detect unusual activity or when the emergency button is pressed. In an emergency, security personnel will be dispatched immediately to the unit.



Rooms Color video intercom with recording function

Automatically records video when the intercom is called, allowing tenants to see visitors while they are away.

※ If a lobby intercom is installed, the intercom specifications will be different.
※ A monthly contract fee applies. For details, please contact your Daiwa Living representative.



The photo is for illustration purposes only.

Shared spaces Cloud-based security camera

This cloud-based security camera, designed specifically to meet the needs of rental housing, not only helps prevent crime but also stores recorded data in the cloud, allowing the management company to manage all data centrally. It enhances tenants' peace of mind and satisfaction, while mitigating risk and reducing the burden on owners, thereby supporting safe and secure rental housing.



Deterring crime, accidents, and illegal dumping of garbage

No recorder is needed! Recorded data is stored in the cloud

Automatically detects equipment malfunctions and issues alerts

No dedicated line is required for the security camera

Respond to police requests for video footage on behalf of owners

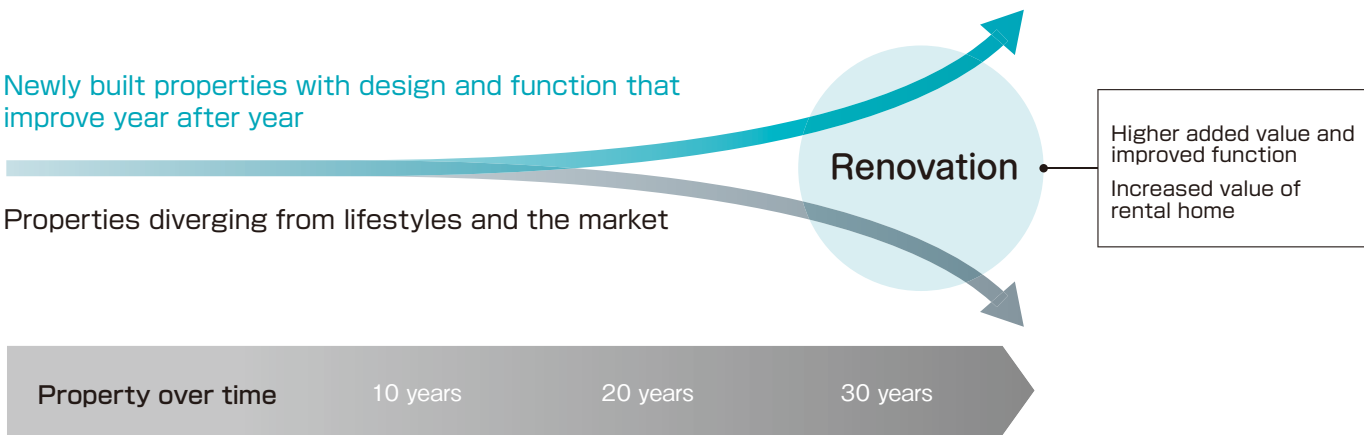
Reliable support through maintenance contracts, even when camera malfunctions

◆HeartOne Mall

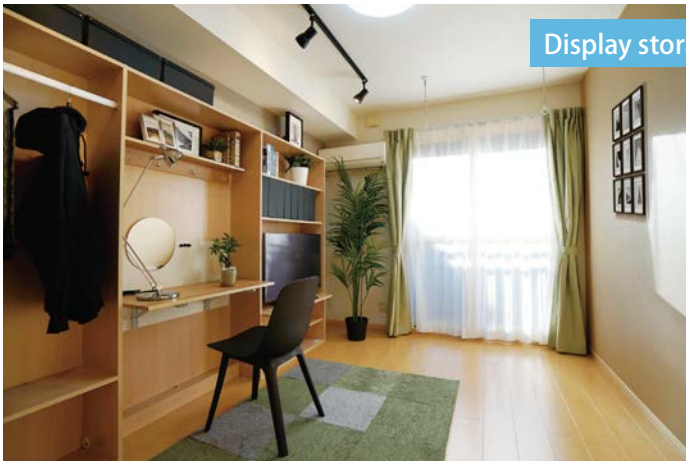
Daiwa Living's online shopping site providing preferential prices for tenants and owners. Focusing mainly on furniture, appliances and daily necessities, the mall offers extremely useful product information, gift products and rental services for items such as sleeping equipment and household appliances.

