

Practicing sustainability management

A Genuine Global General Contractor

Through sustainable construction business activities

We Contribute to the Sustainable Development of Society

Penta-Ocean Construction Group conducts construction business activities based on the belief that “Our greatest contribution to society is the construction of high-quality infrastructure”.

As a genuine global general contractor with strengths in port, coastal and waterfront areas and overseas, not only do we strive to provide reliable safety and quality backed by technology, but we will also contribute to sustainable development of society by sincerely addressing all sustainability issues from an ESG perspective.



A Genuine Global



Affiliating with Society

We keep abreast of continued growth by contributing high quality construction services and building trustful relationships with all stakeholders

Cherishing a Pioneering Spirit

We demonstrate enterprising spirit in dealing with changing society that influences our business in order to conscientiously respond to the needs of our customers and communities

Creating a Nature-Rich Environment

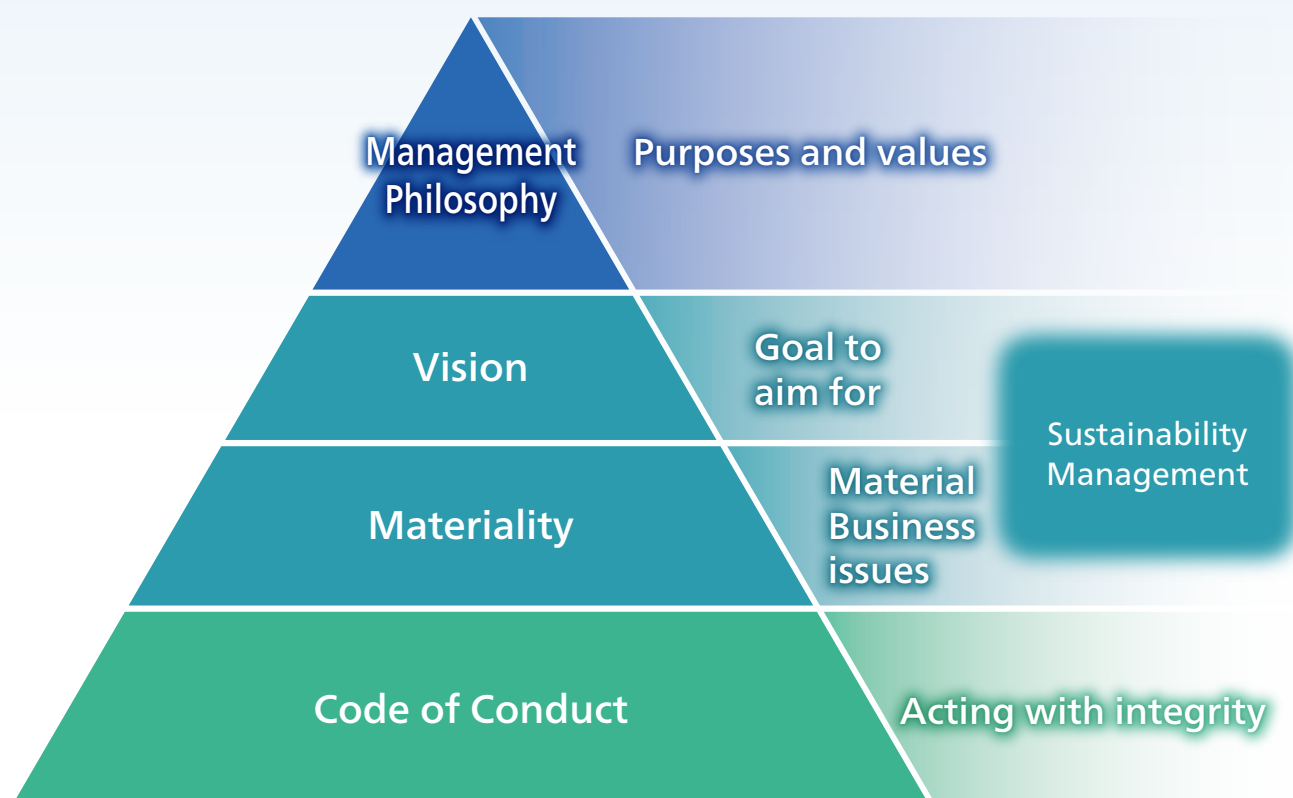
We strongly believe that the cornerstone of our social and economic activities is delivering a nature-rich environment to the future generations

