



INTEGRATED REPORT

Fiscal year ended June 30, 2024





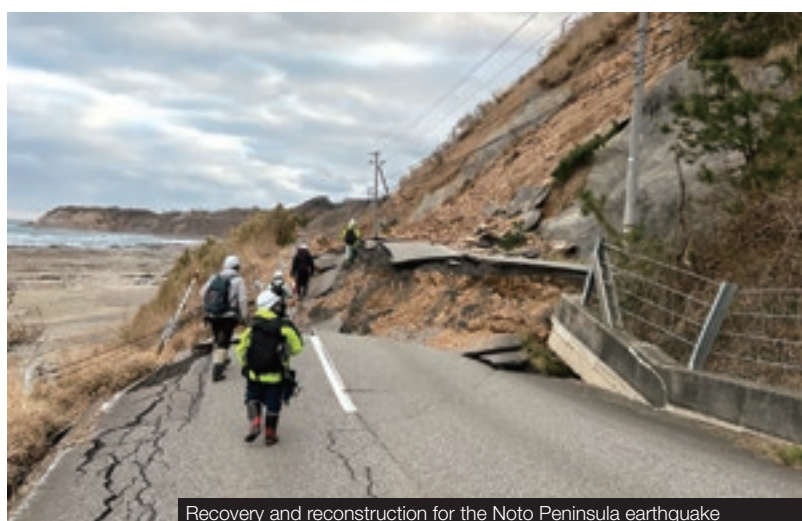
Hokkaido Shin Katsurazawa Dam



Autonomous driving verification testing at Tokyo Waterfront City



Applying biological soil crust by helicopter (BSC method)



Recovery and reconstruction for the Noto Peninsula earthquake

Group Management Philosophy

Act with integrity and contribute to society through technology and engineering.

Amidst a society that is changing faster than we can imagine and ever more complex social challenges that are arising as a result, the ID&E Group has made it the core of its business to resolve issues with sincerity.

At the root of this lies the pioneering spirit to tackle new businesses possessed by Yutaka Kubota, the founder of Nippon Koei, and our history of growth up to the present by continuing to provide solutions based on the accumulation of knowledge represented by technology and engineering.

As a consulting and engineering corporate group, we face global social issues that change with the times and keep growing without fear of change to address such issues. We will thus contribute to the realization of a sustainable society.



Lach Huyen Port, Vietnam



Dhaka MRT Line 6, Bangladesh



Assistance for Ukraine's recovery and reconstruction



Mombasa Special Economic Zone Development Project, Kenya

Mission, Vision, Value

Mission Make the world a better place

Always maintaining high aspirations, we will work hard to improve our skills, and provide services based on our accumulated technological capabilities.

Vision Providing unique value as a company

Evolving into a cohesive global corporate group
Top class worldwide by 2030

Values Tackle your problems with sincerity and the road ahead shall be clear

"Willingness to Try," "Valuing Speed," "Entrepreneurial Mindset," and "Stakeholder Satisfaction"



Meiji Park's Park-PFI



The new Fossil Research Training at Fukui Prefectural Dinosaur Museum



Christie Paterson Cancer Research Centre, United Kingdom



Restoration and renewal of the Palace of Westminster, United Kingdom

New Medium-Term Management Plan and Materiality

Medium-Term Management Plan

Building Growth 2027

Sustainable growth in three core businesses and expansion of business fields through working together

Growth Policy

Reforms
for growth

Deployment of
matrix management

Advancements in
human resources
and technology



Kagoshima Shin-Sogi Hydropower Station



Nagano Miwa Power Plant



Battery-Based Energy Storage System in Ruien, Belgium



Akan Microgrid, Hokkaido

Materiality

We have defined our materiality in the Long-Term Management Strategy and revised these issues in 2024.

An IDEAL world, built with integrity

Building a more
equitable society

Cultivating a beautiful
and habitable planet

Innovating to address
the challenges of the
modern world

Building a global team
with diverse perspectives

Leadership based on integrity
& technology

At a Glance

Established

1946*



The company was established in 1946* by founder Yutaka Kubota, aiming for postwar reconstruction.

More than 75 years later, the founding spirit continues on through our Management Philosophy, still flowing through our hearts.

* Nippon Koei's founding year

Group staff numbers

6,648

Aiming to solve social issues, every one of our staff in Japan and abroad continues to take up the challenge and play an active role. We are continually striving to discover and develop professional talent.

Sales in Japan



Nippon Koei has established itself as Japan's No. 1 engineering consultant regarding sales*.

