

Our ESG Issues and their Relationship with SDGs

We have streamlined our ESG issues by clarifying the relationship between the issues arising from our business activities and the SDGs from a perspective of sustainability. By striving to resolve these issues, we will contribute to enhancing corporate value and achieving the SDGs.

| Category | POC's ESG issues | Metrix | Unit | |
|----------|---|--|-------------------------|--|
| E | Toward environmental friendly society | CO ₂ Emissions (Scope 1 & 2) (Consolidated) | 1,000t-CO ₂ | |
| | | CO ₂ emissions (Scope 3) (Consolidated) | 1,000t-CO ₂ | |
| | | Construction waste recycling rate | % | |
| | | Number of violations of environment-related laws | nos. | |
| S | Construction of high-quality social infrastructure | Number of patents, utility models, etc. held | nos. | |
| | | R&D expenses | million yen | |
| | | Customer satisfaction survey "satisfied" or better (civil engineering) | % | |
| | | Customer satisfaction survey "satisfied" or better (building construction) | % | |
| | | | | |
| S | Ensuring and pursuing reliable safety | Ensuring occupational health and safety | | |
| | | Frequency rate (Domestic) | - | |
| | | Severity rate (Overseas) | - | |
| | | Number of fatal accidents (Domestic and overseas) | case | |
| S | Creating a society filled with vigor and enthusiasm | Implementation of 8 site-closures per 4 weeks | % | |
| | | Implementation of 4 days off per 8 weeks | % | |
| | | Sales per employee(Domestic Civil Engeneering) | 100 million yen/persons | |
| | | Sales per employee(Domestic Building Construction) | 100 million yen/persons | |
| | | Acquisition rate of annual paid leave | % | |
| | | Childcare leave acquisition rate (female) | % | |
| | | Childcare leave acquisition rate (male) | % | |
| | | Number of female career-track employees/Number of new career track employees | % | |
| | | Ratio of female management-level employees | % | |
| | | Turnover rate within 3 years of joining | % | |
| | | Employment of people with disabilities (Statutory employment rate) | % | |
| | | Number of certified excellent foremen | persons/year | |
| | | Number of people received training for foremen | persons/year | |
| G | Effective governance | Corporate governance | | |
| | | Risk management | | |
| | | Compliance | | |
| | | Percentage of executives and employees participating in BCP training | % | |
| | | Number of serious violations of laws and regulations | nos. | |
| | | Number of serious information-related incidents | nos. | |
| | | Compliance training participation rate | % | |
| | | Number of consultation received by the Compliance helpline (domestic) | nos. | |
| G | Effective governance | Financial results briefing (with President) | nos. | |
| | | Financial results briefing (Telephone meeting) | nos. | |
| | | One-on-one meetings | nos. | |
| | | Number of participants in site tours for individual shareholders | nos. | |

| Target (Target year) | FY 2019 | FY 2020 | FY 2021 | Relationship with SDGs |
|---|-------------|--------------------------|-------------|------------------------|
| Carbon neutrality (FY 2050) | 446 | 369 | 363 | |
| 3,060 thousand t-CO ₂ or less (FY 2030) | 4,370 | 2,174 | 2,975 | |
| - | 97.3 | 98.1 | 98.5 | |
| zero | 0 | 0 | 0 | |
| - | 591 | 666 | 676 | |
| - | 2,435 | 2,348 | 2,405 | |
| - | 97.7 | 100 | 98.5 | |
| - | 91.8 | 94.1 | 96.0 | |
| - | 0.70 | 0.59 | 0.47 | |
| - | 0.31 | 0.03 | 0.42 | |
| - | 0.07 | 0.35 | 0.30 | |
| - | 0.00 | 0.00 | 0.46 | |
| zero | 1 | 0 | 3 | |
| 100% (FY 2023) | 39 | 43 | 50 | |
| | 75 | 78 | 87 | |
| 2.1 | 2.0 | 1.9 | 1.7 | |
| 3.5 | 3.9 | 3.1 | 3.3 | |
| - | 61.9 | 51.8 | 54.1 | |
| - | 100 | 100 | 100 | |
| - | 3.4 | 4.7 | 2.2 | |
| 20% or more (FY 2022) | 9.4 | 15.2 | 13.7 | |
| 5% or more [twofold for domestic offices] (FY 2022) | 3.3 | 3.5 | 3.8 | |
| 5% or less (FY 2022) | 15.9 | 16.8 | 14.1 | |
| - | 2.29 (2.20) | 2.66 (2.30) | 2.69 (2.30) | |
| - | 426 | 401 | 402 | |
| - | 337 | 247 | 181 | |
| - | 11 | 10 | 10 | |
| 100% | 100 | 100 | 100 | |
| zero | 0 | 0 | 0 | |
| zero | 0 | 0 | 0 | |
| 100% | 98.4 | 100 | 100 | |
| - | 11 | 10 | 3 | |
| - | 2 | 2 | 3 | |
| - | 2 | 2 | 1 | |
| - | 191 | 187 | 167 | |
| - | 79 | Canceled due to COVID-19 | | |