

Sustainability Targets

Item	2030 Targets	2045 Targets	Relevant Material Topics (Materiality)
	Group Goals	Group Goals	
Disaster Resilience	<p><u>Development of disaster-resilient companies, towns, and regions; expanding recovery and reconstruction business</u></p> <p>Expand consulting and engineering business related to disaster prevention, mitigation, and implement post-disaster Build Back Better principle for intensifying flood and wind disasters and imminent major earthquakes, contributing to building a resilient society that can withstand disasters.</p> <ul style="list-style-type: none"> Disaster prevention and mitigation-related revenue (including recovery and reconstruction-related business revenue): ¥16 billion. <p><u>Technology development related to disaster prevention and mitigation</u></p> <ul style="list-style-type: none"> R&D expenditures and investments: 3.2% of related revenue. 	<p><u>Growth into world-class consulting and engineering company for disaster resilience improvement</u></p> <p>Place disaster resilience perspectives in all ID&E business activities and highlight the value created.</p> <p>Integrated both pre-disaster (prevention/mitigation) and post-disaster (recovery/reconstruction) approaches to support the resilience of businesses, infrastructure, and people's lives from a technical perspective, thereby establishing our brand as a disaster resilience solution company.</p>	2.Cultivating a beautiful and habitable planet
	Climate Change, Energy and Decarbonisation	<p><u>Contribution to carbon neutrality (*2)</u></p> <p>Net Zero target for ID&E Group-wide (*1) Scope 1+2 equivalent emissions to net zero through CO₂ absorption/fixation, emission reduction, etc., including credit purchases.</p> <p><u>Setting greenhouse gas reduction targets based on SBT (Science-Based Targets) standards</u></p> <p>Set greenhouse gas (Scope 1,2) emission reduction targets at SBT-equivalent levels.</p> <ul style="list-style-type: none"> 42% reduction compared to June 2023 (Scope 1,2), 25% reduction (Scope 3). <p><u>Clean energy infrastructure and technology development</u></p> <p>Introduction and stable supply of energy-efficient renewable/next-generation energy infrastructure equipment.</p> <ul style="list-style-type: none"> Renewable/next-generation energy R&D expenditures and investments: 15% of related revenue. <p><u>Contribution to decarbonised society through business activities</u></p> <p>Contribute to decarbonisation through expansion of renewable/next-generation energy introduction support, energy conservation, smart city promotion, forest conservation/regeneration support, etc. (cumulative).</p> <ul style="list-style-type: none"> Direct contribution: 36,000 t-CO₂ Indirect contribution: 1,000,000 t-CO₂ <p>Increase proposals for services contributing to decarbonised society transition through utilisation of carbon pricing mechanisms.</p>	

<p>Biodiversity and Natural Capital Response</p>	<p><u>Contribution to the achievement of the Kunming-Montreal Biodiversity Framework 2030 mission</u></p> <p>Contribute to achieving the 23 global targets of the Kunming-Montreal Global Biodiversity Framework 2030 Mission by accelerating nature-positive initiatives through expansion and promotion of biodiversity conservation and developing related projects and services.</p> <ul style="list-style-type: none"> Area contributing to ecosystem maintenance and restoration (cumulative): Direct contribution: 5ha / Indirect contribution: 100,000ha <p>Disclosure of information related to biodiversity impact assessment and biodiversity risk prediction.</p>	<p><u>Contribution to the achievement of the Kunming-Montreal Biodiversity Framework 2050 Vision</u></p> <ul style="list-style-type: none"> Contribute to achieving the four long-term goals of the Kunming-Montreal Global Biodiversity Framework 2050 Vision by reducing business activity impacts on nature and biodiversity and accelerating nature-positive initiatives through public-private collaboration. Place nature-positive perspectives in all ID&E business activities involving nature and visualise created value (ecosystem maintenance and restoration areas, etc.). Strengthen corporate value and enhance world-level brand as a nature-positive contributor through public disclosure of value created. 	<p>2.Cultivating a beautiful and habitable planet</p>
<p>Technology and Service Quality</p>	<p><u>Technology and service quality assurance from sustainability perspectives</u></p> <p>Establish quality control mechanisms considering sustainability issues such as global environment and occupational health and safety.</p> <p>Research and development related to the development of The Good City project.</p> <ul style="list-style-type: none"> Related sales: ¥42 billion Research and development costs and investment amounts:0.9% of related sales <p><u>Innovation that transforms sustainability initiatives into a driving force for corporate growth</u></p> <ul style="list-style-type: none"> Cumulative sales from businesses addressing sustainability issues: ¥44 billion <p><u>Group-wide development and utilisation of cutting-edge technologies, including AI</u></p> <ul style="list-style-type: none"> Annual R&D and investment amount: ¥1 billion 	<p><u>Establishment as a global brand that is a world-class provider of sustainability solutions, with a focus on the quality of technology and services</u></p> <ul style="list-style-type: none"> Continuously create and deliver measurable value for customers and society—such as safety and security, improved quality of life, and enhanced productivity—driven by quality management that incorporates sustainability challenges and through technological innovation. 	<p>2.Cultivating a beautiful and habitable planet</p> <p>3. Innovating to address the challenges of the modern world</p>
<p>Business and Human Rights</p>	<p><u>Commitment to address and respond to human rights issues, including human rights due diligence</u></p> <ul style="list-style-type: none"> Identify human rights risks and violations, and implement remedial measures and information disclosure. Establish the necessary internal systems to effectively monitor and maintain human rights issues. 	<p><u>Establishment and embedding of human rights due diligence</u></p> <p>Ensure consistent and reliable implementation of human rights due diligence across the entire ID&E Group (*1), establishing a global reputation as a group of companies that prioritises respect for human rights.</p>	<p>1. Building a more equitable society</p>

