

TOBISHIMA

C O R P O R A T E R E P O R T

2019-2020



“Rita-Riko”, Compassion & Self-Interest

"If you would pursue your own interest, first weigh the interest of others, and sacrifice your interest.
Compensate for the sacrifice you made for others using your own effort and ideas.
This will make both sides prosper, and in the end will surely bring about your own interests."

Under the "Rita-Riko" spirit of our founder Bunkichi Tobishima,
we pursue customer satisfaction through sincere support and integrity.



photo: Antarctica

contents

Message from the President	
To Our Stakeholders	2
Management Strategy	
Medium-Term 5-Year Plan (2019 - 2023)	4
Support Works	
Corporate Planning Div.	6
Corporate Administration Div.	8
Civil Engineering Div.	10
Architecture Div.	12
Research Institute of Technology	14
Technology	16
ESG Initiatives	
Management Vision	18
Risk & Opportunities	19
Activities in Antarctica	20
Overview of Executives	22
Outside Director Interviews	23
Activity Reports	
Environmental Initiatives	24
Quality Initiatives	26
ISO9001, 14001	27
Safety Management Initiatives	28
Corporate Governance	30
Compliance	31
Together with Employees	32
Regional Communication and Community Contribution Activities	34
Corporate Data	
Financial Data	36
Construction Achievements: Civil Engineering	38
Construction Achievements: Architecture	40
Company History	42
Questionnaire (separate)	

About the Creation of This Booklet

"TOBISHIMA CORPORATE REPORT" combines the Company Profile and the Environmental and Societal Activity Report that we used to publish separately until fiscal 2016. With a cover design that is coordinated with our Business History, these two booklets are positioned as communication tools to introduce our company.

The design of the cover expresses the progress of the provision of a range of solution services for achieving a super smart society, which is the basic strategy for smart solutions businesses in the new Medium-Term 5-Year Plan. This booklet consists of "Message from the President," "Management Strategy," "Support Works," "ESG Initiatives," "Activity Reports," and "Corporate Data," with "Questionnaire" attached separately. The report is plainly written together with many diagrams and photographs to attract more readers and to be an approachable TOBISHIMA integration report.

We welcome your comments and your insights through the questionnaire, so that we may work to improve and enhance this booklet.

Covered in this booklet

Coverage	The coverage in this booklet is primarily Tobishima Corporation, with coverage of some Group companies.
Period	This booklet is a report on activities in fiscal 2018 (April 1, 2018 to March 31, 2019), with some information from other periods.

Inquiries

Public Relation Office **Tel: 03-6455-8312 Fax: 03-6455-8460**



To Our Stakeholders

Ever since it was contracted for the demolition of Fukui castle in 1883, Tobishima Corporation has contributed to the economic development of Japan through its involvement in civil infrastructure works. Today, society demands that companies not only contribute to economic development but also resolve social issues that come with economic development.

With the Medium-Term 5-Year Plan that got underway this fiscal year, we aim to form a platform called New Business Contractor for the creation of a new society alongside a variety of people by expanding the area of our construction business to identify a range of latent needs in society as well as unsolved problems, and develop many businesses with the ability to solve them (i.e. a smart solution service).

As the metrics for measuring corporate value evolve, we aim to work harder on work style reform, governance enhancement, and being environmentally focused, and aim to always be a trusted company that our stakeholders want to be part of.

We sincerely ask our stakeholders for their continued support and understanding.

Creation of the Medium-Term 5-Year Plan (2019 - 2023)

The corporate transformation that formed the fundamental approach of the previous Medium-Term 3-Year Plan (2017 - 2019) is proceeding smoothly. In terms of reform of our fundamental business portfolio, our orders and customer base are growing steadily through a focus on the private civil engineering market and an increase in sole source procurements leveraging our concierge activities among other things, and against a backdrop of favorable market conditions, we have secured orders in abundance as well as robust profitability. And in terms of new business creation and diversification, we are working on the development of new businesses including an EC service and expanding our corporate links through a proactive M&A strategy. On the other hand, factors such as the remarkable advancement of cutting edge technology and the needs of society to address things such as SDGs have meant the speed of change in the environment surrounding us is much greater than we had foreseen, and as such we are aware of the need for increased speed in the way we deal with the latest technology and in our work to diversify.



In view of the smooth progress of the previous Medium-Term 3-Year Plan (2017 - 2019), we have decided to conclude this plan one year ahead of schedule and start the new Medium-Term 5-Year Plan (2019 - 2023) in order to flexibly deal with the changes in the environment we face and build a group of companies that is able to deliver sustainable growth as soon as possible.

In the information society (Society 4.0) thus far, while Japan has achieved economic development by seeking growth through mass production and consumption and efficiency through the delivery of unified services, the blessings and information this has brought have been concentrated in the hands of the few and this has led to growing disparities between individuals, companies, generations, and regions. Furthermore, Japan's infrastructure that was put in place rapidly and on a large scale is now aging, and its vulnerability to increasingly intense natural disasters is becoming apparent.



These social issues that have come about through economic development are becoming increasingly serious, and so in 2015 the United Nations adopted Sustainable Development Goals (SDGs). In Japan, the Cabinet Office advocates the realization of Society 5.0, which involves a human-centric society able to achieve both economic development and resolution of social issues through an advanced fusion of cyber space and physical space. It is hoped that Society 5.0 will bring urban planning that makes cities smart and rejuvenates regional areas as local hub by leveraging cyber space. In order to contribute to the realization of Society 5.0, Tobishima Corporation aims to create a Tobishima Platform group of companies to provide a general service to achieve both economic development and the resolution of social issues.

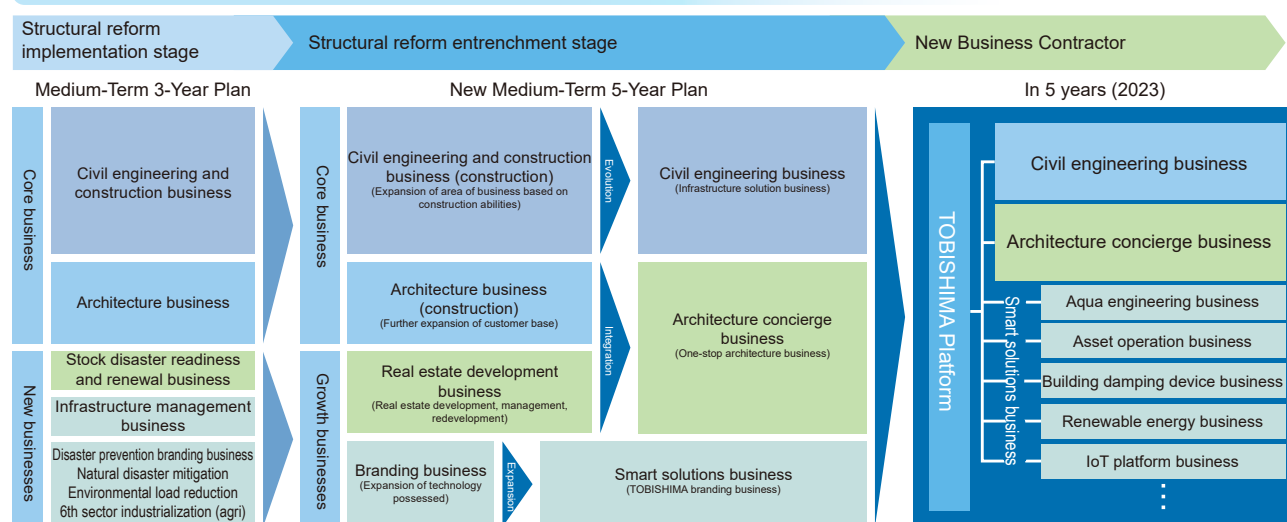
President Masahiro Norikyo

Management Vision

– To Become a Company that Supports Future Industrial Promotion and Development –
Promoting corporate transformation from Tobishima Corporation to TOBISHIMA to evolve into a New Business Contractor

Medium-Term 5-Year Plan (2019 - 2023)

