

## 7. ESG Data

### ■ Environment

Data item (primary)	Data item (secondary)	FY2023/06	FY2024/06	Remarks
Total Energy Consumption	Total (GJ)	53,960	58,171	Consumption by main Group companies
Breakdown by energy source	Kerosene (L)	8,344	12,975	Only used in Nippon Koei and Nippon Koei Energy Solutions affiliated bases/offices
	Liquefied Petroleum Gas (LPG,m³)	3,485	3,649	
	Liquefied Natural Gas (m³)	21,332	20,872	Only used in Nippon Koei, Nippon Koei Energy Solutions, and Nippon Koei Business Partners affiliated bases/offices
	Electricity (kWh)	10,672,420	12,011,977	Usage and percentage rates for main Group companies
	Renewable energy/certified electricity(kWh)	57,707	5,196,600	
	Renewable energy rate(%)	1	43	
Water consumption from all sources	Total (m³)	17,183	54,182	The figures for FY2023/06 are the combined consumption of BDP bases/offices, Nippon Koei Building and Kojimachi Mid-Square Building . The figures for FY2024/06 are the total amount for bases/offices under the umbrella of main Group companies for which consumption was identified (the total amount has increased due to an increase in the number of bases/offices included in the calculation compared to FY2023/06 ).
	Potable water consumption (m³)	7,600	5,372	As a result of aggregating only those items explicitly labeled as 'potable water' during data collection.
	Others (m³)	9,583	48,810	Total amount of greywater used in Nippon Koei buildings and water consumption at bases/offices where the type of water is not specified
Total CO <sub>2</sub>	t-CO <sub>2</sub> (Market-based emissions)	5,498	3,422	Equivalent to Scope 1 + Scope 2 emissions of main Group companies
Greenhouse Gases (GHG)	Scope1 (t-CO <sub>2</sub> )	1,038	997	Emissions from main Group companies
	Scope2 Market-based emissions (t-CO <sub>2</sub> )	4,460	2,425	
	Scope2 Location-based emissions (t-CO <sub>2</sub> )	4,685	5,686	
	Scope3 (t-CO <sub>2</sub> )	68,275	102,897	
Waste Discharge	Total (t)	697	937	The figures for FY2023/06 are the combined figures for Nippon Koei Building and BDP bases/offices. The figures for FY2024/06 are for bases/offices under the umbrella of main Group companies where data were available. (the total amount has increased due to an increase in the number of bases/offices included in the calculation compared to FY2024/06 ).

\* Main Group companies: Nippon Koei, Nippon Koei Urban Space, BDP, Nippon Koei Energy Solutions, Nippon Koei Business Partners

\* In principle, the definitions of various data are created in accordance with the Ministry of the Environment guidelines and the GHG Protocol.

## 7. ESG Data

### ■ Social

#### 1. Number of ID&E Group Employees

Data item	As of the end of June 2024		
	Male	Female	Total
ID&E	15	1	16
Consulting Segment	2,377	827	3,204
Nippon Koei	1,605	384	1,989
Other Group Companies	772	443	1,215
Urban & Spatial Development Segment	1,421	819	2,240
Nippon Koei Urban Space	682	185	867
BDP	726	625	1,351
Other Group Companies	13	9	22
Energy Segment	662	74	736
Nippon Koei Energy Solutions	561	63	624
Other Group Companies	101	11	112
Business Management Segment	171	273	444
Nippon Koei Business Partners	100	94	194
Other Group Companies	71	179	250
Nippon Koei Health Insurance	1	1	2
Total	4,647	1,995	6,642

\* The number of employees does not include directors (excluding executive officers) and part-time employees.

#### 2. Other Employee Information

For FY2024/06, information on companies that can be collated is included, including ID&E, Nippon Koei, Nippon Koei Urban Space, Nippon Koei Energy Solutions, and Nippon Koei Business Partners.

We plan to expand the scope of data collection within the ID&E Group in the future.

(1) ID&E, Nippon Koei, Nippon Koei Urban Space, Nippon Koei Energy Solutions, Nippon Koei Business Partners (Reference: Total number of employees: 3,690)

Data item	As of the end of June 2024			Remarks
	Male	Female	Total	
Number of managers	660	38	698	※ 1
Number of new graduates hired in Japan	120	70	190	※ 1
Number of mid-career hired in Japan	72	31	103	※ 1
Average years continuously employed for regular employees	13.8	7.6	12.2	※ 1
Number of regular employee resignations	-	-	102 (3.2%)	※ 1
Average annual total working hours per person	-	-	1947.2	※ 2
Average annual scheduled working hours per person	-	-	139.7	※ 2
Number of annual paid leave days taken	-	-	11.7 (66.4%)	※ 3
Rate of employment of persons with disabilities	-	-	2.42	※ 3

Data item	As of the end of June 2024			Remarks
	Male	Female	Total	
Gender pay gap	-	-	74.2	※ 3
Number of employees taking maternity and childcare leave	46 (61.3%)	14 (82.3%)	-	※ 3
Return-to-work rate after maternity and childcare leave	-	-	100	※ 3
Average number of days taken for paternity and childcare leave by men	73.3	-	-	※ 3
Number of people with professional engineering qualifications	-	-	1,786	Total number of people

#### (2) Other Group Companies

Data item	As of the end of June 2024		
	Percentage of female employees in management positions	Rate of men taking childcare leave	Average number of days taken for paternity and childcare leave by men
EI Koei Co., Ltd.	33.3	-	-
Reference: Number of employees: 210			
Koei Research & Consulting Inc.	56.0	200	37.5
Reference: Number of employees: 108			

\*1 Data included: Regular employees only.

This does not include, advisors, or contract employees.

\*2 Data included: Regular employees, contract employees. This does not include advisors, officers or part-time employees.

\*3 Data included: Regular employees, contract employees, advisors, and part-time employees but does not include executive officers