Renovating rooms to make them more desirable

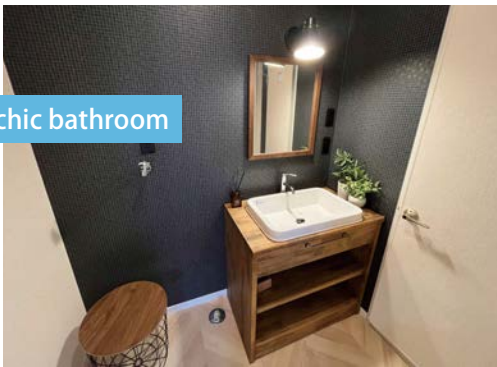
Rental housing must change along with diversifying lifestyles. Renovation is the answer to such needs of the times. By pursuing optimal plans based on market analysis and research, we can transform rental housing into attractive spaces. By renovating rooms to make them more desirable to live in, owners can expect to broaden their target market, increase rents, and improve occupancy rates.



Foldable double work desk

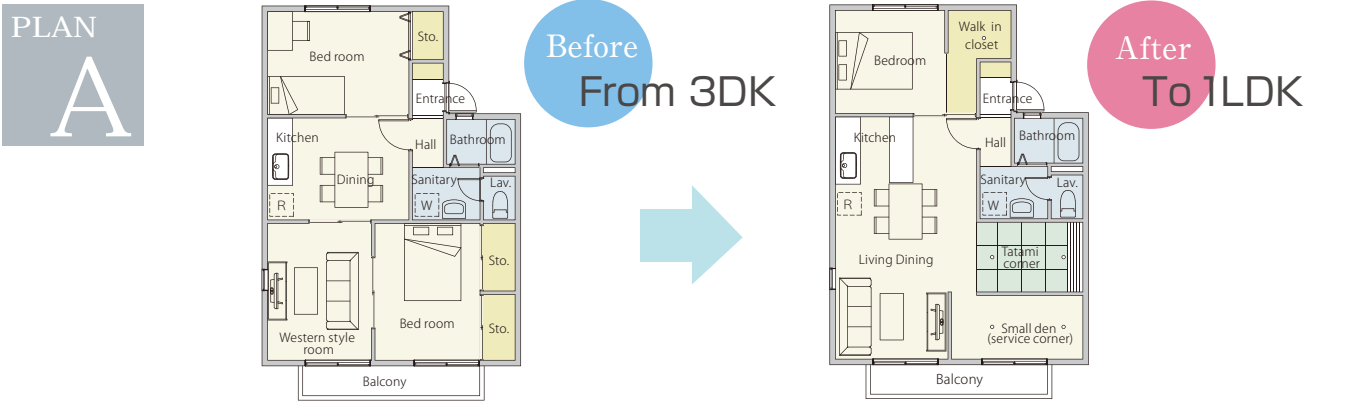


Display storage, open closet



Hotel-like, chic bathroom

Examples



* The symbols ○ in the floor plan indicate downlighting.



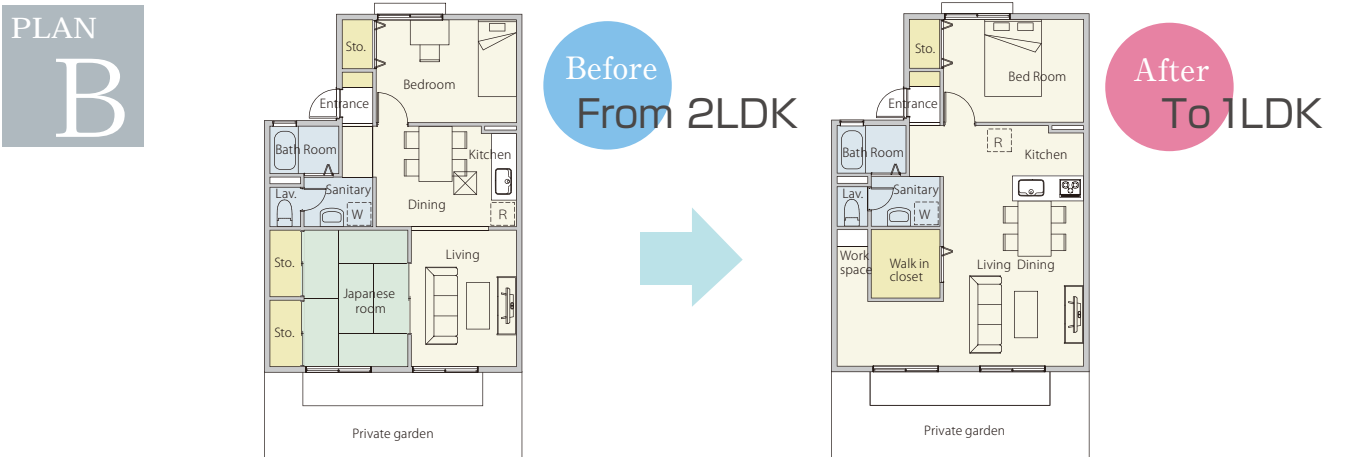
Small den (service corner)