Establishment of foundation for New Business Contractor basic policy



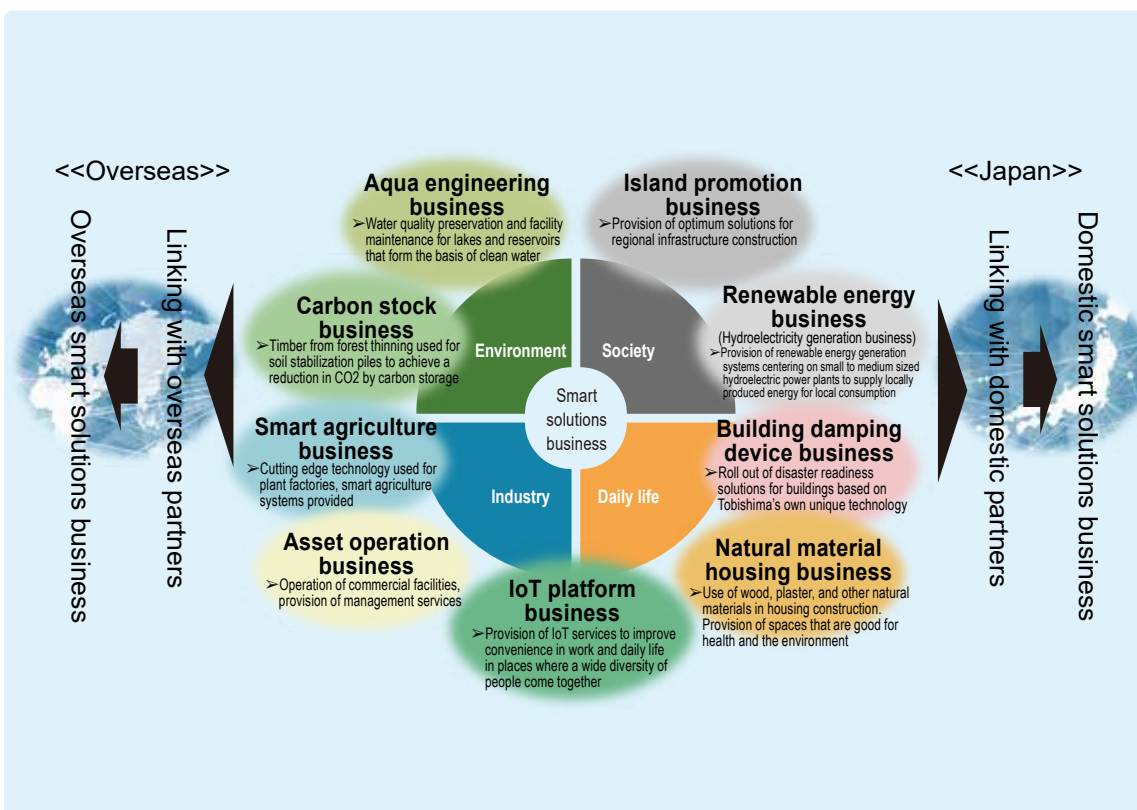
Digital transformation (DX)

Reconstruction of business processes through the proactive use of digital technology in order to establish the TOBISHIMA Platform.

In the previous Medium-Term 3-Year Plan (2017 - 2019), which is considered to be the structural reform implementation stage, we worked on the creation of new businesses in the form of stock disaster readiness and renewal business, infrastructure management business, and disaster prevention branding business to add to our civil engineering and architecture businesses with the aim of increasing the number of profitable businesses rather than the scale of a single business in order to flexibly deal with future environmental changes.

In the New Medium-Term 5-Year Plan (2019 - 2023), which is considered to be the entrenchment stage for structural reforms, we will work to evolve our core civil engineering and construction business into a civil engineering business that ensures this is what we continue to be known for by refining the technological and on-site capabilities that constitute our strengths, automating to increase productivity, and pursuing efficiency. In another field of our core business, architecture business, we shall continue to develop our business from a customer perspective, and in the same way as our civil engineering business pursue automation and streamlining to produce even more customer focused solutions.

Smart solutions business



New businesses are considered as growth businesses to be developed and extend the reach of our business. Firstly, we will develop our real estate development business based on our stock disaster readiness and renewal business. Furthermore, as a future concierge business that fuses with the architecture business, we will create a one stop service for buildings covering everything from procurement of materials to design consultations, construction, and facility operation and management to meet a wide range of customer needs. Secondly, we will develop our diversification businesses that we have so far developed as a disaster prevention branding business as a smart solutions business by expanding new services for a smart society.

The smart solutions business will further grow and enrich the technology that Tobishima Corporation already possesses and provide a wide diversity of solutions to realize a super smart society.

It is envisaged that henceforth cities will become smarter and more compact, so the Tobishima Group will make the technology it possesses smarter and expand the TOBISHIMA Platform based on linking with domestic and overseas partners to grow its smart solutions business.

We will proactively bring in cutting edge technology and view Society 5.0 and the smart city concept as a new business chance and contribute to the achievement of this with the combined power of our group.

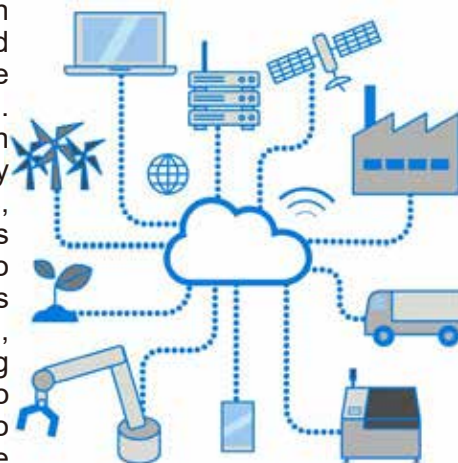


Managing Executive Officer, Chief of Corporate Planning Div.
Mitsuhiro Takahashi

Focus efforts on the first year of the Medium-Term 5-Year Plan

1. Digital transformation (DX)

In order to bring Society 5.0 to fruition, digital technologies such as IoT, AI, robots, blockchains, and SG are essential. Tobishima Construction must be a company that takes the lead in transforming itself to deal with rapid societal changes, and so we are undertaking a digital transformation. The type of digital transformation that we are aiming for is not merely streamlining of construction sites, but to increase our competitiveness by leveraging digital technology to reconstruct the whole company's business processes. In addition, we will place importance on having an open mind that is not limited to internal matters when it comes to the technology and systems that we create.



2. Linking with partners

In order to speed up our smart solutions business, know-how and technologies other than those possessed by Tobishima Corporation are required and as such we must work with partners both in Japan and overseas. In terms of taking DX forwards as well, open innovation through collaboration with startup companies that have innovative cutting-edge technologies and ideas are an effective tool. By working with companies that possess knowledge and abilities not held by Tobishima Corporation, we shall expand our business resources and accelerate the transformation of our business.

3. Strengthening and growth of our financial foundation

Under a basic policy of procuring funds stably and efficiently, we shall consider and utilize a wide range of procurement methods in order to implement our proactive business investment plans in things such as DX and working with partners as per the Medium-Term 5-Year Plan.

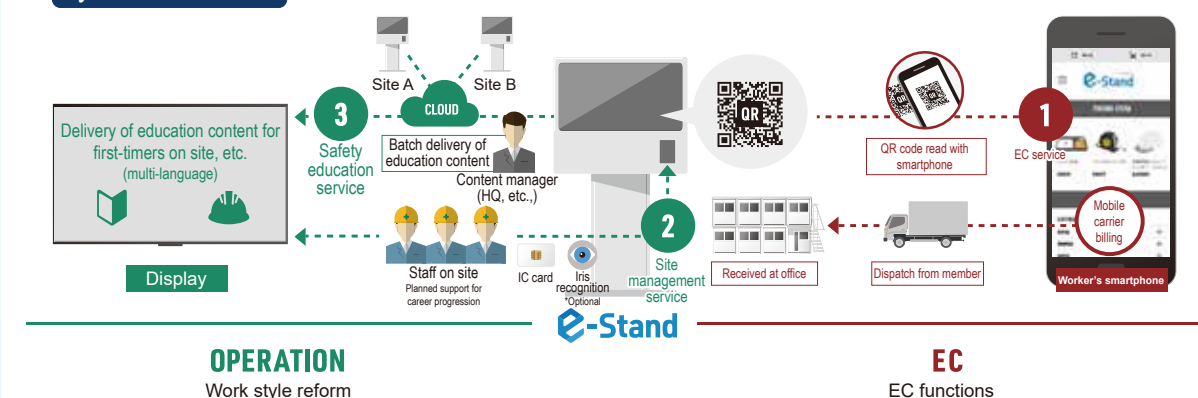
TOPICS

e-Stand

e-Stand is a digital signage system jointly developed by the Tobishima Group and Will Smart Co., Ltd. It is a platform that has a content service and EC functions to contribute to work style reform and provides a variety of services through digital signage and smartphone apps. It provides services that lead to productivity improvement on construction sites, such as EC services, on-site management services, and safety education services.

Multi-language versions of education materials for people coming on site for the first time and safety videos also mean it can be used for overseas workers. In addition to this, it also fits with the construction career progression system as promoted by the Ministry of Land, Infrastructure, Transport and Tourism. We are also working to expand our links to other companies and enrich our service content so that EC services for both individuals and companies can be handled, and we foresee improvement in usability and application in a wide range of ways. Going forward we will work towards the introduction of the e-Stand system to construction sites around Japan.

