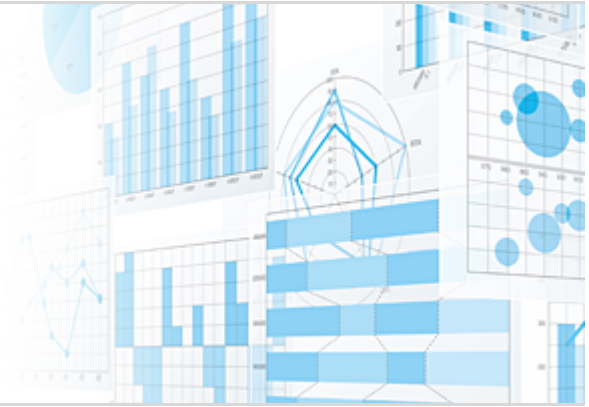


## [Data Section]

### Non-financial Information


[Human resources](#) ▾

[Safety performance](#) ▾

[Environment](#) ▾

#### Human resources

#### Employees

(persons)

Item	FY2016	FY2017	FY2018	FY2019	FY2020
Number of employees (consolidated)	4,444	4,529	4,560	4,705	5,227
Number of employees (non-consolidated)	2,617	2,676	2,733	2,798	2,910
Percentage of female employees (non-consolidated)	10.20%	10.70%	11.40%	12.12%	13.43%
Number of new hires	91	93	109	116	138

#### Average age / average years of service (FY2020)

Item	Overall	Male	Female
Average age	46.09	47.22	38.62
Average years of service	21.08	22.21	13.58

## Reduction of working hours

Item	Target	FY2019 Results	FY2020 Results
Overtime / work on holidays of all employees *	Less than 720 hours per year (FY2021)	Achievement rate 76.1%	Achievement rate 80.2%
Taking of paid leave	50% or higher on average of all employees	Average: 41.3%	Average: 48.3%
Six-day or longer closure per four weeks at new project sites	All sites are closed on the second and fourth Saturday of every month, in principle	Implementation rate: 53.4%	90.1%
Eight-day or longer closure per four weeks at new project sites	All sites are closed on Saturdays and Sundays, in principle	-	46.5%

\* Excludes seconded employees and expatriate employees.

## Promotion of diversity

Item	FY2019		FY2020		FY2021
	Target	Result	Target	Result	Target
Percentage of female managers	2.0% or higher	1.96%	2.2% or higher	2.19%	2.5%
Percentage of female employees on the major career track among new employees hired as part of regular recruitment	20% or higher	16.20%	20% or higher	19.20%	20% or higher
Percentage of female employees on the major career track among new employees hired as part of midcareer recruitment	10% or higher	18.20%	10% or higher	18.20%	10% or higher
Number of foreign nationals recruited in regular recruitment	Three to five	Four	Three to five	Four	Three to five
Childcare leave usage ratio	Male 8% or higher	Male 7.8%	Male and Female 100%	Male 76.6%	Male and Female 100%
	Female 100%	Female 100%		Female 100%	
Employment rate of people with disabilities	2.20%	2.06%	2.20%	2.06%	2.30%
Retirement reemployment ratio / continued employment ratio	90% or higher	96.40%	90% or higher	91.50%	90% or higher

## Number of engineers

(persons)

Item	FY2016	FY2017	FY2018	FY2019	FY2020
Holders of civil engineering qualifications subject to evaluation under the Business Evaluation System	811	803	787	778	775
Holders of building construction qualifications subject to evaluation under the Business Evaluation System	924	914	918	925	936

## Safety performance

### Number of accidents and frequency rate

Item	FY2016	FY2017	FY2018	FY2019	FY2020
No. of accidents (Absence from work for 4 days or longer)	16	13	17	17	14
Frequency rate	0.59	0.49	0.63	0.57	0.54

## Environment

### Unit of CO<sub>2</sub> emissions

(t-CO<sub>2</sub>/100 million yen)

	FY2016	FY2017	FY2018	FY2019	FY2020
Overall (non-consolidated)	23.6	22.3	21.0	19.9	20.8
Domestic civil engineering business	42.6	40.8	39.9	39.9	39.1
Domestic building construction business	13.4	12.5	12.4	10.7	11.2

### Construction waste discharged<sup>\*1</sup>

(1,000 tons)

	FY2016	FY2017	FY2018	FY2019	FY2020
Overall (non-consolidated)	596	751	596	504	408 <sup>*1</sup>

\*1 Major types of construction waste discharged were concrete rubble from demolition work (138,000 tons) and construction sludge, such as drilling mud and waste mud water (161,000 tons).

### Recycling of construction waste<sup>\*2</sup>

(%)

	FY2016	FY2017	FY2018	FY2019	FY2020
Domestic civil engineering business	98.6	98.7	98.8	98.9	99.7
Domestic building construction business	97.5	98.0	98.0	98.8	98.9

\*2 Excludes hazardous and other wastes for which intermediate treatment cannot be performed.

▶ [Data for environmental management activities \(Japanese only\)](#) 