Living Dining Kitchen



Small raised tatami corner



Workspace



Living Dining Kitchen



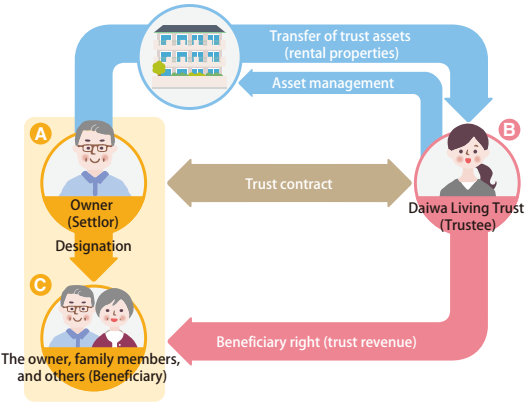
Kitchen

* Furniture and fixtures are not included in the renovation work.

Meeting various needs and challenging a variety of business fields

■Management-style Real Estate Trust Business (Measures to handle dementia, measures to handle inheritance of assets)

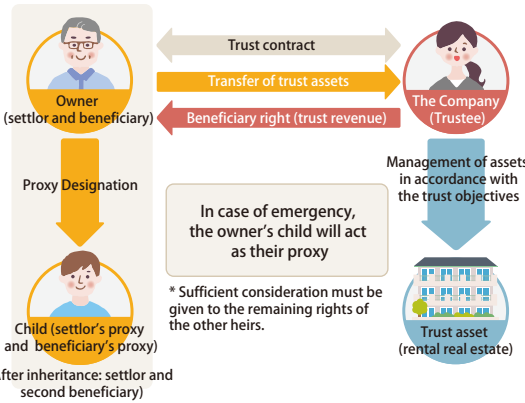
With a low birthrate and rapidly aging population, the trust system has garnered a lot of attention as a measure to realize the smooth inheritance of real estate by the next generation. Using a trust, we will see that your precious assets are handled safely and smoothly. We offer asset succession support that is faithful to the owner's wishes.



- A Settlor (owner)**
One who hands over assets to the trustee (Daiwa Living Trust), with the objective of using a trust for the beneficiary (owner, etc.). The settlor has the trustee (Daiwa Living Trust) manage and dispose of the assets, among other duties.
- B Trustee (Daiwa Living Trust)**
One who receives assets from the settlor (the owner), with the objective of using the trust for the beneficiary (the owner, etc.). The trustee manages and disposes of assets, among other duties.
- C Beneficiary (the owner, family member, etc.)**
Receives earnings from the trust. There are cases where the beneficiary and settlor (the owner) are the same person, and cases where the beneficiary and settlor are different people.

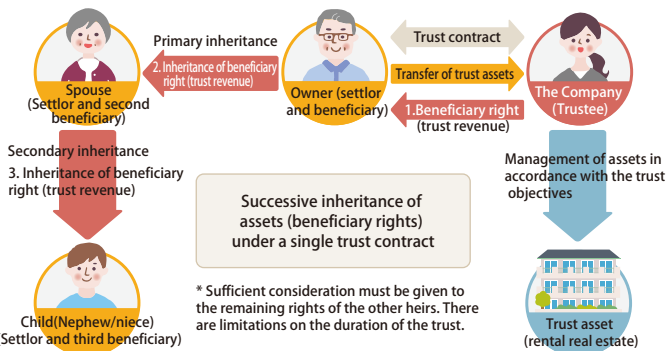
Trust Objectives
Objectives the settlor (the owner) is trying to achieve that shall be the policy for actions of the trustee (Daiwa Living Trust).