System overview





Director and Senior Managing Executive Officer,
Chief of Corporate Administration Div.
Yasuo Terashima

Focus efforts on the first year of the Medium-Term 5-Year Plan

Work engagement is the driving force for propelling the Medium-Term 5-Year Plan forward with strength. In order to evolve into a company that supports future industrial development, we aim to become a company full of appeal with a high level of work engagement by ensuring the direction of growth is the same for both individual employees and the organization and having each contribute to the development of the other to enhance our strength as an organization.

We will take a wide range of actions to increase employee satisfaction in terms of their work, life, and health, and implement work style reform and health-focused management.



TOPICS

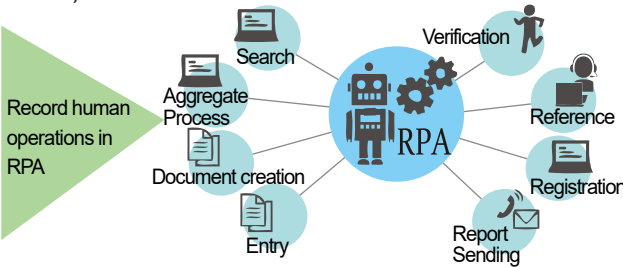
Initiatives towards health-focused management

Thus far we have done things such as ensuring a 100% rate of people receiving regular health checks and bringing in mental health care (stress checks) in cooperation with external specialist institutions, but as well as new assistance for full checkups we are also taking the following actions.

- We are aiming to achieve certification under the Ministry of Economy, Trade and Industry's Health and Productivity Enterprise (White 500) scheme.
- Leveraging the specific health guidance and influenza vaccination assistance provided by the All Japan National Health Insurance Union for Civil Engineers and Architects, we are working to maintain and improve the health of our employees.
- We will work towards raising employees' awareness of health by running a program for maintaining health using the KenCoM app supplied by the Union and providing health information, among other activities. We shall participate in events hosted on the app as a company-wide event to foster communication and a sense of solidarity, and to enliven the workplace.

Work style reform

- From July this year we will bring in a retirement system where people retire at 65, creating a workplace where people can continue to work with peace of mind after they turn 60.
 - As well as introducing systems for working at home and flex-time working to enable flexible working styles that include diversity, we are also proactively working to get people to take child-raising and care leave, and the rate at which people do so is increasing. The number of men who take child-raising leave or make use of the system for working from home for child-raising purposes is also increasing.
 - Through a work style reform committee we have launched that has the top management of the head office and branch offices as its leaders, we have enacted a PDCA for matters including dealing with restrictions on the upper limit for overtime work, promotion of the planned taking of paid leave, and a program for achieving a work week with two days off in order to rectify the problem of long working hours.
 - In terms of practical work streamlining and labor saving, we shall work to improve labor efficiency through the proactive utilization of information technology.
- For the optimum utilization of the IT tools we provide, we will increase our employees' IT skills through IT training that includes the use of case studies of utilization of the tools.
 - We will work to automate work company-wide through the utilization of RPA (software robots).



- Support for improved productivity in workplaces through utilization of cloud storage between head office and branches and at workplaces.

In workplaces that use the cloud, productivity is improving through effects delivered using lightweight PCs and smart devices, such as being able to access data from external locations and not having to carry as many materials around.

And by grouping similar orders by customer or industry division, knowledge can be shared between sites, and it is possible to increase construction quality and transfer skills.





Director and Managing Executive Officer,
Chief of Civil Engineering Div.
Shinichiro Sato

Department Strategy

Expansion of area of business and provision of infrastructure solutions based on construction abilities at the core



- ◆ Response to diversification of projects in the private sector
- ◆ Maintain presence in our key industry divisions
- ◆ Enhance approach to the field of infrastructure renewal
- ◆ Productivity improvement through proactive utilization of smart technology
- ◆ Building of a sustainable culture of innovation and human resource development
- ◆ Unique way of work style reform on construction sites
- ◆ Maintaining our forte: on-site abilities

Focus efforts on the first year of the Medium-Term 5-Year Plan

1. Establishment of TOBISHIMA style

In preparation for work style reform and productivity improvement, we will work to leave our traditional structure and methods for construction behind and work towards the establishment of a new TOBISHIMA style. We will identify the directionality of technological innovation in society, and proactively adopt technology from external sources.

2. Fields of sustainable society and renewable energy

We will work to meet society's myriad needs by proactively working on carbon stocking and improvement and replacement projects for power generation facilities, such as small-to-medium scale hydroelectric power plants, among other activities.

3. Focus of efforts on infrastructure renewal

As well as refining our own bespoke technologies (including Hydro-Jet RD and a range of measurement technology), we will undertake joint research with external parties, strengthen our links, and tackle projects for the maintenance and functional improvement of social infrastructure going forward.

TOPICS

Hydro-Jet RD method

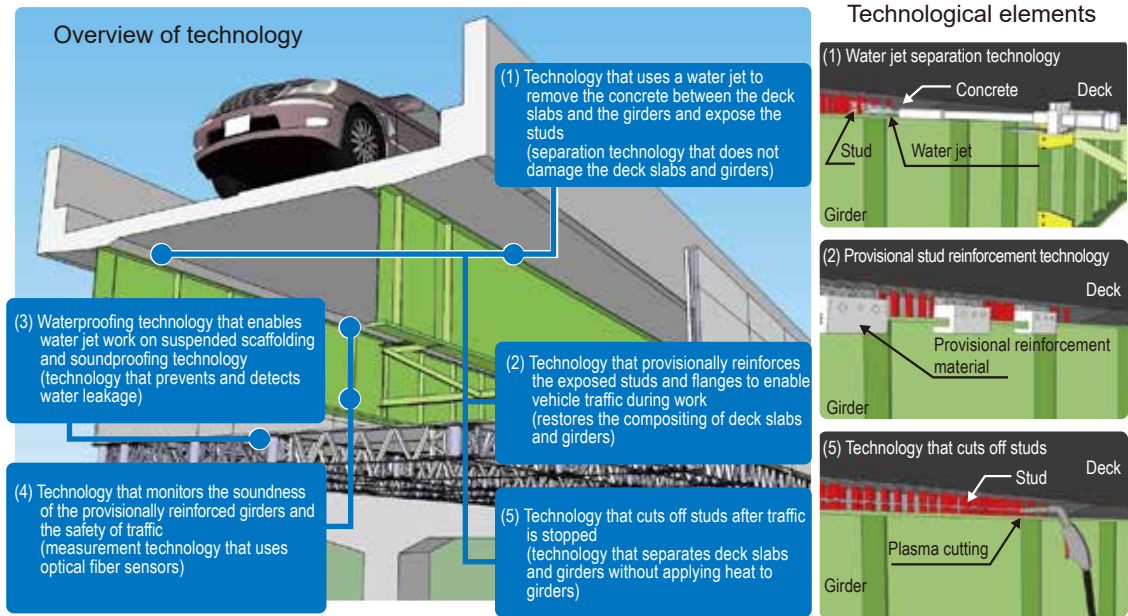


Removal of decking

Development of rapid removal technology for use in relaying of RC decking in composite girder bridges
Entry to the market for expressway renewal projects

Many expressways that were built during Japan's period of rapid economic growth are showing signs of aging caused by an increase in traffic volume and weight, so dealing with such infrastructure is a matter of national importance. However, given the importance of maintaining the network, renewal work for urban transportation must avoid long closures as much as possible. It must be innovative in terms of construction techniques and other such matters to reduce the impact on traffic, shorten the period of work, and reduce costs, and thus rapid construction techniques are required.

Replacement work for decking on composite girder bridges usually entails a long period of closure to general vehicles, and the time and effort required to remove the joints where the girders and concrete decking meet was a problem that had to be solved. As such, we developed the Hydro-Jet RD technique (Hydro-Jet demolition technique for Replacing the decks), whereby a water jet is used to remove the concrete from the joints, the girders and decking are separated, and provisional reinforcement is performed. After traffic restrictions can be removed simply by cutting the studs, which enables decking removal that does not involve long-term road closures.



(1)-(4) in the explanatory diagram show work with traffic flowing. (5) shows work with traffic stopped.