* Source: "Sales ranking of engineering consulting firms in Japan," Nikkei Construction, April 20, 2024

Operations overseas

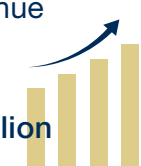
Over 160 countries and regions



Since foundation, we have developed social capital overseas, providing various Japanese technologies abroad.

Consolidated revenue

¥158.9 billion



Each of the three segments of Consulting, Urban & Spatial Development, and Energy continues to grow, and their sales volume is increasing yearly.

Editorial Policy

Positioning of various reports and information disclosed

The ID&E Group Integrated Report is published as a comprehensive communication tool for delivering corporate information to our stakeholders. By publishing this report, we aim to provide readers with a deep understanding about our corporate stance from the time of our establishment to today and our efforts for further increasing corporate value. The International Integrated Reporting Framework by the IFRS Foundation and Guidance for Collaborative Value Creation 2.0 by the Ministry of Economy, Trade and Industry were used as reference during the editing of this report.

* In the Japanese version of this report, we use the term "人材 (human assets)" instead of "人材 (human resources)" because we believe that all people working for the Group are valuable assets.

Period covered: Fiscal year ended June 30, 2024 (July 2023 to June 2024). However, some information from July 2024 onward has been included.

Business strategies and financial information	Sustainability information
Integrated Report (this document) https://www.id-and-e-hd.co.jp/english/ir/library/integrated-report/	
Website / Investor relations <ul style="list-style-type: none"> Management policies Materials for individual investors (Presentation materials for financial results, Investor Report) Financial and business performance data IR Library IR Calendar Stock information https://www.id-and-e-hd.co.jp/english/ir/	Website / Sustainability <ul style="list-style-type: none"> Sustainability data Sustainability Management Basic Policies Materiality https://www.id-and-e-hd.co.jp/english/sustainability/
Annual Securities Report https://www.id-and-e-hd.co.jp/english/ir/library/financial-results/	Corporate Governance Report https://www.id-and-e-hd.co.jp/english/sustainability/governance/
Notice of Convocation of General Meeting of Shareholders https://www.id-and-e-hd.co.jp/english/ir/shareholders-meeting/	Sustainability Report https://www.id-and-e-hd.co.jp/english/sustainability/sustainability-management/report/

Scope of This Report

In addition to Integrated Design & Engineering Holdings Co., Ltd., this Integrated Report covers Nippon Koei Co., Ltd., Nippon Koei Urban Space Co., Ltd., UK-based architectural design company BDP Holdings Limited, Nippon Koei Energy Solutions Co., Ltd., Nippon Koei Business Partners Co., Ltd., and other Group companies. The names of the companies covered and their abbreviated names used in this report are as follows.

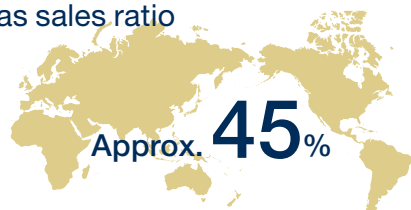
Company name	Name used in this publication
Integrated Design & Engineering Holdings Co., Ltd.	ID&E
Nippon Koei Co., Ltd.	Nippon Koei
Nippon Koei Urban Space Co., Ltd.	Nippon Koei Urban Space
BDP Holdings LTD	BDP
Nippon Koei Energy Solutions Co., Ltd.	Nippon Koei Energy Solutions
Nippon Koei Business Partners Co., Ltd.	Nippon Koei Business Partners
Other Group companies	

Main Group Companies

Forward-Looking Statements

This Integrated Report contains forward-looking statements regarding the future performance of ID&E Group and other matters. However, since they are based on the judgment of the Company's management obtained from currently available information, forward-looking statements are subject to change due to a variety of factors and are not guarantees of future performance.

Overseas sales ratio



We aim to increase our overseas sales ratio by meeting the needs of those living in each region with world-class technology.

Project numbers per year



We continue to take on the challenge of solving various national, regional, and everyday problems through various projects.

Group firms



Group companies work together to solve problems and create value. We will continue to expand our network and achieve further growth.

Number of patents obtained



We are advancing research and development at our own research facilities.

Corporate Governance

A company with a nominating committee, etc.



We aim for highly effective corporate governance.

About the publication of Integrated Report 2024

We publish an integrated report to inform stakeholders of the ID&E Group's efforts to improve its corporate value over the medium to long term and to promote further dialogue.

This year, our goal was to explain the newly formulated Medium-Term Management Plan and outline our path to value creation in our Long-Term Management Strategy. The report was edited with particular attention given to using messages from people responsible for each business to highlight specific measures and the market environment, as well as the changes and achievements since our transition to a holding company structure. We hope that this report will help stakeholders to gain a better understanding of the ID&E Group.

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