●Designation Process of Owner's Proxy



- Designation of Owner's Proxy**
If a trust contract designates a proxy for the owner, smooth asset management can be continued even if the owner's will is impaired.
- In the trust contract, a proxy for the owner (settlor and beneficiary) can be designated.**
- In the event of incapacity of the owner, the trust company will continue to manage the property in accordance with the trust objectives.**
- Furthermore, if a child or other person is designated as a proxy, the trust company will manage the property in accordance with the wishes of the owner based on the instructions (directions) of the proxy.**

●Successive Inheritance of Assets



- Successive Inheritance of Assets**
A trust contract allows assets to pass to from one generation to the next.
- Trust contracts allow designation of beneficiaries on multiple occasions after an inheritance occurs.**
- A will can designate the succession of assets only once.**
- In other words, the trust contract allows for the inheritance of beneficiary rights not only from the primary inheritance (owner to spouse) but also from the secondary inheritance (spouse to children) (successive inheritance of assets by successive designation of beneficiaries).**
- There is no limit to the number of times this successive designation can be made as long as the trust term is within 30 years (after 30 years, it can be made only once). For example, in the case of an owner with no children, blood-related nephews and nieces can be designated as new beneficiaries.**

■Real Estate Sales/Purchases and Brokerage Business

With the motto of "Connecting People and Real Estate," Daiwa Estate Co., Ltd. provides professional, customer-focused support, from housing consultations to the effective utilization of customers' real estate.

●Individual customers

Daiwa Estate serves as a one-stop consultation center for all aspects of real estate, addressing clients' needs to sell, buy, or seek advice on properties, ranging from land to detached homes, individual condominium units, and real estate investments.

Seeking to sell

- Consultation on selling and purchasing a new private home
- Sale of an inherited rental property
- Consultation on realigning assets

Seeking to buy

- Purchase of private home
- Consultation on housing loans
- Consultation on real estate investment

Seeking to build/rebuild

- Consultation on home remodeling
- Apartment building construction as an inheritance planning measure
- Consultation on rebuilding an apartment building

●Corporate customers

Daiwa Estate seeks to enhance the corporate value of its corporate customers through the optimization of their corporate assets (i.e., by improving ROE*), which involves converting real estate held by companies into new management resources. To this end, it will make proposals that utilize the Daiwa House Group's network. *ROE=Return On Equity

Company-owned land

- Purchase and sale of land
- Consultation on the use of idle land
- Plant construction on company-owned land

Company housing and dormitories, and offices and stores

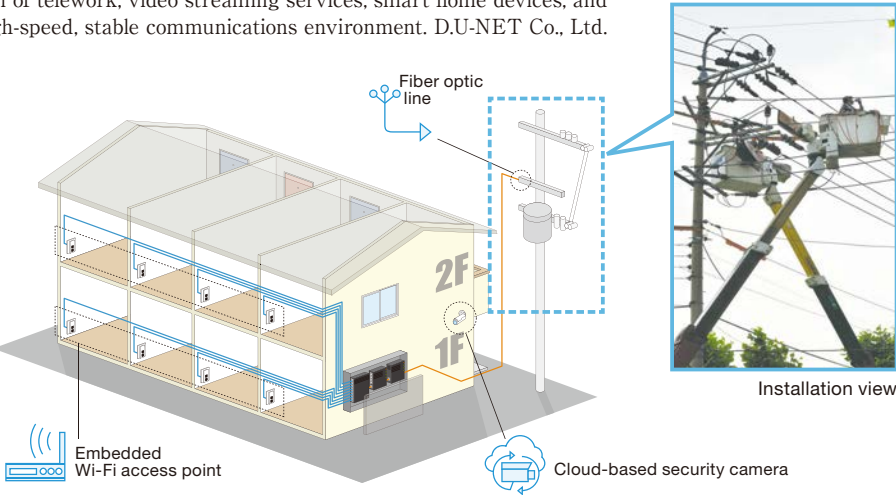
- Purchase and sale of employee dormitories
- Purchase and sale of company-owned buildings
- Construction of company-owned buildings

Employees' real estate

- Purchase and sale of employee-owned homes
- Construction of private homes
- Management of employee-owned homes

