

ESG Data

FY2022 Sustainability Activity Targets and Evaluations

ESG	New value	SDGs	Activity details	Activity status	Indices for measuring achievement	Numerical target	Achievement score	Achievement level
Environment	Environment	7 12 13 14 15	Implementation of the ZERO30 Roadmap	5	Total CO ₂ emissions from business activities	(1) CO ₂ reduction during construction: 4,572t-CO ₂ (2) CO ₂ emissions other than from construction: 1,194t-CO ₂	4	133%
			Implementation of biodiversity preservation activities	5	No. of activities implemented	All worksites	4	133%
			Maintain the final percentage of waste sent for landfill disposal at 3% or lower	5	Final percentage of construction waste sent for landfill disposal	2.1% or lower	2	67%
			Promote environmentally friendly design and construction	3	(1) Introduction of ZEB elemental technology into our own buildings, no. of tests (2) Reduction of CO ₂ emissions in the fiscal year (%) (3) No. of certifications acquired under various certification systems	(1) At least one ZEB elemental technology to be installed in the Company's properties (2) CO ₂ reduction effect of 25% or more (3) Acquisition of at least one certification from various evaluation systems	3	60%
			Convert NCO properties to LED illumination	4	No. of NCO properties that have switched to LED lighting	Finish switching 4 floors to LEDs	3	80%
			Promote energy-saving/creating buildings	3	No. of installations of energy-saving equipment in the Company's real estate	One installation per year of energy-saving equipment at a property which started operation in or after FY2022	3	60%
			Develop environmental technologies to create new value	4	No. of practical environmental technologies developed (technologies/year)	3 technologies or more/year	1	27%
Society	Client satisfaction (quality)		Improve Company evaluations (Civil Engineering)	5	No. of mistakes costing 5 million yen or more (1) No. of cases (2) Total loss amount	(1) 4 cases or less (2) 100 million yen or less	4	133%
			Gain high evaluations from clients (Civil Engineering)	5	Ministry of Land, Infrastructure, Transport and Tourism's (1) Average score for the year in construction result evaluations (2) Target construction achievement rate that clears target score Questionnaire evaluations upon completion of private-sector projects (3) S/A evaluation acquisition rate (4) No. of S evaluations acquired	(1) Average: 80 or higher (2) 80% (3) Gain 90% or higher (4) 1 item or more for each site	2	67%
			Significantly reduce construction defects (Building)	4	Total annual expenditures on defect repairs (¥100 million/year)	¥730 million/year	3	80%
			Gain high evaluations from clients (Building)	4	Questionnaire evaluations upon completion of private-sector projects (1) S/A evaluation acquisition rate (2) No. of S evaluations acquired	(1) Gain 97% or more (2) 1 item or more for each site	2	53%
			No. of technical training sessions held, no. of high-rise building study groups held, no. of items identified by quality patrols	3	Items requiring improvement identified in quality patrols, etc.	(1) Technical training sessions: 8 times/year (2) High-rise building study groups: 3 times/year (3) Quality patrol implementation rate (implemented/planned): 100% (4) No. of quality items indicated: 1.0 cases/time or less (building management)	2	40%
			Promote maintenance and renovation works business (Civil Engineering)	4	No. of renovation construction orders	3 orders or more received by each regional headquarters	3	80%
			100% BIM involvement in all large logistics facility properties	4	(1) BIM process rate (%) (2) No. of properties for which BIM is utilized (design → production design → construction)	(1) Large logistics facility (S construction) design and construction properties: 100%; condominium (RC construction) design and construction properties: 20% (2) 1 or more properties	3	80%
			Promote one-stop business (Urban Development)	4	No. of PM or BM contracts with Nishimatsu Jisho Co., Ltd.	3 PM or BM contracts/year	4	107%
			Cross-industry collaboration and provision of new services (value)	5	No. of collaborative projects	2 projects formed	4	133%
			Investment in start-up companies	3	Investment	¥600 million/year	1	20%
