

ESG Material Issues	Related SDGs	Impact on Our Business	Action Plan	Medium-Term Business Plan 2022 Measures by Business/Measures for Platform Development	Key Performance Indicator (KPI)	Targets for FY 2022	Targets for FY 2023	Targets for FY 2024		
E Establish an Environmentally Responsible Society		<ul style="list-style-type: none"> <li>Expansion of construction demand through development of environmentally related technology and generation of new businesses</li> <li>Delay in response to stricter environmental laws and regulation, increase in the costs of environment management, decline in competitiveness</li> </ul>	Promote environmentally friendly businesses	Solve social challenges by promoting environmentally friendly design and construction	Ratio of ZEB (Net Zero Energy Building) proposals in design and construction projects	100%	100%	100%		
					Promote introduction of energy saving technologies to new and existing properties and introduction of renewable energy	Number of ZEB certified design and construction projects		5%	5%	
							Ratio of renewable energy usage in domestic for-lease properties owned by Obayashi Group	100% of for-lease office buildings by FY2027.3		
								100% of for-lease properties by FY2031.3		
			Promote green energy business	Continue the stable operation of and maximize profit from power facilities in operation	Stable annual electricity generation from renewable energy business	683,700MWh	734,800MWh	781,400MWh		
Promote decarbonization	<ul style="list-style-type: none"> <li>Reduce CO2 emissions by introducing alternative fuel, etc. that can reduce diesel fuel use</li> <li>Reduce CO2 emissions by adopting solar power and other types of power generated from renewable energy</li> </ul>	<ul style="list-style-type: none"> <li>Utilize Clean-Crete and other low-carbon materials</li> <li>Promote decarbonization/Work toward carbon neutrality in the construction process (CO2 reduction)</li> <li>Facilitate the development and rollout of design and construction technologies for hybrid timber mid- and high-rise buildings</li> </ul>	<ul style="list-style-type: none"> <li>CO2 emissions reduction rate (vs FY2020.3) (Scope 1 + Scope 2)</li> </ul>	46.2% reduction by FY 2031.3						
				Contribute to realizing a recycling-oriented society	Use electronic manifest, promote zero emissions, and increase the recycling rate of construction waste	Ratio of mixed waste in construction waste	3.0% or less	3.0% or less	3.0% or less	
							27.5% reduction by FY 2031.3			
S Enhance Quality Control and Technological Capabilities		<ul style="list-style-type: none"> <li>Improvement in productivity, strengthening of competitiveness, and increase in business opportunities</li> <li>Loss of trust, decline in competitiveness, loss of business opportunities</li> </ul>	Pursue reliable quality	<ul style="list-style-type: none"> <li>Eradicate serious quality defects</li> <li>Ensure thorough quality management awareness and promote the quality management system</li> </ul>	Number of serious quality defects	0	0	0		
			Use technological capabilities to further enhance productivity	<ul style="list-style-type: none"> <li>Make sure to set application-specific target productivity indicators and assign appropriate personnel</li> <li>Secure production capacity of suppliers and increase their productivity</li> </ul>	Productivity of a construction site worker per day	¥102,000 or more	Equal to or more than the previous fiscal year	Equal to or more than the previous fiscal year		
			Maintain good construction management system	<ul style="list-style-type: none"> <li>Expand the production support system</li> <li>Encourage employees to obtain qualifications</li> </ul>	Ratio of technical staff with important construction management credentials: professional engineer, registered first-class architect, and registered first-class construction management engineer (building construction, civil engineering, plumbing work, and electricity work)	Maintain 80% or more	Maintain 80% or more	Maintain 80% or more		
S Ensure Occupational Health and Saety		<ul style="list-style-type: none"> <li>Securing talented human resources, strengthening network of excellent suppliers</li> <li>Drop in trust from customers, etc., decline in productivity because of accidents</li> </ul>	Rigorously apply the Occupational Health and Safety Management System (OHSMS)	<ul style="list-style-type: none"> <li>Each and every employee, supervisor, and construction worker understands that they are responsible for the safety of work sites and firmly believes in the first basic principle for safety, which is the idea that they can ensure their own safety.</li> <li>Ensure thorough safety management awareness and promote the Occupational Safety Management System</li> </ul>	Number of fatal accidents	0	0	0		