■Communication Services

In recent years, Internet facilities have become a must-have requirement when choosing rental housing. Following the COVID-19 pandemic, the widespread adoption of telework, video streaming services, smart home devices, and other developments have created a need for a high-speed, stable communications environment. D.U-NET Co., Ltd. provides total support ranging from the installation of Internet facilities to their operation and maintenance, with the aim of enhancing the asset value of properties and increasing tenant satisfaction. D.U-NET has also launched a next-generation 10 Gbps Internet service that provides a comfortable communications environment for high-capacity data communications, viewing high-quality video, online gaming, and the simultaneous connection of multiple devices. In other areas, D.U-NET proposes facilities that provide safety and security while also taking the environment into consideration, including cloud-based security cameras and EV charging stations, thereby supporting the creation of competitive rental housing.



■Insurance Agency Business

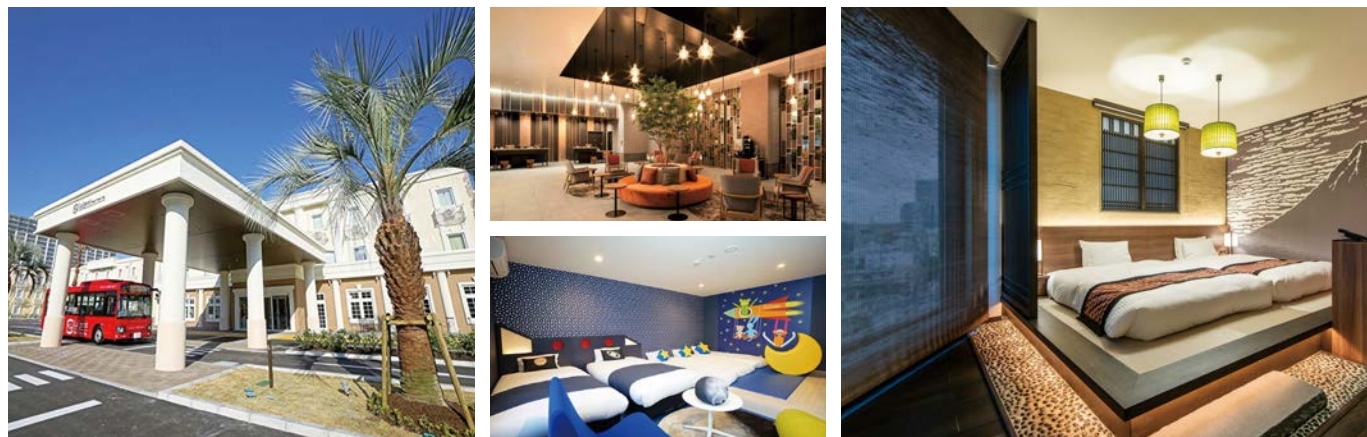
We help protect customers' precious assets as an insurance agency.

■Other businesses

We undertake the management and operation of rental properties and monthly parking spaces for leased stores, offices, and companies.

Accommodation Business

We operate a hotel business in Japan, providing facilities that meet individual lifestyles.



International Business

We have taken the know-how and service expertise cultivated through our domestic rental housing business to the fullest extent and launched related operations (rental housing and serviced apartments) and a rental office business overseas with Daiwa House Industry. We offer support for relaxed, safe, and comfortable living.

* serviced apartment= means rental housing that is furnished with all the conveniences necessary for daily life, such as furniture and home appliances.



