

# Agenda 2021

## 1 Maintaining a Sustainable Management Base

### Contributing to the Environment and Society through Corporate Activities

The work of architectural design is the bedrock of our society; this means that the underlying purpose of our corporate activities is to create shared value (CSV) together with society. In other words, Daiken Sekkei exists in order to contribute to the environment and society through architectural design. We will continue to contribute to society by accommodating the requirements of our customers in earnest, creating the architecture that society requires while also contributing to the SDGs, and proactively participating in various social activities.

### Being a Company with Happy, Motivated Employees

In line with our founding principle of “mutual support between all company members—directors, employees and engineers,” Daiken Sekkei supports its employee shareholding plan and returns profits to employees in order to be “a company for its employees,” which we interpret to mean ensuring that our employees feel happy and motivated both today and in the future.

We are also proactively working to improve the workplace environment through digital transformation efforts and by offering flexible employment options. Acting in accordance with our Action Plans for Supporting the Education of the Next Generation and to Promote Participation by Women, among other plans, we work to achieve the following:

- ① For all our employees to live economically and emotionally fulfilling lives while maintaining work-life balance
- ② For all our employees have pride in their company and achieve high levels of happiness
- ③ For all our employees, regardless of gender or age, to be able to continue exhibiting their abilities to the fullest
- ④ For all our employees with different lifestyles and circumstances to be able to continue working with a sense of security

### Maintaining Reasonable Sales and Reasonable Profits

In order to continue contributing to society through sustainable and sound corporate activities, we will ensure reasonable sales and profits, and the maintenance of the robust management base we have cultivated over the course of our corporate history.

### Further Improving Our Business Operation Systems

In order to consistently and sincerely respond to the expectations of our customers, whom we regard along with the whole of society as important stakeholders, we will continue improving our systems and identify issues from various perspectives such as organizational capacity, a positive working environment and employee motivation.

In addition, in this age where the requirements for architectural design continue to diversify and a wide array of expert knowledge is required, we will enhance the cooperation between our group companies and establish networks with other companies specializing in different fields.

## 2 Expanding Development of Business Activities

### Taking Full Advantage of Our History and Technical Capacity to Inspire Customers' Trust

With the pride of professionals and a refreshed awareness of the corporate atmosphere and technical capacity we have cultivated over the course of our 70-plus year history, we will continue to devote ourselves to our accumulated knowledge and technology to inspire trust in our customers.

### Venturing into New Business Fields to Satisfy Society's Needs

Throughout our history, we have expanded into new business fields while consistently satisfying our customers' needs. As a result, we have amassed wide ranging capacities for taking action in all businesses that involve the establishment of social infrastructure. With those comprehensive capacities as our base, we intend to proactively venture into new business fields while taking full advantage of our specialized technology.

### Developing Business Innovatively and in Response to Social Changes

Amidst the domestic and international economic situation, the various government policies and other elements of the volatile environment facing the design industry, and with the further addition of lifestyle changes brought about by the spread of COVID-19, the needs placed on design offices are changing substantially. We intend to faithfully accommodate these changes and develop future business innovatively.

### Leveraging the Collective Strength of the Company While Maintaining Community-Based Systems

Based on our belief that a full and detailed understanding of the customers' needs is a basic tenet of design, we steadfastly maintain our community-based systems that establish and maintain a community presence through our regional offices. Our customers hold such systems in high regard, and we intend to continue coming together as a company to provide technical support that exhibits the advanced technical capacities of our regional offices and serves the needs of their communities.

### 3 Maintaining and Developing Technical Capacity as a Professional Group

#### Further Increasing Investment in Human Capital

Design is what we do at Daiken Sekkei, and we draw our strength from the technical capabilities of our employees. In order to be a company that attracts brilliant employees, and a company whose employees feel happy and motivated, we invest everything we can into providing appropriate compensation for employees, improving their working environment while helping them improve their technical capabilities, and enhancing the social aspects of the company.

#### Harnessing New Technology

We harness the power of innovative design and construction technology driven by the progress of information technology, and use it to our advantage. In particular, Building Information Modeling (BIM) is an extremely important tool in the design industry and we promote workflows suitable for BIM.

#### Applying the ISO 9001 Quality Management System

For purpose of quality assurance and quality improvement, we have expanded the application of the ISO 9001 quality management system, which has been in effect at our headquarters and Tokyo and Osaka offices since 2002, to the entire company.

### 4 Expanding as a Global Corporation

#### Capitalizing on Our Prolific Global Experience

Our corporate history includes many projects outside Japan and many of our employees have a thorough understanding the social circumstances and ways of thinking of countries other than Japan. Our fearless approach to differences in language and customs underpins our global mindset for tackling projects outside Japan. We intend to continue using these experiences to drive our business development overseas.

#### Identifying Global Needs

We spread our outstanding technology far and wide throughout the world, and develop business for our global customers who require our competence. We use our experience to provide support for Japanese corporations expanding overseas and take part in international cooperation projects.

#### Taking Advantage of Our Existing Global Network

We intend to use our network, which is founded on solid, trust-based relationships established through our work overseas to date, in order to continue expanding outside Japan.

#### Intensifying Global Human Resources Development

We intend to intensify efforts to hire and train global human resources, and create a multitude of educational opportunities to cultivate a global mindset in our employees.