

# Value Creation Process

## Management Philosophy

▶p.1, 2

Affiliating with Society (S, G)

Creating a Nature-Rich Environment (E)

Cherishing a Pioneering Spirit (S, G)

## Sustainability Management

### Vision

▶p.1, 2

A Genuine Global Contractor practicing sustainability management  
- Contributes to the sustainable development of society through sustainable construction business activities -

### Sustainable Construction Business Activities



Domestic Civil Engineering

Domestic Building Construction

Overseas

Others

- 1. Shipbuilding
- 2. Environment-related
- 3. Real Estate etc.

### Materiality

▶p.11~14



## Code of Conduct

▶p.1, 2

## OUTCOME

### Sustainable Development of Society (Contribution to SDGs)

Creation of a Sustainable and Rich Global Environment (E)  
Sustainable Construction Business Activities (S)  
Creation of a Society where Diverse People can Thrive (S)  
Respect for Individuals and Human Rights (S) (Respecting Human Rights and Building Sustainable Supply Chain, Ensuring Occupational Health and Safety)  
Integrity in Corporate Activities (G)



### Sustainable Growth of POC Group

Fiscal year ended March 31, 2023

#### Financial capital

Reinforcement of financial base for investment in corporate growth and shareholder returns

Net sales	502.2 billion yen
Net income	0.7 billion yen
ROE	0.4%
Dividend payout ratio	1,002%

#### Human capital

Creation of a vibrant workplace community

Ratio of female management-level employees	4.6%
Number of female career-track employees/Number of new career track employees	14.4%

#### Manufactured capital, intellectual capital, social and relationship capital

Reinforcement of technical foundation to ensure reliable quality and safety

Number of patents held	687
Number of occupational accidents (domestic + overseas)	35 (0 among POC employees)
Number of fatal accidents (domestic + overseas)	1 (0 among POC employees)
Frequency rate (domestic/overseas)	1.30 / 0.36
Intensity rate (domestic/overseas)	0.52 / 0.01
Number of engineers certified as "Excellent Foremen"	431

#### Natural capital

Creation of an environmentally-friendly society

CO <sub>2</sub> emissions (Scope 1+2)	339 kt-CO <sub>2</sub>
CO <sub>2</sub> emissions (Scope 3)	2,520 kt-CO <sub>2</sub>
Construction waste recycling rate (domestic)	96.0%

## Delivering the created value to new sources

## INPUT

### Sources of Sustainable Construction Business Activities

#### Financial capital

Financial base for achieving value creation

Total assets	508.2 billion yen
Net assets	157.0 billion yen
Equity ratio	30.9%

#### Intellectual capital

Target-oriented technology development

R&D expenses	2.8 billion yen
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#### Manufactured capital

Capital investment to support business activities

Capital expenditures	10.4 billion yen
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#### Social and relationship capital

Partnership to co-create value

Number of Penta-Ocean Construction Labor Safety Council members	1,084 companies
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#### Human capital

Diverse and professional human resources

Number of consolidated employees	3,767
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#### Natural capital

Efficient use of resources

Amount of energy used	4,423,871GJ
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