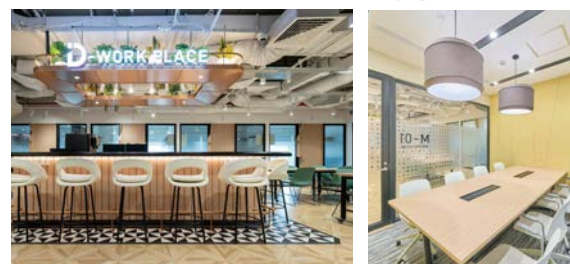
【Vietnam】

Roygent Parks Hai Phong

Roygent Parks Hanoi



D-WORK PLACE: Rental office & coworking space



【Australia and New Zealand】

Nesuto Parramatta Sydney Apartment Hotel

Nesuto Docklands Apartment Hotel



Nesuto Curtin Perth Hotel



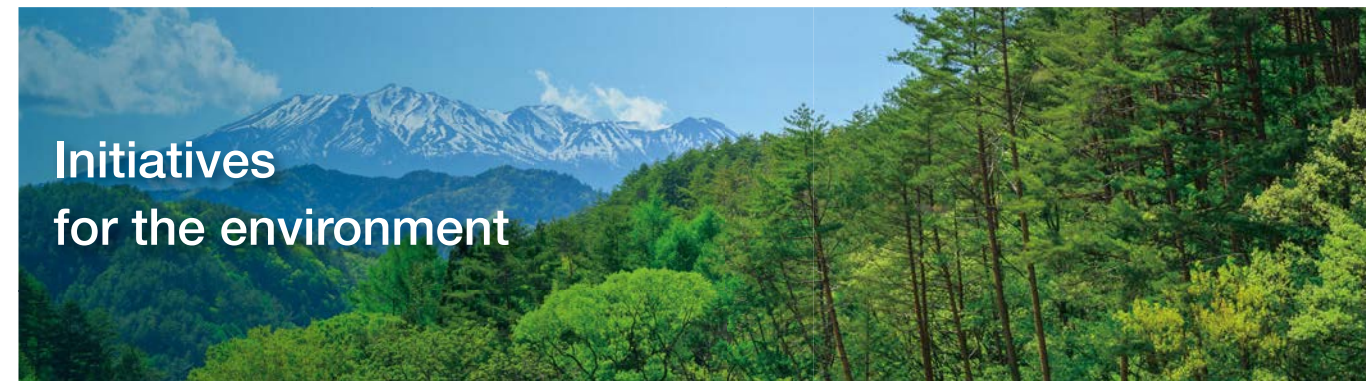
【United States】

Studios INN



Social contribution

Initiatives for the environment



Promotion of ZEH-M in rental housing

To achieve carbon neutrality by 2050, we are promoting affordable and comfortable D-ROOM rental housing built to ZEH-M¹ specifications, which utilizes renewable energy. Additionally, as a comprehensive energy business, we will anticipate changes in society and work to enhance asset value for property owners and convenience for tenants.

Guided by the slogan, "Let's begin a lifestyle that's comfortable for the planet and ourselves," we aim to create a sustainable society.

¹ ZEH-M : A house/condominium ("mansion") aiming to achieve net annual energy consumption of zero by improving energy-saving performance through the installation of thermal insulation and energy-saving fixtures, and by generating energy through solar power generation, etc.



ZEH-M rental housing



ZEH-M rental housing



EV company cars

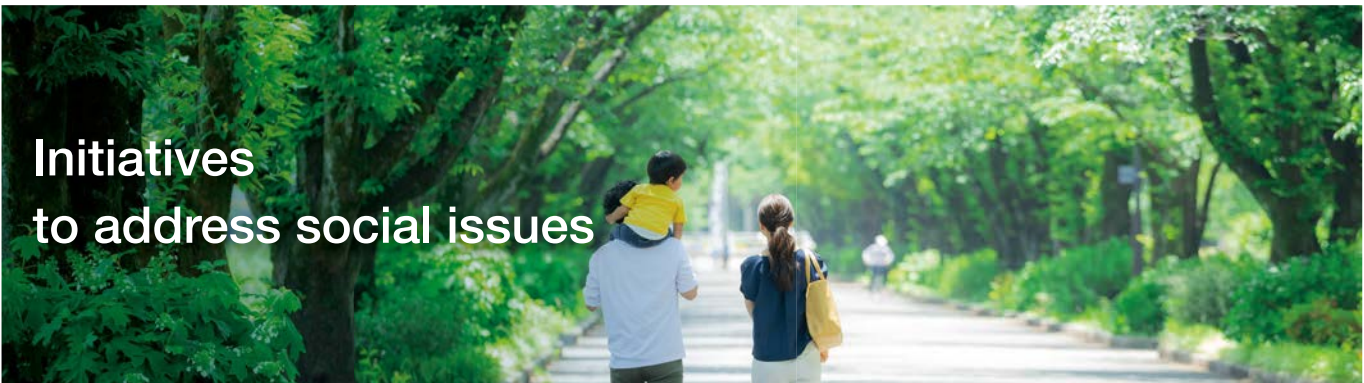


EV charging stations

Initiatives for realizing a decarbonized society

To achieve carbon neutrality, we have been transitioning our company cars to CEVs and installing EV charging stations at our business sites. In addition, we are accelerating decarbonization through initiatives such as switching the electricity used at our business sites to renewable energy and introducing solar power generation facilities and energy-efficient equipment at managed properties. By doing so, we will contribute to the realization of a sustainable society through our businesses.