S Develop and Retain Human Resources		<ul style="list-style-type: none"> <li>Securing talented human resources, improving organizational capabilities, and expanding business domains</li> <li>Outflow of talented human resources, decline in productivity, increasing organizational rigidity</li> </ul>	Promote work style reform	<ul style="list-style-type: none"> <li>Formulate measures, set KPIs, and monitor the progress to secure an appropriate construction period when receiving orders and take other measures to close construction sites eight days out of every four-week period (104 days a year)</li> <li>Promote the closing of construction sites eight days out of every four-week period</li> </ul>	Ratio of construction sites that adhere to the practice of closing eight days out of every four-week period (for 104 days or more a year)	50% or more	60% or more	100%		
			Promote diversity	Promote active engagement of all employees and offer opportunities to grow	Encourage eligible male employees to take childcare leave or other leave for the purpose of childcare	Ratio of eligible male employees taking childcare leave or other leave for the purpose of childcare	100% by FY 2025.3			
					Ratio of employment of people with disabilities	2.4% or more	2.4% or more	2.5% or more		
					Ratio of women in managerial positions (section manager level or above) *		6.4% by FY 2025.3			
					Ratio of female engineers	12% by FY 2025.3				
Employee satisfaction rate		70% or more	70% or more							
Ratio of employees requiring followup health checkup		Less than 40%	Less than 40%							
G Implement Rigorous Compliance		<ul style="list-style-type: none"> <li>Improvement of trust in the Company by society, improvement in organizational capabilities, strengthening of business foundation</li> <li>Suspension/cessation of business activities, loss of trust, loss of business opportunities</li> </ul>	Promote the Corporate Ethics Program	<ul style="list-style-type: none"> <li>Make sure to comply with the Act on Prohibition of Private Monopolization and Maintenance of Fair Trade and other laws and regulations</li> <li>Offer constant discussion-style training that uses specific case studies, including elimination of anti-social forces, eradication of accounting misconduct, and eradication of harassment</li> </ul>	Ratio of employees taking corporate ethics training	100%	100%	100%		
			Practice rigorous information security management	<ul style="list-style-type: none"> <li>Offer constant security education</li> <li>Further strengthen the protection of the most important data</li> </ul>	Number of serious violation of laws/ordinances	0	0	0		
					Ratio of employees taking information security training	100%	100%	100%		
					Number of serious information security incidents (data leakage, loss, falsification)	0	0	0		
G Conduct Responsible Supply Chain Management		<ul style="list-style-type: none"> <li>Improving competitiveness by building a strong network with suppliers and strengthening the ability to respond in the BCP (business continuity plan) in the event of a disaster</li> <li>Suspension/cessation of business due to halting of procurement, and a loss of trust and loss of business opportunities from the occurrence of human rights issues and other problems</li> </ul>	Promote CSR procurement	Promote understanding on CSR procurement across group-wide supply chains	Ratio of procurement from companies responded to the CSR procurement questionnaire	70%	70%	70%		
			Train and support skilled workers	<ul style="list-style-type: none"> <li>Train and support talented skilled workers by constantly expanding the Excellent Site Supervisor and Excellent Operator systems and reviewing the certification criteria</li> <li>Improve skills and support the training of skilled workers at the vocational training school, etc.</li> </ul>	Number of suppliers and subcontractors attending engagement events	100	Equal to or more than the previous fiscal year	Equal to or more than the previous fiscal year		
					Number of Certified Excellent Site Supervisors/ Excellent Operators	481 or more	Equal to or more than the previous fiscal year	Equal to or more than the previous fiscal year		
			Number of persons completing training at the Obayashi Rin-yu- kai Vocational Training School	51 or more	Equal to or more than the previous fiscal year	Equal to or more than the previous fiscal year				

\*Made changes to KPIs in accordance with the definition of managerial positions in the "ratio of women workers in managerial positions" under the Act on the Promotion of Women's Active Engagement in Professional Life