

# 2025 Sustainability Initiative Results

## « Environment »

| Material Issues                                  | Initiative                                                                                                                            | FY2025 KPI (some of these use our company's proprietary metrics and target values)                                                                                                                             | FY2025 results |                                                                                                                                                                                                                      | SDGs Contributed to                                                                                                                                                        |
|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Contribute to achieving a carbon neutral society | Expand orders in the carbon neutral field                                                                                             | Take proactive initiatives in areas related to carbon neutrality                                                                                                                                               | Achieved       | Explored ways to gather information and establish a response framework in the carbon neutral field, and actively worked toward securing orders in accordance with our evaluation process regarding specific projects | <br> |
|                                                  | Reduce GHG* emissions in corporate activities<br>* Greenhouse Gas                                                                     | Introduce renewable energy electricity to all business sites that can switch                                                                                                                                   | Achieved       | Confirmed the terms and conditions of the CO2-free plan and the status of the switch with the electricity providers for all business locations<br>The switch has been completed at 11 out of 12 business locations   |                                                                                         |
|                                                  |                                                                                                                                       | 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 FY2025: 100%                                                                                                                                                    |                                                                                                                                                                            |
|                                                  |                                                                                                                                       | Formulation of new GHG reduction measures                                                                                                                                                                      | Achieved       | Formulated a roadmap outlining the measures necessary to achieve the GHG emissions reduction target for FY2030 (a 30% reduction compared to FY2021)                                                                  |                                                                                                                                                                            |
| Provide environmentally-conscious plant services | Thorough implementation of the 3Rs* in construction sites and appropriate processing of industrial waste.<br>* Reduce, Reuse, Recycle | Final disposal rate of waste*: 2.0% or less<br>* Fluorescent lamps, mercury lamps, batteries, asbestos waste, mercury-containing products, contaminated soil (soil contamination originating from our company) |                | Currently calculating<br>(Reference: FY2024 result was 0.14%)                                                                                                                                                        |                                                                                         |
|                                                  |                                                                                                                                       | No problems with industrial waste                                                                                                                                                                              | Achieved       | Incidents related to industrial waste: 0                                                                                                                                                                             |                                                                                         |

## « Society »

| Material Issues                      | Initiative                                                             | FY2025 KPI (some of these use our company's proprietary metrics and target values)                                                                                                                                                                                                                                     | FY2025 results |                                                                                                                                                                                                                               | SDGs Contributed to                                                                                                                                                            |
|--------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Provide safe, high-quality services  | Ensuring personnel safety                                              | Achievement of all disaster frequency rates*<br>(Internal indicator: 2.17 or less, and 1.71 or less excluding heat stroke cases)<br>* 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: 3.99<br>Total disaster frequency rate (excluding heatstroke cases not resulting in lost time): 2.89<br><br>Safety and quality improvement initiatives are currently being implemented          |                                                                                           |
|                                      | Strengthen the quality management system so customers can feel assured | Achievement of our quality nonconformity frequency rate* (Internal indicator: 2.34 or less)<br>* Quality nonconformity frequency rate: An indicator for the number of quality nonconformities per million hours                                                                                                        | Unachieved     | Nonconformity frequency rate: 2.48<br><br>Safety and quality improvement initiatives are currently being implemented                                                                                                          |                                                                                                                                                                                |
|                                      |                                                                        | Improve our indices compared to the previous fiscal year, based on customer satisfaction surveys                                                                                                                                                                                                                       | Achieved       | Compared to the previous year: +0.2%                                                                                                                                                                                          |                                                                                                                                                                                |
| Develop along with partner companies | Educating, training, and supporting partner companies                  | Education, training, and support to ensure the skills of partner companies<br>(100% education plan implementation rate)                                                                                                                                                                                                | Achieved       | Held technical training sessions for partner companies in the first and second halves of the year<br>(Plan implementation rate: 100%)                                                                                         | <br> |
|                                      | Keeping up with partner companies' business performance                | Implementation of partner company evaluations<br>(100% implementation rate against the evaluation plan)                                                                                                                                                                                                                | Achieved       | Collected data from partner companies using the new evaluation system and progressively stored it in the database while conducting evaluations<br>(100% implementation rate against the evaluation plan)                      |                                                                                           |
|                                      | 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<br>Informed new business partners of our Sustainable Procurement Policy | <br> |