Social contribution



Initiatives to address social issues

Initiatives for regional symbiosis

The three Daiwa House Group companies involved in the Daiwa House Group's rental housing business^{*1} operate the "Daiwa House Group D-ROOM Regional Symbiosis Fund" to work together with stakeholders to address various social issues. By donating a portion of business profits to organizations supporting causes such as community safety, the preservation of local culture, and childcare support, we aim to promote the revitalization of communities and the enhancement of the value of D-ROOM. We will contribute to the realization of a diverse, inclusive, and sustainable society.

^{*1} Daiwa House Industry Co., Ltd., Daiwa Living Co., Ltd., and Daiwa House Chintai Reform Co., Ltd.



Three companies jointly provide the Statistics Bureau of Japan with large-scale data on rental housing rents and related information

To cooperate with research on the Consumer Price Index by the Statistics Bureau of Japan, the three companies Sekisui House Real Estate Holdings, Ltd., Daiwa Living Co., Ltd., and Daito Kentaku Partners Co., Ltd. jointly provide large-scale data on rental housing to the Statistics Bureau of Japan. In addition, the three companies participate as observers in the Rent Data Task Force of the Statistics Bureau and will cooperate in identifying and organizing issues and other activities. By helping to increase the efficiency and improve the accuracy of statistical surveys, the three companies aim to contribute to society.

Social contribution



Initiatives for regional revitalization

Conclusion of a Comprehensive Partnership Agreement with Sakata City, Yamagata Prefecture

Daiwa Living and Sakata City, Yamagata Prefecture have concluded a Comprehensive Partnership Agreement aimed at regional revitalization. Together, they organize programs allowing people to experience relocating to the city using rental housing, as well as events in urban areas that introduce dual-location living. Through collaboration between the private sector and government, they are working toward Sakata City's sustained regional revitalization by implementing initiatives such as creating an interacting population and a permanent resident population and supporting efforts to alleviate labor shortages.



Certification as a Fukui Relocation Partner Company

In collaboration with the Fukui Prefectural Government, we are helping people who are considering relocation to establish a foundation for their new lives by offering housing consultations and relocation benefits. We will continue to promote regional revitalization by creating a living environment in which everyone can live with peace of mind and by supporting relocated residents in their daily lives.

Human Resources Base

Achieving sustainable growth through diverse human resources

Human capital and diversity initiatives

As a total supporter of rental housing management that provides affluent living and housing, we view the enhancement of the value of our human resources (human capital), which we mutually respect, recognize, and utilize, as an important management issue, and support their autonomous career development. We also foster an organizational climate and culture in which diverse individuals are able to express their unique personalities in a healthy and psychologically safe work environment to create new value for the organization through good communication. Furthermore, we engage in human rights awareness activities, including training, to advance human rights awareness.



Multi-faceted support framework for enhancing work engagement

Based on the idea that work and life interact to create a virtuous cycle, we are building a system to supports work styles, including mental and physical health, so that diverse talent can be themselves. As employee work styles and objectives become increasingly diverse, we are creating an environment that allows them to choose the work style that will improve their performance the most, thereby enhancing the productivity and creativity of the organization.

Childcare and nursing care support Lump-sum childcare payment for the next generation Childcare leave system Shorter working hour system for childbirth & childcare Nursing care leave system Shorter working hour system for nursing care	Work-life balance Flextime work program Premium day system Flex holiday (planned annual leave) system Paid leave reserve system Family nursing care leave
Lifestyle support Dormitory system for single employees Company housing system Housing allowance (for homeowners) Employee benefits platform	Career continuity support Employee classification conversion program Relocation exemption program Re-employment program Employee self-reporting system

