


















2024 Sustainability Initiative Results

<< Environment >>


Material Issues	Initiative	FY2024 KPI	FY2024 results		SDGs
Contribute to achieving a carbon neutral society	Expand orders in the carbon neutral field	Take proactive initiatives in areas related to carbon neutrality	Achieved	Established an evaluation process for carbon neutral projects and conducted bidding, order receipt, and construction in accordance with the policy	
	Reduce GHG emissions in corporate activities	Introduce renewable energy electricity to all business sites that can switch	Achieved	Switched the contracted electricity of seven applicable business sites to a CO2-free plan in FY2024, and installed solar power generation equipment at one business site	
		Have low-carbon company vehicles (switch for 100% of new purchases and when renewing leases for vehicles that can be low- carbon)	Achieved	Introduction rate of possible low-carbon vehicles in FY2024: 100% Installed charging facilities at Isogo headquarters and introduced electric vehicles	
		Monitor GHG emissions and consider multifaceted reduction measures	Achieved	GHG emissions: 5,725 tons (Scope 1+2) Monitoring conducted using a GHG emissions management cloud service Switched to CO2-free plans and conducted investigations on non-fossil certificates and J-Credits	
Provide environmentally-conscious plant services	Thorough implementation of the 3Rs* in construction sites and appropriate processing of industrial waste. * Reduce, Reuse, Recycle	Final disposal rate of waste: 2.0% or less	Data compilation in progress		
		No problems with industrial waste	Achieved	Zero incidents related to industrial waste	

<< Society >>

Material Issues	Initiative	FY2024 KPI	FY2024 results		SDGs
Provide safe, high-quality services	Ensuring personnel safety	Achievement of all disaster frequency rates* (frequency rate of 2.28 or less) * All disaster frequency rate: An indicator for the number of occupational accidents (accidents that require time off from work + accidents that do not) per million working hours	Unachieved	Total disaster frequency rate: 3.86 Established a working group for the reconstruction of safety and QA (Quality Assurance)/QC (Quality Control) and currently addressing issues	
	Strengthen the quality management system so customers can feel assured	Achievement of our quality nonconformity frequency rate* (internal indicator: 2.46 or less) * Quality nonconformity frequency rate: An indicator for the number of quality nonconformities per million hours	Unachieved	Quality nonconformity frequency rate: 3.28 Continuing to address issues through the QA (Quality Assurance)/QC (Quality Control) reconstruction working group	
		Improve our indices compared to the previous fiscal year, based on customer satisfaction surveys	Achieved	Compared to the previous year: +4%	
Develop along with partner companies	Educating, training, and supporting partner companies	Education, training, and support to ensure the skills of partner companies (100% education plan implementation rate)	Unachieved	Priority technical and certification training was conducted for partner companies; however, some sessions were not completed (scheduled for next fiscal year) Additionally, power harassment education materials were distributed and communicated to all partner companies	  
	Keeping up with partner companies' business performance	Rebuild partner company assessment, and implement assessments	Achieved	Collecting partner company data using the new evaluation system and progressively accumulating it in the database while conducting evaluations	
	Promote sustainable procurement	Keep everyone informed about the Sustainable Procurement Policy	Achieved	Conducted internal explanations of the sustainable procurement policy and guidelines, as well as communication and dissemination to partner companies	

Material Issues	Initiative	FY2024 KPI	FY2024 results		SDGs
Create rewarding and inviting work environments for all	Use a variety of personnel	Have achieved the hiring plan (100%)	Achieved	Achievement rate of recruitment plan: 115%	   
		Have handicapped employees account for 2.3% or more of personnel	Achieved	Employment rate of people with disabilities: 2.94%	
		Have new female college graduates account for 20% or more of hires	Unachieved	Rate of female college graduates: 18.8% *The initially planned number of hires was achieved	
		Provide training for employees raising children, and training for supervisors to improve support for subordinates	Achieved	Conducted career development training for employees with childcare responsibilities (online) Conducted management training to support employees with childcare responsibilities (online)	
		Plan measures to increase the ratio of women in management positions to 10%	Achieved	Conducted a survey of general employees' awareness regarding management Developed career plan sheets and career interview systems for women	
		Have 80% or more male employees take parental leave	Achieved	Percentage of men taking childcare leave: 91.4%	
	Promotion of mental and physical health	Have 100% of employees take stress checks	Unachieved	Stress check consultation rate: 98.7%	
		Have 100% of employees get periodic physical exams	Achieved	Periodic health checkup participation rate: 100%	
	Raise awareness of respect for human rights	Implement Human Rights Policy awareness activities	Achieved	Published an explanatory video on the Raise Next Group Human Rights Policy	
		Have 100% of employees (executives and workers) take education on harassment	Unachieved	Managers and above, subsidiary presidents: Human rights and harassment training (e-learning): Participation rate 96.6% For partner companies: Conducted power harassment training and distributed manuals	
	Improve the work environment	Improve workplace environments at construction sites	Achieved	Conducted coordination of the workplace environment improvement working group Established standard specifications for temporary offices at construction sites	
		Introduce systems to enhance communication using digital technology	Achieved	Introduced a chat system for early sharing of safety and quality information Implemented generative AI and rolled it out company-wide	
		Introduce and verify generative AI			
Enrich people's daily life and contribute to social safety and security	Contributing to local communities	Carry out social-contribution activities (at least 15)	Achieved	Promoted initiatives for community contribution activities within the company: Achievements: 38 cases	

« Governance »

Material Issues	Initiative	FY2024 KPI	FY2024 results		SDGs
Strengthen corporate governance	Ensuring compliance	Are conducting in-house training and legal compliance inspections. (Have 100% of employees take the training and 100% pass the test.)	Achieved	1.Security export control training (e-learning) 2.Compliance training (e-learning) 3.Construction Industry Act Training (e-learning) Achieved 100% participation and test pass rates for all three trainings Compliance education was conducted in all levels of internal training	
		Are educating employees about the Construction Business Act. (Have 100% of employees take the training and 100% pass the test.)			
	Instill the Corporate Philosophy and Code of Conduct	Improve corporate philosophy empathy points (Aim to surpass the internal indicator for FY2023 (3.83))	Achieved	Corporate philosophy empathy score: 4.02 Published the president's interview video on the corporate philosophy internally Conducted e-learning on the code of conduct: Participation rate 96%	
	Enhancing information security	Are educating about information security. (Have 100% of employees take the training and 100% pass the test.)	Achieved	Information security training (e-learning): Participation rate 100% Introduced suspicious email reporting tool (MDO) and conducted training	