

## ESG Data Highlights

JGC's main KPIs		Units	Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021 <sup>*1</sup>
<b>E Report on Environmental Initiatives</b>							
<b>Environment-related Initiatives</b>	Scope 1 and 2 GHG emissions <sup>*2</sup>	t	—	—	—	132,546	133,573
• Contribution to environmental protection	Industrial waste recycling rate (Domestic construction sites)	%	97.7	96.1	85.2	88.3	98.4
• Environmental improvement activities in line with our business	Number of incidents of leaks of hazardous substances, etc. (Domestic and overseas construction sites)	Incidents	1	0	0	0	0
• Promotion of the zero emissions initiative	Energy-related CO <sub>2</sub> emissions (Domestic construction sites)	kgCO <sub>2</sub> /hour	3.52	2.39	0.61	0.40	1.91
	Rate of diffusion of electronic manifests	%	64.2	79.5	69.5	85.9	93.9
	Energy consumption (Yokohama Head Office) <sup>*3</sup>	Crude oil equivalent (kl)	2,248	2,224	2,139	2,091	2,022
	Yokohama Head Office power consumption	1,000 kWh	5,571	5,497	5,221	4,756	4,658
	Consumption of chilled water by Yokohama Head Office	1,000 MJ	14,071	15,353	15,503	14,349	13,327
	Consumption of steam by Yokohama Head Office	1,000 MJ	9,153	7,724	7,170	10,377	9,963
	Volume of waste disposed by Yokohama Head Office	1,000 kg	212	206	191	109	99
	Rate of recycling of waste by Yokohama Head Office	%	65.7	61.4	59.5	65.5	59.2
<b>S Report on Social Initiatives</b>							
<b>Initiatives related to human rights and labor practices</b>	Number of women in management positions	Persons	19	21	26	30	35
• Promotion of diversity	Ratio of women in managerial positions	%	—	—	2.2	2.5	2.8
• Support for realization of work-life balance	Rate of employment of people with disabilities	%	1.82	1.87	1.97	2.27	1.72
• Support for employee career formation	Number of re-employed employees <sup>*4</sup>	Persons	159	109	55	55	13
	Number of non-Japanese employees <sup>*4</sup>	Persons	100	89	86	95	93
	Number of employees taking childcare leave (Male)	Persons	8	11	14	40	43
	Number of female employees taking childcare leave (Rate of reinstatement of female employees taking childcare leave)	Persons (%)	24 (100)	24 (100)	19 (100)	27 (100)	27 (100)
	Number of employees taking spousal childbirth leave	Persons	81	64	80	91	87
	Number of employees taking sick or injured childcare leave	Persons	123	185	187	217	167
	Number of employees taking nursing care leave	Persons	20	22	11	42	33
	Number of employees taking temporary retirement for nursing care	Persons	1	0	0	1	0
	Number of employees working reduced hours for childcare	Persons	42	51	47	47	44
	Number of employees working reduced hours for nursing care	Persons	2	0	0	0	0
	Rate of utilization of annual leave	%	57	53	59	60.75	60.95
	Number of employees dispatched for on-site training / on-site instruction	Persons	72	86	45	55	88
	Total annual training	Hours	—	—	—	—	57,877
	Training per person	Hours	—	—	—	—	18
	Number of employees dispatched to overseas companies, etc.	Persons	5	2	4	4	1
<b>Initiatives related to health and safety</b>	Total project working hours	1,000 hours	81,072	90,993	56,478	40,861	50,051
• Fostering of culture of health and safety	Number of fatal accidents	Accidents	2	0	0	1	0
• HSSE leadership by top management	Number of accidents accompanied by lost work time	Accidents	9	8	7	7	8
• Enhancement of HSSE management system for investment projects	Number of restrictions on work	Restrictions	6	11	18	15	11
• Ongoing implementation of traffic safety measures	Number of conditions requiring specialized treatment	Conditions	41	31	46	46	31
• Further development of in-house health and safety education	Rate of frequency of accidents accompanied by lost work time <sup>*5</sup>		0.022	0.018	0.025	0.034	0.032
• Enhancement of Head Office construction HSSE functions	Rate of frequency of recordable accidents <sup>*6</sup>		0.14	0.11	0.25	0.34	0.20
<b>G Report on Governance</b>							
<b>Initiatives related to fair business practices</b>	Number of times compliance training implemented / Number of employees receiving compliance training	Times (People)	13 (353)	6 (199)	21 (559)	19 (1,856)	27 (846)
• Realization of increased compliance awareness	Number of reports received by hotlines	Numbers	18	28	47	44	49
<b>Initiatives related to the promotion of information security</b>	Number of serious information security-related incidents	Incidents	0	0	1 <sup>*7</sup>	0	0
• Information management awareness verification surveys and voluntary inspections	Reinforcement of governance system	Number of outside directors	2	2	3	4	4
• Drills against targeted threats							

\*1 Applies to JGC Holdings, JGC, and JGC Japan combined.

\*2 Also includes JGC C&amp;C, Japan Fine Ceramics, and Japan NUS.

\*3 Energy consumption (Yokohama Head Office): Reduction target set so that an average annual reduction of 1% over the past five years can be achieved.

\*4 Number of re-employed employees and number of non-Japanese employees = (Number of employees in April + Number of employees in March) ÷ 2

\*5 Rate of frequency of accidents accompanied by lost work time = Number of accidents accompanied by lost work time × 200,000 ÷ Total project working hours

\*6 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

\*7 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