We create safe and comfortable living and rich social environment through our earth conscientious operations

General Contractor

Corporate Philosophy Structure

Penta-Ocean Construction Group's Corporate Philosophy Structure



Penta-Ocean Construction Group Code of Conduct

1. Integrity in our corporate activities

- (1) Compliance with laws and regulations
- (2) Fair competition and appropriate transactions
- (3) Promotion of partnerships with business partners and establishment of sustainable supply chains
- (4) Appropriate accounting procedures and tax payment
- (5) Proper management and use of information and assets
- (6) Anti-bribery and anti-corruption
- (7) Eradication of antisocial activities
- (8) Risk Management

2. Respect for individuals and human rights, coexistence with society and nature

- (1) Respect for human rights
- (2) Promotion of Diversity and Inclusion
- (3) Creation of a safe and secure work environment
- (4) Construction of high-quality social infrastructure and buildings
- (5) Responding to climate change
- (6) Conservation and creation of natural environment
- (7) Communication with stakeholders and appropriate disclosure of corporate information
- (8) Contribution to local communities

Scan the QR code to view full text



■ Target period

The report covers FY 3/24 (from April 1, 2023 to March 31, 2024). However, some information outside of the said fiscal year is also included.

■ Scope of coverage

In principle, the report focuses on the activities of POC Group. A note is provided whenever the scope of coverage deviates from this description.

■ Referenced guidelines

- Ministry of the Environment's "Environmental Reporting Guidelines 2018"
- IFRS Foundation's "International Integrated Reporting Framework"
- GRI's "Sustainability Reporting Standards"
- Ministry of Economy, Trade and Industry's "Value Co-Creation Guidance"
- "Task Force on Climate-Related Financial Disclosures (TCFD) Final Report"

■ Others

Information on the company including our corporate profile and securities reports can be found at our official website.

For readers

The Annual Report (integrated report) is a comprehensive communication tool for investors and a wide range of stakeholders, and contains information related to our philosophy, strategies, business activities, and sustainability initiatives. We hope that this report will give you a deeper understanding about POC Group. In addition, our website provides extensive information on our sustainability initiatives in greater detail. Please visit us.



Top page ► Sustainability

contents

Management Philosophy and Vision

Vision	01
Management Philosophy	02
Corporate Philosophy Structure	03
Code of Conduct	03
Editing Policy	04
Penta-Ocean Construction's 128-year History	05
Top Message	07

Value Creation Strategy

Business Model and Strengths	13
Value Creation Process	15
Special Feature: Penta-Ocean Museum	17
Special Feature: GX Initiatives	19
Special Feature: DX Initiatives	22

Business Strategy

Domestic Civil Engineering Business Unit	23
Domestic Building Construction Business Unit	25
International Business Unit	27

Building Sustainability Management Base

Practicing Sustainability Management	29
Identification of Materiality	31
Materiality (example initiatives and indicators)	33

Creating a Nature-Rich Environment

Climate Change	35
Environmental Management	37
Biodiversity	38
Resource Recycling	39

Affiliating with Society

Quality	41
External Awards	41
Human Resources Strategy	42
D&I	43
Human Resources Development	44
Work Style Reform	45
Respect for Human Rights	47
Sustainable Supply Chain	49
Occupational Health and Safety	51

Promoting Effective Governance

Corporate Governance	53
Risk Management	56
Compliance	57
Dialogue with Stakeholders	58
Members of the Board and Audit and Supervisory Board Members	59

Data Section

Financial/Non-financial Highlights	61
Changes in Consolidated Financial Indicators	63
Company Profile	65