Director and Managing Executive Officer,
Chief of Architecture Div.
Takuji Arao

Department Strategy

Create a one stop service for expansion of the customer base

- ◆ Continuing enhancement of concierge sales activities for expansion of the private sector customer base
- ◆ Strengthen sales of earthquake resistance solutions
- ◆ Productivity improvement through proactive utilization of smart technology
- ◆ Building of a sustainable culture of innovation and human resource development
- ◆ Unique way of work style reform on construction sites
- ◆ Maintaining our forte: on-site abilities



Focus efforts on the first year of the Medium-Term 5-Year Plan

1. Aim to be a company that is chosen by our customers

We will support our customers' business activities by making proposals for efficient utilization of assets through our concierge activities, which we have undertaken thus far. As of 2019, we have established a new CSC (customer support center) as a point of contact that customers are free to contact concerning anything that they want to talk about, such as concerns about buildings, preventative measures for defects, and building examinations. Furthermore, we will aim to deepen our communication with customers and to be a company that is chosen by our customers.

2. Seismic solution sales

In the construction of new buildings or the reform of existing ones, we contribute to an extended lifespan and increased asset value through building resilience technology and proposals that leverage the seismic isolation and damping devices that we possess.

3. Action toward work style reform and productivity improvement

By adopting industrialization and labor-saving methods on construction sites and by utilizing a wide diversity of smart technology such as BIM* for management work, we strive to improve productivity and take a proactive approach to work style reform through business streamlining.

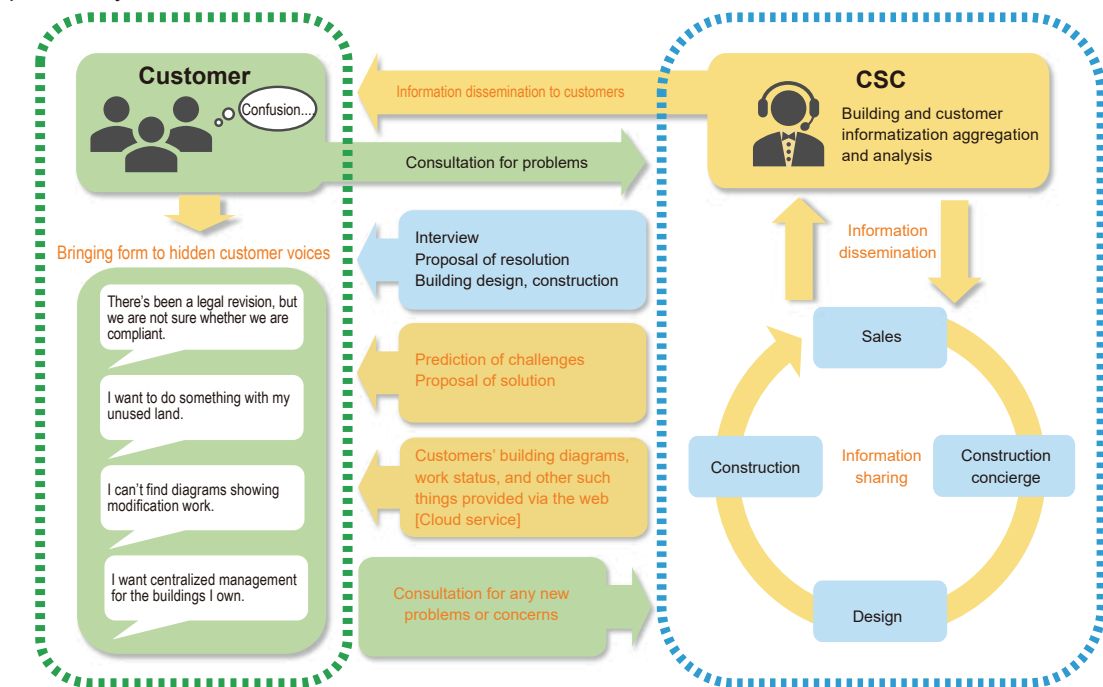
*BIM: Building Information Modeling. A solution that utilizes information in all processes from building design and construction to maintenance management, and a new work flow for architecture that changes as a result.

TOPICS

Create a one stop service for expansion of the customer base

With the Rita Rikospirit of our founder Bunkichi Tobishima, we have treated making proposals that bring out customers profit to be concierge activities and have thought of all employees as concierges in our dealings with customers. As of this fiscal year we have established the new Customer Support Center (CSC), and aim to deepen our communication with customers and become a company that our customers depend on even more.

We established this not just to function as an organization to consult with customers, but one that proactively communicates with customers.

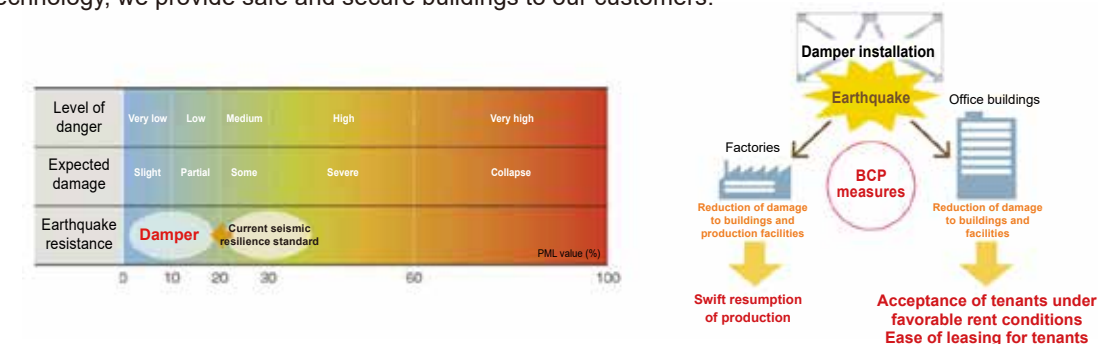


Seismic solution technology

The toggle damping brace and Lens-Damper seismic control devices that Tobishima Corporation has are able to protect buildings against earthquakes to a very high degree and help customers to increase the asset value of their buildings.

These devices minimize PML value for damage from large earthquakes when they are installed in newly built medium to high rise buildings or buildings undergoing seismic retrofitting and enable the implementation of a BCP (business continuity plan) soon after any large earthquake.

We provide building resilience that has a better performance and appraisal, and with our sound technology, we provide safe and secure buildings to our customers.





Humans feel true worth in the construction industry and in sustainable society, and towards achieving these things, we provide sound construction technology based on a fusion of rich experience and the latest technology.

Executive Officer, Director of Research Institute of Technology
Toshiyuki Matsubara

Focus efforts on the first year of the Medium-Term 5-Year Plan

1. Development of technology that applies ICT

In the construction industry, there is a serious labor shortage due to the aging of workers and a decreasing number of young people. We will develop technology using cutting edge ICT, such as robotics technology that does not rely on the level of experience of each individual worker, rapid construction technology to improve productivity, and image recognition technology based on AI that can replace construction site inspectors that are essential for safety management, among other technologies.

2. Development of smart solution technology

We are tackling the development of seismic solutions aiming for resilience in cities, the development of renewal technologies for bridges and tunnel structures in preparation for a large-scale renewal of social capital. Also, we are working on the realization of a circular economy and low carbon society through the effective use of forestry resources in mountainous areas and the verification and testing of effective operation and management methods of small to medium scale hydroelectric power plants that leverage Japan's abundant water resources.

Materials and Soil Quality Laboratory Building

Here we ensure quality through repeated basic experimentation to understand the physical properties of ground and the characteristics of materials.



Structural Laboratory Building

Here we conduct experiments using load-bearing walls and floors, large jacks, and other tools to provide safety and security in structures.



Research institute of Technology
Tobishima Corporation Research Institute of Technology

i-Solution Room

We work on automation and labor-saving by developing construction systems that use ICT.



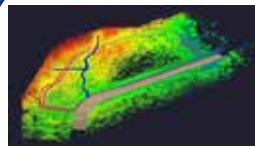
Sound and Wind Tunnel Laboratory Building

Through experimentation involving noise, vibration, and wind factors, we provide technology that helps improve quality in residential environments and spaces.



TOPICS

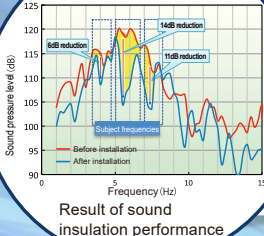
We carry out on-site testing of technology researched and developed at the research institute's experiment facilities before commercializing them.



