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9. Others

9.1 External Evaluations

Recognition as a Certified Health & Productivity Management Outstanding Organisations



The Certified Health & Productivity Management Organisations recognitions programme, administrated by Ministry of Economy, Trade and Industry (METI), aims to identify corporations that demonstrate excellence in health management, enabling them to gain social recognised recognition from employees, job seekers, related companies, and financial institutions. Our Group has been continuously certified as a Health and Productivity Management Outstanding Organisation since 2019.

Scope of Certification

Group companies certified as Health & Productivity Management Outstanding Organisation 2025 (Large Enterprise Category, Top 500):
ID&E, Nippon Koei, Nippon Koei Urban Space, Nippon Koei Energy Solutions, Nippon Koei Business Partners, Koei Research & Consulting
Group companies certified as Health & Productivity Management outstanding Organisation 2025 (Large Enterprise Category):
Koei System, El Koei Koei System Inc., El Koei Co., Ltd.

Platinum Kurumin



Based on Japan's Act on Advancement of Measures to Support Raising Next-Generation Children, our Group has received both "Kurumin" and "Platinum Kurumin" certifications from the Minister of Health, Labour and Welfare of Japan, recognizing our high-level efforts to support childcare. "Platinum Kurumin" is a special certification awarded to companies that have already received "Kurumin" certification by meeting action plan targets and demonstrating higher standards of work-life balance support, subject to meeting specific criteria.

Scope of Certification

Nippon Koei, Nippon Koei Urban Space, Nippon Koei Energy Solutions, Nippon Koei Business Partners

Sports Yell Company



The Japan Sports Agency certifies companies as "Sports Yell Companies" that actively promote sports activities to enhance employee health, aiming to increase social awareness of sports and encourage participation among the "working generation." Our

Group provides various opportunities for employees to engage in sports, including implementation and promotion of original exercise programmes (NK Taiso), club activity support, and organising marathon competitions. Our biannual walking event "Walking with Everyone," utilising smartphone applications to compete in average step counts over one month for teams and individuals in spring and autumn, sees increasing participation each time, with over 30% of our Group employees participating.

Scope of Certification

ID&E, Nippon Koei, Nippon Koei Urban Space, Nippon Koei Energy Solutions, Nippon Koei Business Partners, Koei Research & Consulting

9.2 ESG Data

9.2.1 Environment

Data Item (Primary)	Data Item (Secondary)	FY 2023/ 06	FY 2024/ 06	FY 2025/ 06		Remarks
		Main Group Companies	Main Group Companies	Main Group Companies	Group-wide	
Total Energy Consumption	Total (GJ)	53,960	53,115	48,415	94,785	
Energy Source Breakdown	Kerosene (L)	8,344	12,975	11,402	11,402	Used only at Nippon Koei and Nippon Koei Energy Solutions facilities
	Liquefied Petroleum Gas (LPG, m ³)	3,485	3,649	3,590	3,590	
	City Gas (m ³)	21,332	20,872	25,892	33,260	Used only at Nippon Koei, Nippon Koei Urban Space, and Nippon Koei Business Partners facilities
	Electricity (kWh)	10,672,420	10,698,166	9,760,424	19,117,925	
	Renewable Energy/Certified Electricity (kWh)	57,707	6,807,051	5,791,948	5,791,948	
	Renewable Energy Rate (%)	1	64	59	30	
Water Consumption from All Sources	Total (m ³)	17,183	59,461	52,745		FY 2023 figures represent combined consumption of BDP facilities, Nippon Koei Building and Kojimachi Mid-Square Building. FY 2024 figures represent total consumption for Main Group Company facilities where consumption data was available (total amount increased due to expansion of calculation scope compared to FY 2023) FY 2025 figures represent the total consumption of main group companies and the subsidiaries under their umbrella, based on the sites where usage data could be obtained.
	Potable Water Consumption (m ³)	7,600	56,907	50,975		The total water consumption of the Nippon Koei building, including reclaimed water, as well as the consumption at sites where the Type of water used is not specified.
	Other (m ³)	9,583	2,554	1,770		
Total CO ₂	t-CO ₂ (Market-based)	5,382.12	3,230.81	3,163.86	6,030.40	Equivalent to Scope 1 + Scope 2 emissions
Greenhouse Gases (GHG)	Scope 1 (t-CO ₂)	1,025.12	994.97	913.35	1,804.16	*Calculation methods for Scope 1, 2, and 3 and breakdown of each category can be found in " Method of Calculation and Scope in Data Collection for Key Sustainability Indicators " *The Group's total estimated emissions, calculated based on the emissions of five major companies, amount to 119,534.32 t-CO ₂ .
	Scope 2 Market-based (t-CO ₂)	4,357.00	2,235.83	2,250.51	4,226.25	
	Scope 2 Location-based (t-CO ₂)	4,685.00	4,610.91	4,186.25	6,183.26	
	Scope 3 (t-CO ₂)	68,249.04	102,813.13	101,616.58	—	
Waste Discharge	Total (t)	697	937	965		FY 2023/ 06 figures represent combined figures for Nippon Koei Building and BDP facilities. FY 2024/ 06 figures represent Main Group Company facilities where discharge data was available (total amount increased due to expansion of calculation scope compared to FY 2023/ 06) FY 2025 figures represent the total consumption of main group companies and the subsidiaries under their umbrella, based on the sites where usage data could be obtained