Item		2030 Targets	2045 Targets	Relevant Material Topics (Materiality)
		Group Goals	Group Goals	
Human capital	Diversity, Equity, and Inclusion (DE&I)	<p><u>Building a system to advance DE&I initiatives</u></p> <ul style="list-style-type: none"> Establish Diversity, Equity, & Inclusion Promotion contact points, implementation frameworks, and verification and improvement cycles for DE&I measures. 	<p><u>Establishment of monitoring for promoting diversity, equity, and inclusion (DE&I).</u></p> <ul style="list-style-type: none"> Implementation of the PDCA (Plan-Do-Check-Act) cycle for DE&I initiatives, ensuring continuous improvement. 	4. Building a global team with diverse perspectives
	Promotion of Wellbeing Management (Occupational Health and Safety/Wellbeing Management)	<p><u>Establishment of occupational accident response monitoring systems</u></p> <ul style="list-style-type: none"> Determine the number of occupational accidents, investigate the causes, implement safety measures, and disclose the information. <p><u>Promotion of wellbeing management measures</u></p> <ul style="list-style-type: none"> Establish a health monitoring and health education system with an emphasis on disease prevention, and gradually expand support for wellbeing management to Group’s business locations worldwide (*1) as well as business partners. 	<p><u>Embedding of occupational accident response monitoring systems</u></p> <ul style="list-style-type: none"> Implement a PDCA cycle to further improve the occupational accident response monitoring system. <p><u>Embedding of wellbeing management initiatives and deployment of measures using digital technology</u></p> <ul style="list-style-type: none"> Establish a health monitoring and health education system with a focus on disease prevention and implement a PDCA cycle of wellbeing management at Group’s business locations worldwide (*1) as well as business partners. Additionally, implement measures to maintain and improve health using advanced technologies such as AI. 	4. Building a global team with diverse perspectives
	Human Resource Development	<p><u>Active investment in the “ideal employee” (*3) sought by the ID&E Group</u></p> <ul style="list-style-type: none"> Establish and embed a talent development system through the ID&E Global Academy (*4). Increase the number of users of the ID&E Global Academy from ID&E Group’s business locations worldwide (*1) (To be quantified at a future date). 	<p><u>Group-wide deployment of “human resource development” system and provision to external parties</u></p> <ul style="list-style-type: none"> Invest in the development of employees with global perspectives and enhanced DX and management skills. Establish and commence a corporate university developed from the ID&E Global Academy to enhance collaboration with stakeholders by utilising the expertise and know-how of the ID&E Group. 	4. Building a global team with diverse perspectives

*1: All main consolidated group subsidiaries listed on ID&E Holdings official website. [Overseas Network](#) | [About Us](#) | [ID&E Holdings](#)

*2: The ID&E Group defines "achieving carbon neutrality at the ID&E Group" as achieving the target of "net zero emissions" set forth in the text.

*3: The ideal employee for global human resources, management human resources and DX human resources listed in the same target, as described in the Action Guidelines for Human Resource Development

*4: ID&E Global Academy refers to the platform for human resource development aimed at providing training and knowledge management inside and outside the ID&E Group.