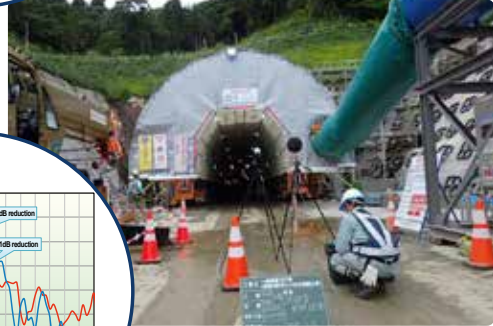
Point cloud acquired using 3D laser range meter



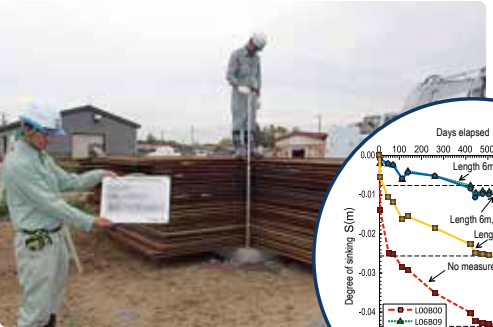
Testing measurement systems using 3D laser range meter



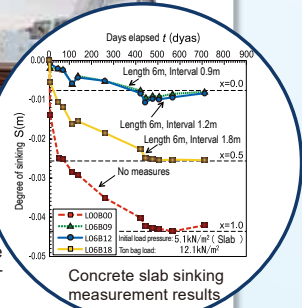
Result of sound insulation performance



Measuring tunnel blasting noise



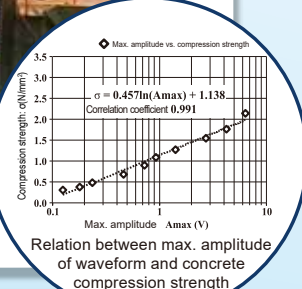
Large scale flat panel loading tests for the LP-SoC technique (Log Piling Method for Soft ground and Carbon Stock)



Concrete slab sinking measurement results



Testing lining concrete removal strength control system

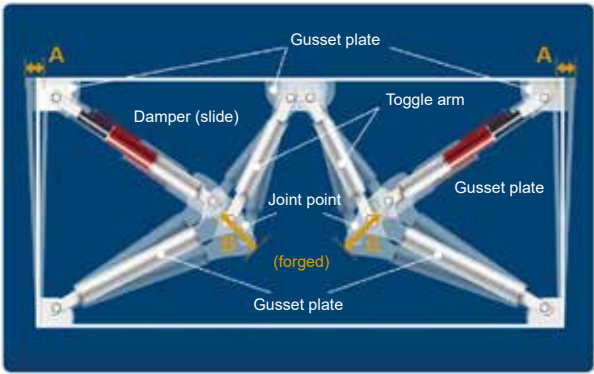


Relation between max. amplitude of waveform and concrete compression strength

Toggle damping braces

Damping device that achieves advanced earthquake resistance

Toggle damping braces, which apply the principle of leverage, are composed of two toggle arms and one oil damper, and the expansion and contraction range (B) of the damper is amplified to 2 - 3 times the displacement of the frame (A). This toggle structure can efficiently absorb the energy of earthquakes.



*This amplifies deformation of the dampers (B) to 2 to 3 times the deformation of the building (A)

- Feature 1

The damper efficiently absorbs earthquake energy and minimizes building swaying
- Feature 2

Can handle everything from small to large earthquakes
- Feature 3

Its more advanced earthquake resistance enables the continued use of buildings, and improves value
- Feature 4

Highly effective against long-period earthquake ground motion, which causes damage to high-rise buildings
- Feature 5

Continues to function even after repeated large earthquakes, meaning it can be used almost indefinitely

Lens-Damper®

A vibration control system that does not block the view from windows, an essential part of the building

A Lens-Damper is a seismic response control system that does not obstruct the function of doors and windows. It enables the vibration of a building to be reduced while ensuring lighting, ventilation and the passage of people.



A Lens-Damper installed

- Feature 1

It uses steel material that has higher ductility than ordinary steel material
- Feature 2

The central part of a steel plate is designed to have a concave lens shape, which enables earthquake energy to be absorbed more efficiently
- Feature 3

Ten types of standard specifications are available within the damping force ranging from 240 kN to 1,190 kN
- Feature 4

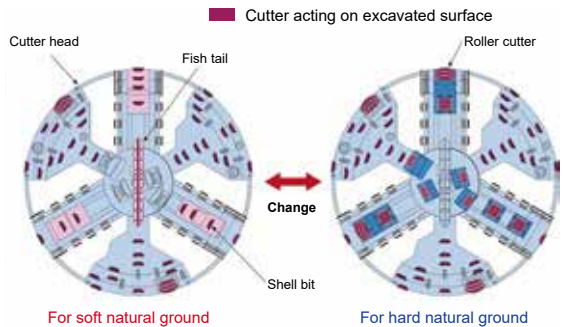
It can demonstrate stable performance during a major earthquake and following subsequent aftershocks
- Feature 5

The damper is connected by bolts, which facilitates its replacement work, even when such work becomes necessary after a major earthquake

Chameleon cutter method

Optimizing cutter face according to changes in soil quality

For a clay layer and a sand layer, a cutter for a sandy mountain with high cutting efficiency is used, and for a layer with cobbles or a base rock layer, a cutter for firm soil provided with a roller cutter is used. Its mechanical exchange system does not require soil stabilization and enables the operator to safely and quickly change cutter bits in the operator's room. This method makes it possible to carry out great-depth and long-distance drilling work in layers with various soil qualities from cohesive soil to a base rock layer.



Overview of Chameleon Cutter Method



Exchange status of cutter bits

- Feature 1

Exchangeable among different types of cutter bits
- Feature 2

Exchangeable anytime, anywhere and as many as desired
- Feature 3

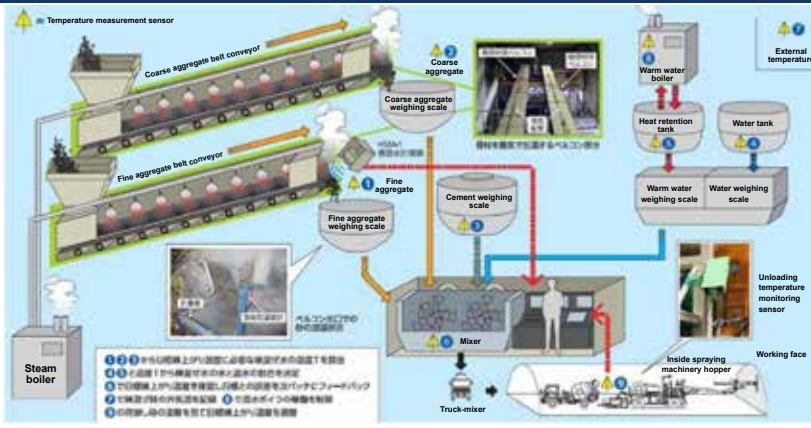
A compact mechanism that does not affect drilling performance
- Feature 4

Economically excellent and environmentally friendly with soil stabilization unnecessary
- Feature 5

Safe without ground deformation, as you don't need to open the working face,

Smart Batcher Plant® Maximization of sprayed concrete performance

Automatic control of the final mixing temperature for the sprayed concrete manufactured on site at the tunnel enables shipment of concrete at the perfect temperature even in winter, so this system contributes to the improvement of sprayed concrete quality and a reduction in costs.



- Feature 1

Automatic temperature measurement of each material (aggregate, cement, raw water, warm water) when added to the mixer
- Feature 2

The water temperature that forms the intended final mixing temperature is analyzed based on a heat capacity calculation that uses measured temperatures, and the ratio of raw water and warm water is controlled automatically
- Feature 3

By increasing the capacity of the boiler and the heat retention tank, it is possible to produce at a stable temperature even during continuous mixing
- Feature 4

The aggregate used in mixing can be heated when necessary by spraying it with steam on the belt conveyor
- Feature 5

Surface water rate is automatically measured before addition to the mixer, and the increase in moisture due to steam spraying is fed back to the mixing process
- Feature 6

Final mixing temperature and the temperature upon loading into the spraying machinery hopper in the tunnel is automatically measured, and this is fed back for use in setting the intended final mixing temperature

*Smart Batcher Plant is a registered trademark of Harasho Co., Ltd., and is a technology jointly developed by Harasho Co., Ltd. and Tobishima Corporation.

Management Vision

– To Become a Company that Supports Future Industrial Promotion and Development –
Promoting corporate reform from Tobishima Corporation to
TOBISHIMA to evolve into a New Business Contractor

We will continue to evolve.

Just as we did away with the civil engineering limitations of the former "Tobishima Civil Engineering" and expanded our business to become "General Contractor Tobishima Corporation," we will now evolve into "New Business Contractor TOBISHIMA," which will create new businesses in even broader domains with the construction business at its core.

We will treasure the spirit of Rita-Riko .