| Material Issues                                                         | Initiative                                  | FY2025 KPI (some of these use our company's proprietary metrics and target values)                                                                                                     | FY2025 results     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | SDGs Contributed to                                                                   |
|-------------------------------------------------------------------------|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| Create rewarding and inviting work environments for all                 | Use a variety of personnel                  | Have achieved the hiring plan (100%)                                                                                                                                                   | Achieved           | Achievement rate of hiring plan: 100%                                                                                                                                                                                                                                                                                                                                                                                                                                                          |    |
|                                                                         |                                             | Have employees with disabilities account for 2.7% or more of personnel                                                                                                                 | Unachieved         | Employment rate of people with disabilities: 2.52%<br>Rate of legally mandated employment: 2.5%                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                       |
|                                                                         |                                             | Have new female college graduates account for 20% or more of hires                                                                                                                     | Achieved           | Percentage of female college graduates: 28%                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                       |
|                                                                         |                                             | Implementation of training related to promotion of women's active participation and support for child-rearing generations (100% planned implementation rate)                           | Achieved           | Conducted training for employees with childcare responsibilities and managers who support them (Plan implementation rate: 100%)                                                                                                                                                                                                                                                                                                                                                                |    |
|                                                                         |                                             | Preparation rate of development plans for female managerial candidates (100%)                                                                                                          | Achieved           | Percentage of female management candidates who have completed career plan sheets: 100%                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                       |
|                                                                         |                                             | Paternity leave acquisition rate for men (100% or more)                                                                                                                                | Achieved           | Paternity leave acquisition rate: 100%                                                                                                                                                                                                                                                                                                                                                                                                                                                         |    |
|                                                                         | Promotion of mental and physical health     | Have 100% of employees take stress checks                                                                                                                                              | Unachieved         | Stress check consultation rate: 97.2%<br>Including temporary employees                                                                                                                                                                                                                                                                                                                                                                                                                         |    |
|                                                                         |                                             | Regular health checkup attendance rate (100%)<br>Follow-up examination attendance rate (60%)<br>Comprehensive medical checkup attendance rate (200% compared to the previous year)     | Unachieved in part | 1. Periodic health checkup participation rate: 100% (achieved)<br>2. Follow-up examination rate: 33% (unachieved)<br>3. Comprehensive health screening rate: 150% compared to the previous year (unachieved)<br>Follow-ups will continue with individuals who have not yet received care as indicated in 2 and 3                                                                                                                                                                               |                                                                                       |
|                                                                         | Raise awareness of respect for human rights | Implementation of human rights education (100% planned implementation rate)                                                                                                            | Achieved           | Human rights education: 100% plan implementation rate                                                                                                                                                                                                                                                                                                                                                                                                                                          |  |
|                                                                         |                                             | Implementation of harassment education for employees and partner companies (100% planned implementation rate)                                                                          | Achieved           | Harassment training for employees: 100% plan implementation rate<br>Harassment training for partner companies: 100% plan implementation rate                                                                                                                                                                                                                                                                                                                                                   |                                                                                       |
|                                                                         | Improve the work environment                | Introduction of our company's standard specification temporary site offices                                                                                                            | Unachieved         | Currently conducting site visits to existing temporary offices and formulating strategies to implement this initiative in preparation for the introduction of our company's standard specification temporary site offices                                                                                                                                                                                                                                                                      |  |
|                                                                         |                                             | Deployment of systems to enhance communication<br>Application of generative AI in business operations (100% of applicable departments)<br>Establishment of a data utilization platform | Achieved           | 1. Established and begun using an environment that enables communication with external members regarding safety and quality improvement via a chat tool<br>2. Created summaries of documents and meeting minutes, and also built chatbots<br>Business application of generative AI (adoption by 100% of departments)<br>3. Introduced a system that integrates various internal data sources to enable dashboard analysis, and also established an environment capable of integrating ERP data |                                                                                       |
| 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           | 58 cases in one year                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |

## « Governance »

| Material Issues                 | Initiative                     | FY2025 KPI (some of these use our company's proprietary metrics and target values)                                                                                                                                                                                             | FY2025 results |                                                                                                                                                                                                                                                                                                                                                                                 | SDGs Contributed to                                                                   |
|---------------------------------|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| Strengthen corporate governance | Ensuring compliance            | Are conducting in-house training and legal compliance inspections.<br>(Have 100% of employees take the training and 100% pass the test.)<br>Are educating employees about the Construction Business Act.<br>(Have 100% of employees take the training and 100% pass the test.) | Achieved       | 1. Security export control training (e-learning)<br>2. Compliance training (e-learning)<br>3. Construction Industry Act Training (e-learning)<br>For all three trainings, 100% of employees took the training, and 100% passed the test<br>In addition, compliance training was conducted as part of all internal training programs tailored to different organizational levels |  |
|                                 |                                | Improve corporate philosophy empathy points (Set the internal indicator 'empathy points' to 4.03 or higher for fiscal year 2024)                                                                                                                                               | Achieved       | Corporate philosophy empathy points: 4.12                                                                                                                                                                                                                                                                                                                                       |                                                                                       |
|                                 | Enhancing information security | Are educating about information security.<br>(Have 100% of employees take the training and 100% pass the test.)                                                                                                                                                                | Unachieved     | 98% of employees took the training, and 98% passed the test<br>Will continue to provide follow-up support to individuals who have not yet completed the course to help them finish it                                                                                                                                                                                           |                                                                                       |