*1 Main Group Company: Nippon Koei, Nippon Koei Urban Space, BDP, Nippon Koei Energy Solutions, Nippon Koei Business Partners

*2 Group-wide: details can be found in "[Calculation Methods and Scope for Key Sustainability Data](#)"

*3 Definitions of various data are created in accordance with Ministry of the Environment guidelines and GHG Protocol standards

Note: The GHG emissions figures above are aggregated based on the calculation methods and boundaries defined by the ID&E Group, and may not necessarily align with those previously used by the Tokio Marine Group.

9.2 ESG Data

9.2.2 Social

9.2.2.1 ID&E Group Employee Numbers

Data Item		As of End of June 2024			As of End of June 2025		
Group Employee Numbers		Men	Women	Total	Men	Women	Total
ID&E Holdings		15	1	16	32	12	44
	Consulting Segment	2,377	827	3,204	2,481	907	3,388
	Nippon Koei	1,605	384	1,989	1,641	431	2,072
	Other Group Companies	772	443	1,215	840	476	1,316
	Urban & Spatial Development Segment	1,421	819	2,240	1,382	751	2,133
	Nippon Koei Urban Space	682	185	867	733	202	935
	BDP	726	625	1,351	637	539	1,176
	Other Group Companies	13	9	22	12	10	22
	Energy Segment	662	74	736	687	84	771
	Nippon Koei Energy Solutions	561	63	624	588	71	659
	Other Group Companies	101	11	112	99	13	112
	Business Management Segment	171	273	444	169	284	453
	Nippon Koei Business Partners	100	94	194	88	101	189
	Other Group Companies	71	179	250	81	183	264
Nippon Koei Health Insurance Union		1	1	2	1	1	2
Total		4,647	1,995	6,642	4,752	2,039	6,791

9.2.2.2 Other Employee Information

Information for companies where data can be aggregated, including ID&E, Nippon Koei, Nippon Koei Urban Space, Nippon Koei Energy Solutions, and Nippon Koei Business Partners. We plan to continue expanding the scope of data aggregation within the ID&E Group.

9.2 ESG Data

ID&E, Nippon Koei, Nippon Koei Urban Space, Nippon Koei Energy Solutions, Nippon Koei Business Partners (Total employees 3,899 people)