	Client satisfaction (services)	9 10 11	Infrastructure business field	3	(1) No. of PPP/PFI projects received (2) Progress of smart city projects	(1) 2 or more projects (2) Oki Town Zero Carbon Grid Project in Oki Town → Subsidy applied for October 2022; operation started October 2023	1	20%
			Initiatives in environment and energy-related business	3	(1) No. of new rooftop PPA projects (2) No. of new small hydropower projects (3) Woody biomass progress (4) No. of new biogas (methane fermentation) projects (5) No. of new geothermal projects	(1) 3 projects (2) 3 projects (3) Establishment of Sanyo Onoda subsidiary (4) 2 projects (5) Start of 1 survey	1	20%
			Initiatives in plant factories	3	(1) Tamagawa factory net sales (2) Ichihara factory closure progress	(1) Tamagawa factory sales of 74 million yen (2) Policy for Ichihara factory disposal method decided	3	60%
			OKIPPA-related business	3	(1) OKIPPA net sales (2) OKIPPA GREEN net sales (3) Progress of cloud ear mushroom business	(1) OKIPPA sales: 76 million yen (2) OKIPPA GREEN sales: 5 million yen (3) Establishment of "Nishimatsu-version container"	1	20%
			Promote core technology development that supports the Construction Business	5	No. of practical technologies developed per year	10 technologies or more/year	2	67%
			Technology development for resilience relating to disaster prevention/mitigation and recovery technology, etc.	3	No. of technological development starts (cases per 3-year medium-term management plan)	1 technology or more per 3-year medium-term management plan	4	80%
			Thoroughly promoting DX through data utilization	4	DX planning (1) No. of new transformation projects started (2) Existing project target progress rate (3) Target KPI achievement rate for each project ICT system (4) No. of new projects started (5) Annual downtime of system infrastructure (6) No. of security incidents (7) No. of improvements and proposals/support	(1) 2 projects (2) 100% (3) 70% (4) 5 projects (5) Less than 10 hours (6) 0 incidents at Level 3 or above, less than 3 incidents at Level 2 (7) 25 improvement proposals	4	93%
Society	Work environment	3 5 8	Promote work environment improvements (building worksites)	3	(1) Overtime working hours (2) Holiday use rate	(1) 7 or more times for 45 hours per month and 720 or more hours per year (legal violation) 6% or lower (2) Use of Company-designated holidays (121 days) or more: 80%	2	40%
			Promote work environment improvements (international)	3	For Japanese employees working overseas: (1) Percentage of employees taking leave to return home (2) Average duration of paid leave taken	(1) 100% (2) 4 days	2	40%
			Create a workplace that is motivating and comfortable	4	(1) Voluntary resignation rate (2) 3-year turnover rate (3) Employee satisfaction (4) No. of employees hired (5) No. of women in career-track positions (6) Employment percentage of persons with disabilities (7) Paternity leave take-up rate (8) Percentage of employees exceeding overtime target based on total working hours (9) Paid leave use rate (10) Follow-up medical checkup attendance rate	(1) Less than 1.5% (2) 10% or lower (3) 3.83 or higher (4) 130 new graduate/mid-career hires (5) 170 or more (6) 2.3% (7) 60% (8) 8% or lower (9) 70% or higher (10) 60% or higher	2	53%
			Improve safety management standards	5	(1) Frequency rate for injuries requiring four days or more of absence from work (2) Frequency rate for injuries requiring 1 day or more of absence from work	(1) 0.6 or lower (2) 1.0 or lower	3	100%
			Zero deaths	5	No. of deaths	0	1	33%
			Provide a safe workplace environment (International)	4	Frequency rate for injuries requiring four days or more of absence from work	0.6 or lower	4	107%
			Expanding training support for High-Caliber Technician Training Program	4	Worksite retention rate of Nishimatsu Meisters and Senior Forepersons	60% or higher	3	80%
	Safety		Improve safety management standards	5	(1) Frequency rate for injuries requiring four days or more of absence from work (2) Frequency rate for injuries requiring 1 day or more of absence from work	(1) 0.6 or lower (2) 1.0 or lower	3	100%
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Appealing work styles Governance	Risk management	16	Continuously improve business continuity plans to formulate highly effective plans and enhance and strengthen management systems Improve crisis management awareness and response ability of all executives and employees	4	(1) Early response rate for safety confirmation (2) BCP training for emergency headquarters (3) BCP training for all executives and employees	(1) Daytime weekdays: 90% within 3 hours after alarm; Nighttime and holidays: 90% within 6 hours after alarm (2) Twice a year (3) Twice a year	2	53%