Since our founding in the Meiji era, we have engaged in construction out of a desire for the development of local communities in every corner of Japan, facing up to the climate and nature together with citizens. Through the power of once-in-a-lifetime opportunities for communication, we will closely understand the issues of our customers, at times even discovering issues not recognized by customers and providing optimal solutions.

We will promote ESG management.

In order to contribute to the achievement of a sustainable society, and in order to become an indispensable company supporting future industrial promotion and development, we will contribute to the resolution of societal issues and environmental issues through the spirit of Rita-Riko that is our DNA and through the communication power we have developed that is our strength, and will take these issues as business opportunities as we pursue our business activities.

ESG Management Structure



Risks and opportunities

ESG Initiatives Resolution of environmental issues E			
Going beyond recognizing the importance of preserving the bounteous global environment and beyond considering the environment in our construction business, we contribute to environmental preservation through new businesses created through corporate reform.			
Risks	Opportunities	Our Initiatives	Connection with SDGs
Construction delays and disasters caused by abnormal weather due to climate change	Support/selection of companies engaged in the creation of a low-carbon society	<ul style="list-style-type: none">Reduction of greenhouse gas emissionsCarbon stock business	<div>13 CLIMATE ACTION</div> <div>15 LIFE ON LAND</div>
Increased energy costs due to depletion of natural resources	Creation of business opportunities by expanding demand for a recycling-oriented society	<ul style="list-style-type: none">Renewable energy / Micro-hydroelectric power generation businessRenewable energy / Solar power generation business	<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div>
Declining social trust due to neglecting to protect natural environment	Creation of business opportunities by expanding demand for measures to protect the natural environment	<ul style="list-style-type: none">Aqua engineering business	<div>14 LIFE BELOW WATER</div> <div>15 LIFE ON LAND</div>

ESG Initiatives Resolution of societal issues S			
Under our spirit of Rita-Riko, we will fulfill our societal responsibilities by contributing to society through our business activities, never losing our sense of gratitude service toward others.			
Risks	Opportunities	Our Initiatives	Connection with SDGs
Loss of trust due to decline in customer satisfaction	Differentiate from other companies by improving customer satisfaction	<ul style="list-style-type: none">Construction concierge activitiesBuilding vibration control device businessNatural material housing businesse-BOX	<div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div>
Difficulty in acquiring human resources due to lack of diverse work style environment	Secure excellent human resources by considering the work environment	<ul style="list-style-type: none">Diversity Promotion CommitteeFlex-time systemHealth managemente-Stand	<div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>
Declining trust in the company when it cannot respond to its social responsibilities	Sharing/unification of the founding spirit of "Rita-Riko" through social contributions	<ul style="list-style-type: none">Participation in the rehabilitation assistance organizationIsland development businessDispatch of Antarctic Research Expedition membersCommunication with communities	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>

ESG Initiatives Enhancement of corporate governance G			
To respond quickly and appropriately to changes in the business and social environments, we will work to improve the efficiency, soundness, and transparency of our management, and will undertake the further enhancement of our corporate governance.			
Risks	Opportunities	Our Initiatives	Connection with SDGs
Tighter regulations on governance and deterioration of trust due to corruption	Support and selection for companies with a strong corporate governance system	<ul style="list-style-type: none">Utilization of our Corporate Governance GuidelinesInternal Control Committee	<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> <div>17 PARTNERSHIPS FOR THE GOALS</div>
Exclusion measures from the market due to fraudulent transactions and deterioration of corporate trust	Support and selection from the market due to compliance with fair economic trading	<ul style="list-style-type: none">Promotional Compliance ActivityAntimonopoly Act compliance standardsid rigging prevention manualImplementation of compliance training	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
Declining business health due to lack of transparency and loss of choice of opportunities	Mutual understanding and problem awareness sharing through enhanced dialog with stakeholders	<ul style="list-style-type: none">Holding of IR briefing sessionsHolding of disclosure-oriented general shareholder assemblies	<div>10 REDUCED INEQUALITIES</div> <div>17 PARTNERSHIPS FOR THE GOALS</div>

Activities in Antarctica



Shirase and Penguins

Tobishima x Antarctic activities

In response to a request from the National Institute of Polar Research, our company has continuously dispatched engineers every year to the construction section (architecture and civil engineering) of the Japanese Antarctic Research Expedition since 1994.

Given the slopes of bedrock and gravel and the unique climate of Antarctica, there are various restrictions on the construction work at the base, such as the construction machine capacity, transportation capacity, and the number of professionals.

The members perform work on the expedition team, cooperating with persons in fields of expertise outside architecture and civil engineering.

Architecture and civil engineering engineers are expected to provide on-site supervision so that expedition team members can work efficiently, and complete construction plans during the short Antarctic working season, while ensuring quality and safety.

The 60th research expedition (2017-2018) consisted of 31 members in the winter group, 40 members in the summer group, and 29 accompanying people, making the first three-digit expedition of 100 people. Mr. Jun Baba was sent to the National Institute of Polar Research as a representative of our company for the purpose of improving the facilities at the Showa Station and participated in the research expedition.



The 60th Japanese Antarctic Research Expedition Jun Baba

Life on Shirase

Shirase is the only Japanese icebreaker that cooperates with the observation of the Antarctic region as a self-defense ship owned by the Ministry of Education, Culture, Sports, Science and Technology and belonging to the Maritime Self-Defense Force, in addition to its mission of transporting goods and personnel and providing observation support.

The name of the ship is derived from the Shirase Glacier, honoring the achievement of the first Japanese landing in Antarctica by Nobu Shirase.



Playing soccer on the deck

The outbound trip on Shirase takes 3-4 weeks after departure from Australia until arrival at Showa Station.

The following three activities are performed while on Shirase.

- Safety classes and confirmation of accidents at Showa Station
- Ocean observation
- Explanations about safety training on Shirase, the work of the Maritime Self-Defense Force and the Shirase crew



Aurora seen from Shirase



Morning radio exercises

Life at Showa Station

There are first and second dormitories for summer members, each accommodating about 40 to 50 people. Only the first dormitory has a bathroom and toilet, and female members stay in the residence building used by another winter group.

During the summer work at Showa Station, there is almost no time off except for baths and meals. Of course, there is no convenience store.



Wind power generator No. 3 under construction

Introduction of "construction work"

The main task of Mr. Baba in the 60th expedition is the construction of the No. 3 wind power generator. Most construction members are not specialists. The construction work is mostly done by amateurs from the observation group and with support from Shirase.

There are many windy days in Antarctica when work is not possible. Also, if visibility deteriorates due to snow, etc., a warning is issued banning going outside and of course, work must stop.

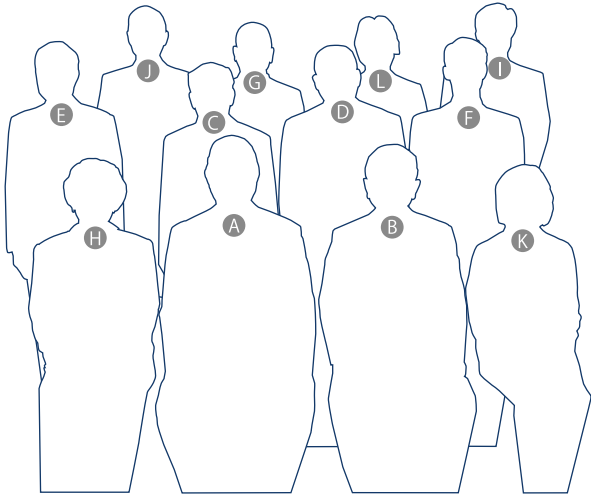
The team overcame these problems and was able to finish this mission safely without any accidents.

Tobishima will continue to cooperate with Antarctic expeditions.

Overview of Executives



- A** President and Representative Director
Masahiro Norikyo
- B** Executive Vice President and Representative Director
Hiroyasu Nakade
- C** Director and Executive Vice President
Atsushi Ito
- D** Director and Senior Managing Executive Officer,
Chief of Corporate Administration Div.
Yasuo Terashima
- E** Director and Managing Executive Officer,
Chief of Architecture Div.
Takuji Arai
- F** Director and Managing Executive Officer,
Chief of Civil Engineering Div.
Shinichiro Sato
- G** Director
Takashi Aihara
- H** Director
Michiko Matsuda
- I** Standing Auditor
Takashi Hagisako
- J** Standing Auditor
Hiroshi Matsushima
- K** Auditor
Fumiko Kosao
- L** Auditor
Izuru Goto



Outside director interview



Q1. Please tell us how you view the current Mid-term 5-Year Plan.