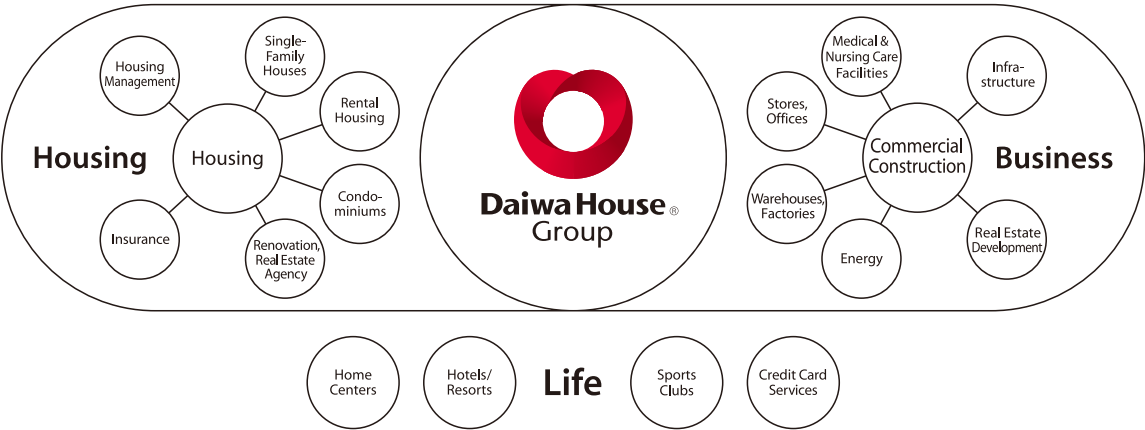


Creating Dreams, Building Hearts

The Daiwa House Group symbol — the Endless Heart — represents our vision of building endless emotional connections with each and every one of our customers, as well as the solidarity of the Daiwa House Group.

As a group that co-creates value for individuals, communities, and people’s lifestyles, we are working to create new value for society.

Daiwa House Group — working to co-create value for individuals, communities and people’s lifestyles



Daiwa House Group www.daiwahouse.co.jp

Japan					
Daiwa House Industry	Daiwa House Real Estate	Daiwa Energy	Daiwa House Financial	Daiwa House Wood Reform	Daiwa LogiTech
Daiwa Lease	Daiwa Roynet Hotels	Eneserve	Daiwa House Insurance	Daiwa House Ventures	Frameworkx
DesignArc	Royal Home Center	Osaka Marubiru	Daiwa House Real Estate Investment Management	Wakamatsu KONPOU UNYU SOKO	acca international
Daiwa Logistics	Daiwa House Reform	Nishiwaki Royal Hotel	D.U-NET	Kouyama UNYU	Daiwa House Parking
Daiwa Living	Daiwa House Chintai Reform	Fujita	Daiwa LivingTrust	DiceNext	Daiwa House Bloom
Daiwa Estate	Daiwa Royal Golf	Fujita Shoji	Daiwa House property Management	Hibikinada Power Station	Techno Material
Daiwa LifeNext	Daiwa Lantec	Media Tech	Daiwa LifeLink	Nasa Home	Truss
Global Community	Sports Club NAS	Shinwa Agency		Malta Sekkei	Sumitomo Densetsu
Daiwa House Realty Mgt.	Daiwa House Asset Management	Daiwa CoreFactory	Maxpart	Daiwa SeeRex	
Overseas					
DH (Dalian) Administrative Management Consulting Center	Taiwan Daiwa Development	Daiwa House Vietnam	Stanley-Martin Communities		
	Taiwan Daiwa House Realty Mgt.	Daiwa Living Vietnam	Trumark		
Daiwa House (Changzhou) Real Estate Development	Fan Lu Construction Industry	DT Development Vietnam	CastleRock		
	Daiwa House Texas	DH Logistic Property Vietnam	Rawson		
Daiwa Baoye (Nantong) Real Estate Development	Daiwa Living California	Daiwa House Indonesia	Daiwa House Modular Europe		
Jiuxin(Changzhou) Real Estate Development	Daiwa House Australia	Daiwa LifeNext Indonesia	Jan Snel		
	Daiwa Living Australia	Nas Fitness Indonesia	Storbest		
Daiwa Baoye(Jiangsu) Property Management	Daiwa Living Nesuto Holdings	Daiwa House Indutry (Thailand)			
	Daiwa House Malaysia	Daiwa House Construction Management			
Fujita (China) Construction	DH Asia Investment	Daiwa Royal Korea			
Shanghai Hebao Property Service					