			Appropriately promote risk management	4	Progress of risk management initiatives	High-risk items with "A" evaluation: 0 items	2	53%
			Enhance corporate governance	4	Implementation status of the Corporate Governance Code (after revision)	All items implemented (full compliance)	3	80%
			Practice compliance management in response to social changes	3	Overall Compliance Awareness Survey score	FY2023 long-term target: 1.35 or higher	3	60%
	Internal control	17	Effectively operate the whistle blowing system	4	Awareness survey (awareness of hotline use) score	FY2023 long-term target: 1.10 or higher	3	80%
			Actively implement compliance training	3	Awareness survey (evaluation of understanding of training) score	FY2023 long-term target: 1.07 or higher	3	60%
G	Compliance	16	Continuously improve business continuity plans to formulate highly effective plans and enhance and strengthen management systems Improve crisis management awareness and response ability of all executives and employees	4	(1) Early response rate for safety confirmation (2) BCP training for emergency headquarters (3) BCP training for all executives and employees	(1) Daytime weekdays: 90% within 3 hours after alarm; Nighttime and holidays: 90% within 6 hours after alarm (2) Twice a year (3) Twice a year	2	53%
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Society	S	17	Distribute accurate and detailed information to potential investors	5	No. of interviews with potential investors, sell-side analysts, etc.	60 or more interviews	2	67%
			Engagement with shareholders and investors	5	(1) No. of dialogues with shareholders and investors (2) Approval rate for proposals at the General Meeting of Shareholders (3) Dividend payout ratio (4) PBR	(1) No. of dialogues: 5 or more (2) Average approval rate for proposals at the General Meeting of Shareholders: 85% or higher (3) Dividend payout ratio: 70% (4) PBR: 1x	2	67%
			Actively promote and continue social contribution activities	2	No. of social contribution activities implemented per year	50/year	3	40%
			Train local staff and young employees (International)	3	(1) No. of local overseas staff participating in training (2) No. of participants in overseas on-site workshops	(1) Cumulative total of 130 people (2) 10 or more people	3	60%
			Securing diverse human resources and creating an environment where they can maximize their abilities	2	(1) No. of proposals and implementation of measures to secure diverse human resources and utilize their abilities (2) No. of business divisions and departments that have developed various training plans	(1) 3 proposals (2) 5 business departments	2	27%
			Promote work environment improvements (civil engineering worksites)	2	(1) Worksite closure rate (2) Overtime working hours	(1) Worksite closure rate: 8 closed sites = 60% or higher; 7 closed sites = 80% or higher (2) 7 or more times for 45 hours per month and 720 or more hours per year (legal violation) 6% or lower	2	27%
			Promote work environment improvements (building worksites)	3	(1) Overtime working hours (2) Holiday use rate	(1) 7 or more times for 45 hours per month and 720 or more hours per year (legal violation) 6% or lower (2) Use of Company-designated holidays (121 days) or more: 80%	2	40%
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Activity Status 5: The activity was adopted Group-wide and its continuation for the medium to long term is assured. 4: A system for the activity was created, and the activity was rolled out throughout the Group. 3: An effective activity was implemented, and a system for the activity has been created in business divisions. 2: The activity was implemented, but a system for the activity was not created in business divisions. 1: The activity was implemented, but only partially. 0: A specific activity target was established, but the activity was not implemented.	Achievement Score (Based on Achievement Level) 4: Achievement rate of 120% or higher 3: Achievement rate of 100% to 119% 2: Achievement rate of 60% to 99% 1: Achievement rate of 59% or lower
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