Aihara: I think it's a very good thing we are starting the new Medium-Term 5-Year Plan (2019-2023) by finishing up the previous Medium-Term 3-Year Plan (2017-2019) early. Five years may feel a little long, but I think we should set milestones along the way and monitor them well. I think the most important element is digital transformation. The world is becoming faster due to IT technology, and I am glad that we are considering the development of a foundation for advanced technology.

Matsuda: Regarding the Medium-Term 5-Year Plan, I feel that it presents a vision rather than a detailed explanation of management measures. In the future, we will focus even more on new businesses, and to that end, I hope we will maintain and improve our profitability in the civil engineering and construction businesses. My understanding is that our aim is not just a diversified business model, but a platform that provides comprehensive services for Society 5.0. As interest in the SDGs grows, I believe that the Smart Solutions business can improve our social and economic value.

Q2. Please tell us how you are involved in management as an outside director.

Aihara: Outside directors have grown up in a "different soil" and environment than internal directors. In that sense, I think it is important that I communicate my ideas and opinions at the Board of Directors. I hope that my opinions will be considered as one option when making business decisions.

Matsuda: I believe the role of an outside director is to give advice and supervise management policies and management improvements. I want to express my opinions frankly as an independent third party, making use of my professional experience and knowledge. I think that the criterion for business decisions as an outside director is "sustainable growth."

Q3. It has been about a year since you assumed office as an outside director. What are your thoughts on our governance and compliance?

Aihara: Governance and compliance are corporate issues without goals. Compliance awareness has become widespread, and we must continue to work persistently. I hope I can continue to give advice based on my own experience as a manager. I think that the most important things are that the manager speaks with his/her subordinates, that the subordinates understand the necessity of compliance, and that they prepare a system for learning together.

Q3. What are your expectations regarding "work style improvement" and "active role of women" in the construction industry?

Matsuda: Regarding these two themes, I think that there are many barriers in the construction industry, and it is not easy to solve them completely, but I think it is meaningful to make continuous improvements, so I would like the industry to actively make efforts. I believe that the Construction Concierge and Smart Solutions businesses require the detailed work and communication skills of women. Appointing female managers is also important, and I hope that the company will develop them systematically from now on.

(1) Environmental policy

[Basic principle]

Recognizing the importance of conservation of the richly blessed global environment, and in all aspects of our corporate activities, our company will act in consideration of the global environment

[Guidelines for actions]

1. We will actively engage in environmental conservation activities in all corporate activities and make such activities become established

- Maintain and improve an organization to promote environmental conservation activities and constantly make sure an environmental management system is updated
- Implement environmental audit internally and make continuous efforts to improve the internal environment
- Document implementation items related to environmental conservation and make sure of the information being shared by all the employees
- Promote environmental conservation activities in the fields of design, construction and technology research of civil engineering structures and buildings as well as in management activities

2. We will comply with environment-related laws as well as requirements from contractors, the construction industry, and neighborhood residents that we agreed

3. We will continue to work on the following environmental conservation activities

- Efforts for the reduction of pollutants
- Efforts for saving energy
- Efforts for the promotion of resource circulation and natural resources saving
- Effort for the reduction of construction by-products

- Effort for the reduction of global greenhouse gas emissions
- Effort for the promotion of green procurement
- Effort for conserving and recovering natural environment

4. We will actively participate in social activities for environmental conservation, making a social contribution

(2) FY 2018 environmental objective, actual achievement and the target for FY 2019

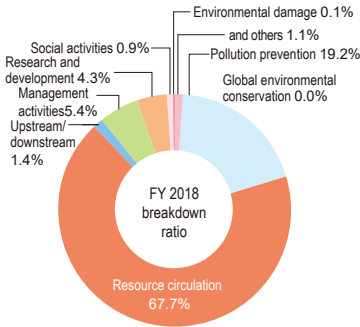
In line with the environmental policy, we set our company's environmental objective and target and have been working on them; the below are the results of our efforts toward the FY 2018 target values. As shown in the table, we could not reach a target value in the discharge of mixed waste of construction RN. This was due to the inability to sort waste in interior dismantling work. We will continue these activities after analyzing the results and correcting the target for FY 2019.

FY 2018 environmental objective and target		FY 2018 actual achievement	Evaluation	FY 2019 environmental objective and target
1	Reduce the amount of greenhouse gas (CO ₂) emissions at the construction stage for the prevention of global warming.	CO ₂ emissions per amount of completed work = Civil engineering: 59.1 t-CO ₂ /100 million yen Building construction: 10.0 t-CO ₂ /100 million yen	○ ○	Civil engineering: 51.3 t-CO ₂ /100 million yen or less Building construction: 8.6 t-CO ₂ /100 million yen or less
2	Promote the reduction of industrial waste.	Discharge of mixed waste per amount of completed work = Civil engineering: 1.28 t/100 million yen Construction of new buildings: 4.4 t/100 million yen Building construction RN: 5.2 t/100 million yen	○ ○ ×	Civil engineering: 1.09 t/100 million yen or less Construction of new buildings: 4.2 t/100 million yen or less Building construction RN: 5.5 t/100 million yen or less
3	Reduce the amount of greenhouse gas (CO ₂) emissions in office activities at the headquarters and branches.	Electricity and fuel usage in crude oil equivalent = 245.7 KI	○	243.1 KI or less
4	Promote environmental and social activities.	Number of activities carried out to contribute to environmental society = 24.0 times (Civil engineering)/worksites 22.8 times (Building construction)/worksites	○ ○	28.0 times/worksites or more 29.0 times/worksites or more

(3) FY 2018 environmental accounting

The environmental accounting for FY 2018 was lower than that of the previous fiscal year due to significant reduction in resource recycling costs. The trend that construction waste disposal costs account for most of the total cost has not changed since the past fiscal year.

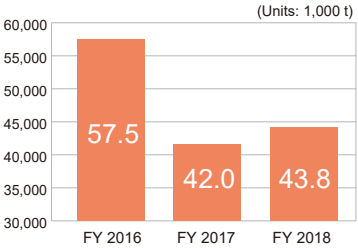
Environmental conservation cost		(Units: million yen)		
Section	Item	FY 2016	FY 2017	FY 2018
Within the business area				
Environmental conservation cost				
1	1. Pollution prevention cost	106.8	205.7	310.2
	2. Global environmental conservation cost	0.0	0.0	0.0
	3. Resource circulation cost	3,040.8	2,973.7	1,091.2
2	Upstream and downstream cost	47.5	24.7	21.8
3	Management activity cost	83.7	81.7	86.6
4	Research and development cost	90.4	84.8	69.0
5	Social activity cost	9.1	23.6	14.2
6	Environmental damage cost	404.5	3.2	1.6
7	Others	13.3	13.3	17.2
Total		3,796.0	3,410.6	1,611.8



(4) CO₂ emissions at the construction stage

The amount of CO₂ emitted from the worksite was not significantly different from the previous year.

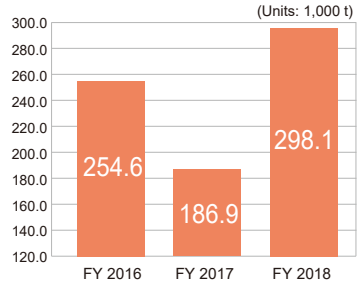
t-CO ₂	FY 2016	FY 2017	FY 2018
Electric power (MWh)	15,991	8,556	8,423
Light oil (kl)	40,150	32,012	33,580
Kerosene (kl)	635	532	778
Gasoline (kl)	803	934	640
Heavy oil (kl)	0	4	402
Total	57,578	42,038	43,823



(5) Construction waste treatment result

Total emissions increased by 37.2% compared to the previous year due to the doubling of sludge.

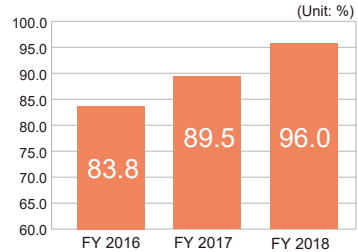
1,000 t	FY 2016	FY 2017	FY 2018
Concrete	94.5	87.5	66.1
Asphalt	23.0	19.5	20.5
Wood waste	14.7	8.8	5.9
Mixed waste	3.7	4.0	3.3
Others	19.9	15.1	66.9
Sludge	98.8	52.0	135.4
Total	254.6	186.9	298.1



(6) Introduction of electronic manifest

Regarding outsourced processing of industrial waste, we use an industrial waste management form (manifest) to ensure that waste is properly disposed of from collection and transportation to intermediate treatment and final disposal.