Note: Targets will be reviewed as appropriate in light of the circumstances surrounding the Group.

【Attachment】

Sustainability Targets in Japan related to human capital initiatives

Item	2030 Targets	2045 Targets	Relevant Material Topics (Materiality)
	Japan-focused Goals	Japan-focused Goals	
Diversity, Equity, and Inclusion (DE&I)	<ul style="list-style-type: none"> ◆ For all major Japan-based consolidated subsidiaries (**1) 1. Ratio of women in managerial positions: 15% 2. Gender pay gap 80% 3. Highly skilled foreign talent ratio: 3.5% 4. Legally mandated employment rate for persons with a disability: 3.0% 5. Male childcare leave take-up rate: 85% 	<ul style="list-style-type: none"> ◆ In all Japan-based companies (**2) 1. Ratio of women in managerial positions: 30% or higher 2. Eradication of the gender pay gap 3. In addition to stable achievement of the legally mandated employment rate for persons with a disability, expansion of the scope of application to special subsidiary companies, and increase of the number of group companies and departments where persons with a disability are employed 4. Male childcare leave take-up rate: 100% 	4. Building a global team with diverse perspectives
Occupational Health and Safety/Wellbeing Management	<ul style="list-style-type: none"> ◆ Continued recognition of all Japan-based companies (**2) as a Top 500 Certified Health and Productivity Management Organisation certified by METI. <ul style="list-style-type: none"> — Annual health check-up participation rate: 58.3% — Absenteeism (**3) 2.3 days — Presenteeism (**3) 84.9% — Work engagement score (**3) 3.30 points ◆ Implement advanced technologies such as AI (for hygiene environment monitoring, etc.) to enhance workplace health and safety management systems. 	<ul style="list-style-type: none"> ◆ Continued recognition of all Japan-based companies (**2) as a Top 500 Certified Health and Productivity Management Organisation certified by METI. ◆ Establish a system to monitor workplace safety conditions in real time through the introduction and updating of advanced technologies such as AI. 	4. Building a global team with diverse perspectives
Human Resource Development	<ul style="list-style-type: none"> ◆ Active investment in the “ideal employee” sought by the ID&E Group <ul style="list-style-type: none"> — Increase the number of participants in training for management human resource development by 360 by the fiscal year ending June 2024. — Increase the number of participants in training for global human resource development by 600 by the fiscal year ending June 2024. — Increase the number of participants in training for digital transformation human resource development by 600 by the fiscal year ending June 2024. ◆ Monitoring and data-utilization of various indicators aimed at improving employee engagement <ul style="list-style-type: none"> — Number of surveys on engagement index 1 time/year — Number of surveys conducted to support career development 1 time/year ◆ Exchange and collaboration beyond company limits <ul style="list-style-type: none"> Number of exchange and collaboration measures implemented 5 measures/year: <ul style="list-style-type: none"> — Dispatch of employees between Group companies — Support for personnel exchange such as secondment and training — Support for collaborative research and co-creation projects with 	<ul style="list-style-type: none"> ◆ Increase the number of holders of internally recommended qualifications in all Japan-based companies (*2). ◆ Increase education and training costs per person/month in all Japan-based companies. 	4. Building a global team with diverse perspectives

Attachment 2

	other companies or research institutions — Support for studying abroad at domestic and international universities — Encouragement of participation in academic societies and similar organizations		
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(**1) ID&E Holdings Co., Ltd. and main Japan-based companies (as of the end of fiscal 2024: Nippon Koei Co., Ltd., Nippon Koei Urban Space Co., Ltd., Nippon Koei Energy Solutions Co., Ltd., Nippon Koei Business Partners Co., Ltd.)

(**2) Main Japan-based locations of all consolidated subsidiaries within the group listed on the official website of ID&E Holdings: [Overseas Network](#) | [About Us](#) | [ID&E Holdings \(id-and-e-hd.co.jp\)](#)

(**3) Absenteeism: The number of days of leave taken in a year due to illness.

Presenteeism: An evaluation of one's work performance over the past four weeks, assuming 100% performance when there are no illnesses or injuries.

Work Engagement: A state characterised by vigor, dedication, and absorption in one's work.

-All terms are cited from the Ministry of Economy, Trade and Industry's Health Management Guidelines.

Note: Targets will be reviewed as appropriate in light of the circumstances surrounding the Group.

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27 May 2025

19 March 2026