

# ESG Data Highlights

This table introduces our initiatives related to the environment, society, and governance (ESG) and our key performance indicators (KPI).

JGC's main KPI		Units	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018	Fiscal 2019 <sup>1</sup>	
<b>E Report on Environmental Initiatives</b>								
Environment-related Initiatives <ul style="list-style-type: none"> <li>• Contribution to environmental protection</li> <li>• Environmental Improvement Activities in Line with Our Business</li> <li>• Promotion of the Zero Emissions Initiative</li> </ul>	Industrial waste recycling rate (Domestic construction sites)	%	96.3	98.1	97.7	96.1	85.2	
	Number of incidents of leaks of hazardous substances, etc. (Domestic and overseas construction sites)	Incidents	0	0	1	0	0	
	Energy-related CO <sub>2</sub> emissions (Domestic construction sites)	kgCO <sub>2</sub> /hr	0.64	1.43	3.52	2.39	0.61	
	Rate of diffusion of electronic manifests	%	79.4	96.0	64.2	79.5	69.5	
	Energy consumption (Yokohama Head Office) <sup>2</sup>	Crude oil equivalent (kl)	2,579	2,405	2,248	2,224	2,139	
	Yokohama Head Office power consumption	1,000 kWh	6,720	5,974	5,571	5,497	5,221	
	Consumption of chilled water by Yokohama Head Office	1,000 MJ	16,195	15,857	14,071	15,353	15,503	
	Consumption of steam by Yokohama Head Office	1,000 MJ	8,021	8,886	9,153	7,724	7,170	
	Volume of waste disposal by Yokohama Head Office	1,000 kg	224	209	212	206	191	
Rate of recycling of waste by Yokohama Head Office	%	66.6	64.9	65.7	61.4	59.5		
<b>S Report on Social Initiatives</b>								
Initiatives related to human rights and labor practices <ul style="list-style-type: none"> <li>• Promotion of diversity</li> <li>• Support for realization of work-life balance</li> <li>• Support for employee career formation</li> </ul>	Number of women in management positions	Persons	15	17	19	21	24	
	Rate of employment of people with disabilities	%	1.75	1.81	1.82	1.87	1.97	
	Number of re-employed employees <sup>3</sup>	Persons	208	189	159	109	55	
	Number of non-Japanese employees <sup>3</sup>	Persons	97	94	100	89	86	
	Number of employees taking childcare leave (Male)	Persons	1	2	8	11	14	
	Number of female employees taking childcare leave (Rate of reinstatement of female employees taking childcare leave)	Persons(%)	29(100)	27(96)	24(100)	24(100)	19(100)	
	Number of employees taking spousal childbirth leave	Persons	72	81	81	64	80	
	Number of employees taking sick or injured childcare leave	Persons	125	115	123	185	187	
	Number of employees taking nursing care leave	Persons	4	8	20	22	11	
	Number of employees taking temporary retirement for nursing care	Persons	2	2	1	0	0	
	Number of employees working reduced hours for childcare	Persons	37	44	42	51	47	
	Number of employees working reduced hours for nursing care	Persons	1	1	2	0	0	
	Rate of utilization of annual leave	%	53	53	57	53	59	
	Number of employees dispatched for onsite training/ onsite instruction	Persons	98	62	72	86	45	
	Number of employees dispatched to overseas companies, etc.	Persons	2	5	5	2	4	
	Initiatives related to health and safety <ul style="list-style-type: none"> <li>• Fostering of culture of health and safety</li> <li>• HSSE leadership by top management</li> <li>• Enhancement of HSSE management system for investment projects</li> <li>• Ongoing implementation of traffic safety measures</li> <li>• Further development of in-house health and safety education</li> <li>• Enhancement of Head Office construction HSSE functions</li> </ul>	Total project working hours	1,000 hrs.	185,433	128,036	81,072	90,993	56,478
		Number of fatal accidents	Accidents	0	3	2	0	0
		Number of accidents accompanied by lost work time	Accidents	14	8	9	8	7
		Number of restrictions on work	Restrictions	37	25	6	11	18
Number of conditions requiring specialized treatment		Conditions	99	65	41	31	46	
Rate of frequency of accidents accompanied by lost work time <sup>4</sup>		0.015	0.012	0.022	0.018	0.025		
Rate of frequency of recordable accidents <sup>5</sup>		0.16	0.16	0.14	0.11	0.25		
<b>G Report on Governance</b>								
Initiatives related to fair business practices <ul style="list-style-type: none"> <li>• Realization of increased compliance awareness</li> </ul>	Number of times compliance training implemented/number of employees receiving compliance training	Times (People)	18(600)	12(373)	13(353)	6(199)	21(559)	
	Number of reports received by hotlines	Numbers	5	12	18	28	47	
Initiatives related to the promotion of information security <ul style="list-style-type: none"> <li>• Information management awareness verification surveys and voluntary inspections</li> <li>• Drills against targeted threats</li> </ul>	Number of serious information security-related incidents	Incidents	0	0	0	0	1 <sup>(6)</sup>	
	Reinforcement of governance system	Number of outside directors	Persons	1	2	2	2	3

<sup>1</sup> Data for Fiscal 2019 applies to the scope of business covered by the former JGC Corp., before adoption of a holding company structure on October 1, 2019.

<sup>2</sup> Energy consumption (Yokohama Head Office): Targets for fiscal 2015 and fiscal 2016 have been set as an average annual reduction of 1%, with 2013 as the base year.

<sup>3</sup> Number of re-employed employees and number of non-Japanese employees = (Number of employees in April + Number of employees in March) ÷ 2

<sup>4</sup> Rate of frequency of accidents accompanied by lost work time = Number of accidents accompanied by lost work time × 200,000 ÷ Total project working hours

<sup>5</sup> Rate of frequency of recordable accidents = (Number of fatal accidents + Number of accidents accompanied by lost work time + Number of restrictions on work + Number of conditions requiring specialized treatment) × 200,000 ÷ Total project working hours

<sup>6</sup> Number of serious information security-related incidents: 1 (Emails sent to external parties due to unauthorized access) Corrective measures for the above incident: introduction of measures to prevent unauthorized access through two-factor authentication