ID&E Group Materiality - An IDEAL world, built with integrity -

Materiality			Main Initiatives		Indicators	Target (FY2030)	Related SDGs
1. Building a more equitable society	1-1	Contributing to society's sustainable development through all our global activities	①	Business growth driven by the needs of each global region	Revenue (Total)	¥ 250 billion	
					Japan	¥ 125 billion	
					Asia	¥ 65 billion	
					UK, Europe, Middle East, Africa	¥ 45 billion	
					Americas	¥ 15 billion	
			②	Consideration for human rights in the Group's business activities (infrastructure development, human resource development, etc.)	Status of Human Rights Impact Assessment Study	Solid implementation	
					Status of response to identified risks	Solid implementation	
	1-2	Building a disaster-resilient future through integrated technologies and expertise	①	Engagement in disaster-resilient community building, recovery, and reconstruction projects	Disaster prevention and mitigation related revenue (including revenue of recovery and reconstruction-related businesses)	¥ 16 billion	
			②	Technological development related to disaster prevention and mitigation	R&D expenditures and investments	3.2% of related revenue	
2. Cultivating a beautiful and habitable planet	2-1	Building a sustainable society through safe and stable energy supply	①	Promotion of renewable energy use※ ※Expansion of RE100 power supply business, expansion of storage battery business in Japan and Asia, promotion of regional microgrids,Renewal and augmentation of the power system, etc.	Revenue related to the promotion of renewable energy	¥ 43 billion	
					RE100 Power Supply Business Electricity sales volume	100GWh per year	
			②	R&D and investment in renewable energy and next-generation energy	R&D expenditures and investments	15% of related revenue	
	2-2	Creating places where people and nature thrive together in harmony and happiness	①	Promotion of The Good City Project※ ※Improvements to urban living environments, redevelopment of cities and local areas, introduction of sustainable design for public buildings	Revenue related to the Good City Project	¥ 42 billion	
			②	R&D related to habitable spaces	R&D expenditures and investments	0.9% of related revenue	
	2-3	Addressing climate change and ecosystem recovery through smart solutions	①	Full-scale entry into sustainability-related businesses※ ※ Decarbonization, biodiversity, waste, human rights, well-being, etc.	Revenue for businesses that aim to address sustainability issues	¥ 44 billion	
			②	Nature-positive contributions (ecosystem maintenance and restoration projects, etc.)	Total area of ecosystems benefiting from maintenance and restoration	Direct contribution: 5 ha Indirect contribution: 100,000 ha	
					Status of response to TNFD recommendations for I&DE Group business operations	Quantitative information disclosure for five major operating companies that account for more than 70% of sales	
					Status of response to identified impacts	Ensuring Responses to Identified Risks and Opportunities	
			③	Carbon-positive contributions (GHG reductions, carbon credit and offsetting-related businesses, etc.)	Contribution to GHG reduction through business activities	Direct Contribution: 36,000 (tCo2) Indirect Contribution: 1,000,000 (tCo2)	
			④	Reduction of GHG emissions of the ID&E Group (TCFD compliant)	GHG (Scope 1 and 2) emissions of the ID&E Group (five major companies accounting for more than 70% of revenue)	42% decrease compared to FY2023	
3. Innovating to address the challenges of the modern world	3-1	Creating value for our clients through our Group's unique integrated capabilities	①	Entry into new markets and creation of new businesses through segment cooperation	Related revenue	¥ 10 billion	
	3-2	Building value through cross-industry collaboration	①	Entry into new markets and creation of new businesses through cooperation, alliances and group inclusion of companies from different industries			
	3-3	Accelerating value through our market-leading research and development	①	Group-wide development and utilization of AI and other cutting-edge technologies	R&D expenditures and investments	¥ 1 billion	
4. Building a global team with diverse perspectives	4-1	Promoting a culture of wellbeing for our people	①	Realization of DE&I focused management	Percentage of female managers	15%	
					Gender wage gap	80%	
					Highly-skilled foreign professionals	3.5%	
					Percentage of employees with disabilities	3.0%	
					Percentage of male employees taking childcare leave	85%	
			②	Promotion of well-being focused management	Findings of health checkups	58%	
					Absenteeism	2.3 days	
					Presenteeism	85%	
					Work engagement	3.3	
	4-2	Creating opportunities for growth and career development of our people	①	Developing talents who embody the ID&E group's corporate philosophy	Total number of participants in training for executive leadership development	Increase of 360 people from the end of FY2024	
					Total number of participants in training for global talent development	Increase of 600 people from the end of FY2024	
					Total number of participants in training for DX (digital transformation) talent development	Increase of 600 people from the end of FY2024	
			②	Monitoring and data-utilization of various indicators aimed at improving employee engagement	Number of surveys on engagement index	1 time/year	
					Number of surveys conducted to support career development	1 time/year	
			③	Exchange and collaboration beyond company limits	Number of exchange and collaboration measures implemented, such as: ・Dispatch of employees between Group companies ・Support for personnel exchange such as secondment and training ・Support for collaborative research and co-creation projects with other companies or research institutions ・Support for studying abroad at domestic and international universities ・Encouragement of participation in academic societies and similar organizations	5 measures/year	
5. Leadership based on integrity & technology	5-1	Fostering trust with society through our organisational culture of 'acting with integrity'	①	Permeation of corporate philosophy and thorough compliance	Implementation rate in compliance training	100%	
					Awareness of internal consultation channels for compliance	100%	
					Dissemination of Code of Conduct for ID&E Group to new hires	100%	
			②	Ensuring information security	Status of ongoing NIST SP 800 compliance	Solid implementation	
	5-2	Trusted quality, though innovative technology and a respect for the planet	①	Providing high-quality services	Number of customer awards	-	
					Number of professional engineers	2,400 people	
					Number of new PhDs obtained※ ※Number of people who obtained their degrees through in-house programmes	Increase of 5 people from the end of FY2024	
	5-3	Actively engaging with society and stakeholders to respond to their needs	①	Promoting mutual understanding with external stakeholders	Number of dialogues with external stakeholders	Solid implementation	
			②	Implementation of the Action Guidelines for Stakeholder Engagement	Number of Group companies preparing and implementing action plans based on the Action Guidelines	All consolidated group companies	

※Rate: $1 =¥ 160.755, £ 1 = ¥ 203.195 (As of end-June 2024)

※ Targets were set mainly for five major group companies that account for more than 70% of the ID&E Group's revenue (Nippon Koei Co., Ltd, Nippon Koei Urban Space Co., Ltd, BDP HOLDINGS LIMITED, Nippon Koei Energy Solutions Co., Ltd and Nippon Koei Business Partners Co., Ltd).
(Targets of Materiality 4 were set mainly for four companies (Nippon Koei Co., Ltd, Nippon Koei Urban Space Co., Ltd, Nippon Koei Energy Solutions Co., Ltd and Nippon Koei Business Partners Co., Ltd).)