Data Item	As of End of June 2024			As of End of June 2025			Remarks
	Men	Women	Total	Men	Women	Total	
Number of Management Personnel	660	38	698	669	44	713	*1
New Graduate Hires in Japan	120	70	190	125	70	195	*1
Mid-career Hires in Japan	72	31	103	52	40	92	*1
Average Years of Continuous Employment (Regular Employees)	13.8	7.6	12.2	13.7	7.3	12.3	*1
Number of Regular Employee Resignations (Ratio)	-	-	102 (3.2%)	-	-	119 (3.6%)	*1
Annual Total Working Hours per Person (Average)	-	-	1947.2	-	-	2190.3	*2
Annual Overtime Hours per Person (Average)	-	-	139.7	-	-	375.3	*2
Annual Paid Leave Days Taken (Ratio)	-	-	11.7 (66.4%)	-	-	11.9 (66.8%)	*3
Employment Rate of Persons with Disabilities (%)	-	-	2.42	-	-	2.52	*3
Gender Pay Gap (%)	-	-	74.2	-	-	70.9	*3
Maternity and Childcare Leave Uptake (People) (Ratio)	46 (61.3%)	14 (82.3%)	-	55 (64.7%)	30 (120.0%)	-	*3
Return-to-Work Rate After Maternity and Childcare Leave (%)	-	-	100	-	-	100	*3
Average Days of Male Parental Leave	73.3	-	-	84.5	-	-	*3
Number of Professional Engineers	-	-	1,786			1,806	Total number of people
Work-related Accidents (During Work)	9	0	9	9	1	10	
Work-related Accidents (Commuting)	4	1	5	6	1	7	
Work-related Fatalities	0	0	0	0	0	0	

9.2 ESG Data

Other Group Companies

Data Item	As of End of June 2024			As of End of June 2025			Remarks	Remarks
	Men	Women	Total	Men	Women	Total		
Number of Management Personnel	41	18	59	36	17	53	*4	*1
New Graduate Hires in Japan	5	7	12	6	2	8	*4	*1
Mid-career Hires in Japan	6	6	12	9	10	19	*4	*1
Average Years of Continuous Employment (Regular Employees)	13.7	9.8	12.6	13.5	9.6	12.3	*4	*1
Number of Regular Employee Resignations (Ratio)	-	-	15 (5.2%)	-	-	12(4.1%)	*4	*1
Work-related Accidents (During Work)	0	0	0	0	0	0	*5	*1
Work-related Accidents (Commuting)	0	0	0	1	0	1	*5	*1
Work-related Fatalities	0	0	0	0	0	0	*5	*1

*1 Aggregation scope: Regular employees only. Does not include directors, contract employees, advisors, part-time employees, or non-regular staff.

*2 Aggregation scope: Regular employees, contract employees, and part-time employees. Does not include directors, advisors, or non-regular staff.

*3 Aggregation scope: Regular employees, contract employees, advisors, and part-time employees. Does not include directors.

*4 Nippon Civic Consulting Engineers, Koei Research & Consulting, Koei System, El Koei (Reference: Total employees 585 people)

*5 Koei Research & Consulting, Kisho Kurokawa Architect & Associates, Nikki Corporation (Reference: Total employees 136 people)

9.2.2.3 Kubota Fund Scholarship Recipients*

FY 2023	FY 2024	FY 2025
12 recipients / 11 countries	12 recipients / 9 countries	12 recipients / 9 countries

*Established by Kubota Yutaka, founder of Nippon Koei, to support technical students from Low-and Middle-Income Countries. The ID&E Group has provided operational and financial support since its establishment in 1984.

9.2 ESG Data

9.2.3 Governance

9.2.3.1 Internal Reporting Cases

Target: Main Group Companies

Number of case

FY 2022/ 06	FY 2023/ 06	FY 2024/ 06	FY 2025/ 06
7	12	22	22

*Figures until FY2023/06 reflect the number of consultations and reports prior to the corporate split of former Nippon Koei

9.2.3.2 Responses to the Compliance Awareness Survey

Target: Group Companies based in Japan and Overseas Countries

Response count

FY 2022/ 06	FY 2023/ 06	FY 2024/ 06	FY 2025/ 06
4,857	5,234	5,253	5,260

9.2.3.3 Patent Holdings

Target: Registered Patents in Japan by Main Group Companies
(Nippon Koei, Nippon Koei Urban Space, Nippon Koei Energy Solutions)

Number of patent

FY 2022/ 06	FY 2023/ 06	FY 2024/ 06	FY 2025/ 06
55	50	49	48