Rate	FY 2016	FY 2017	FY 2018
Civil engineering	78.9%	83.7%	94.9%
Building construction	94.3%	96.5%	99.0%
Total	83.8%	89.5%	96.0%



We introduced electronic manifests from FY 2007 to prevent manifest recording errors, and in FY 2018 the introduction rate became 96.0% in total for civil engineering, with almost all worksites using electronic manifests.



Central environmental assessment

(7) Central environmental assessment

At Tobishima, members of the headquarters environmental committee carry out checks using the central environmental assessment to periodically evaluate whether the activities of the branch offices properly comply with legal and other requirements.

In FY 2018, all branches were assessed between September 4 and November 7. If any non-conformities are detected in the assessment, corrective actions are taken by the relevant branch and the operational status is checked again by the central assessment in the following fiscal year.

(8) Conservation of biodiversity

At Tobishima, we are developing alternative habitats for rare animals and plants and considering muddy water, noise/vibration, dust generation, and lighting methods during construction to avoid disturbing the ecosystem balance of animals and plants as much as possible.

The photo shows an example of 18 Japanese red pines and other trees on the construction site that were regularly preserved by surveying the trees, cutting the undergrowth, removing vines, and checking the wire struts.



Japanese red pine conservation

(1) Quality policy

(Quality policy)

In accordance with our management slogan “Pursuit of Quality,” we will proactively promote quality assurance activities and contribute to society under the customer first spirit, that is, Rita-Riko.

1. Apply the quality management system based on ISO 9001 to the entire company and operate it effectively while continuously improving its effectiveness.

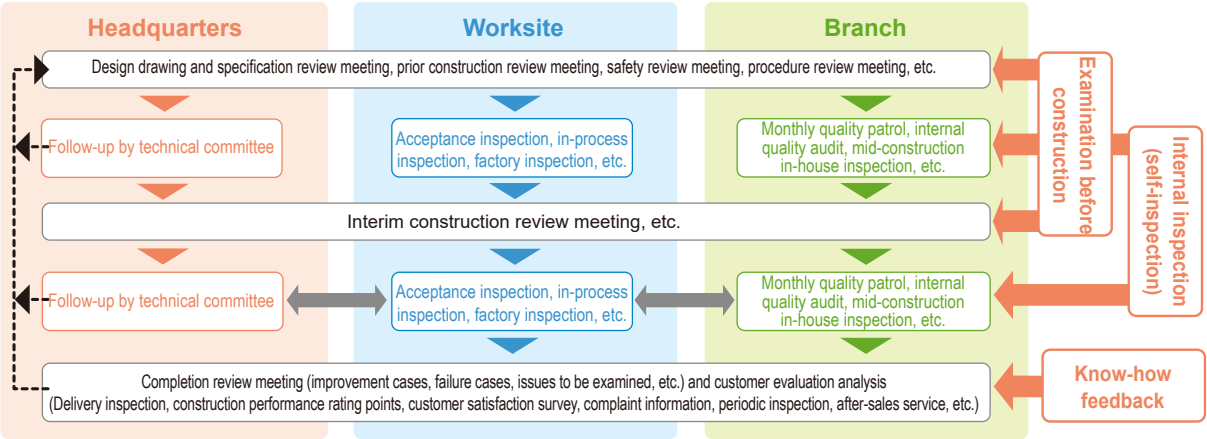
2. Clarify and secure customer requirements in addition to clarifying and complying with applicable laws and regulations and regulatory requirements.

3. Pursue high quality in all aspects of our corporate activities not only in construction work to enhance customer satisfaction and confidence, with a sense of gratitude and a spirit of dedication for customers always in mind.

(2) Management of construction process

To ensure the quality required by customers, our company established a management flow of the construction process that allows a branch to collaborate with headquarters, with a worksite playing a pivotal role, and have made continuous efforts to improve its contents. For that purpose, we provide feedback on know-how through investigation before construction, inspection during construction (internal inspection), and an evaluation meeting after completion.

Also, we share information reported from construction sites and branches on the intranet. With special strengths in risk management, we share information in a timely manner with the aim of eradicating the occurrence of similar quality defects and making company-wide improvement.



Pre-construction review meeting
After extracting various local problems before construction, needed countermeasures are planned.



Mid-construction in-house inspection
An in-house inspector check if there are any problems with the dimensions and quality of a structure.



Procedure review meeting
Discussion is made to make sure whether there is no problem with the planned procedure.

(1) Certification

We used to gain certification on a branch-basis, but in FY 2004, we employed a company-wide integrated system. Later, in response to the revision of ISO9001 and 14001 to the 2015 version in November 2015, we moved to the 2015 version in FY 2017.

(2) Internal audit

Internal audit is conducted at the headquarters and at each branch according to an annual schedule. Also, when creating an annual schedule, the aim of auditing is set so that audit will function effectively.

- An example of aims of environmental audit
Confirm whether the action items specified in the Environmental Action Plan are appropriate as measures to reduce mixed waste.
- An example of aims of quality audit
Confirm that necessary information such as good cases and non-conformance cases is properly shared in the department.

(3) Results of external assessment

1. Environment: The 6-2 surveillance by the certification body was conducted for the headquarters, Tohoku Branch, and Osaka Branch. Non-conformance was not detected; maintenance of registration was approved.

(4) Management review (MR)

Every year, after branch management review is conducted by general managers, and the headquarters management review by an environmental general management representative in March, a company-wide management review is conducted by the president in April. After that, operation status of the system is evaluated, and improvement instructions are provided as necessary; thus, continuous efforts are made to make further improvement.

Based on the results of the management review, it was determined that the environmental policy and quality policy should remain the same.

(5) Education and training

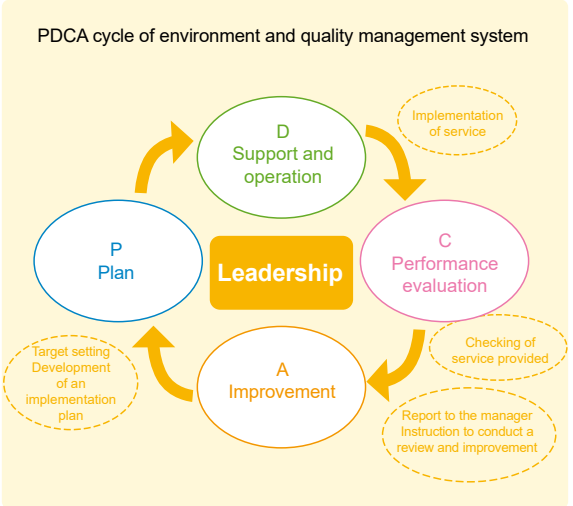
We understand the importance of education and training and provide various educational programs.

In the induction program, new employees have an overview of ISO, and the training program for fostering new internal auditors are provided for employees who have worked for more than 7 years or so, which enables our company to maintain a system in which constantly about 40% of all the employees can serve as internal auditors. Also, before internal audit is conducted, an educational program to improve the skills of internal auditors is provided so that audit will be conducted effectively.

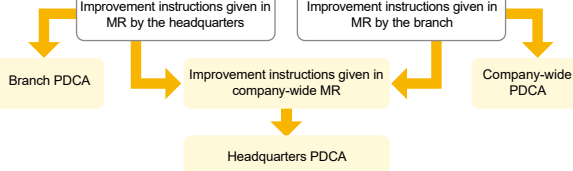
Regarding environmental and quality management, a group education program is provided in a form of stratified education for employees according to their length of service with the aim of improving the managerial level. Recently, emphasis is placed on hands-on education.



Follow-up training for new employees



2. Quality: The 7-1 surveillance by the certification body was conducted for the headquarters, Tokyo Metropolitan Area Civil Engineering Branch, Metropolitan Area Construction Branch and Kyushu Branch. Non-conformance was not detected; the maintenance of registration was approved. Also, there were no specific observations.



	Environment	Quality
Instructions items given in MR by the headquarters	1	1
Instructions items given in MR by the branch	14	12
Instructions items given in MR by the overall company	1	1



New employee training



Second year training

(1) Basic principles of safety

Since it is humans that constitute a driving force for production, it is impossible to improve quality and productivity without maintaining the harmony between products, equipment and humans. For a company, "ensuring of safety" is a "social responsibility" that cannot be considered separately from production activities, the company's primary activities; therefore, we uphold "respect for human lives" as a basic principle of safety.

(2) Basic policy for the management of safety and health, and slogan

In addition to formulating the "basic policy for the management for safety and health" every fiscal year, we determine priority items to be addressed and promote activities for the management for safety and health.



(3) Safety management activities

Under the cooperation of workers, our company has established the "Occupational Safety and Health Management System (T-OHSMS)" for the improvement of the health and safety standards of branches, in addition to developing safety and health management activities based on risk assessment.

(4) Safety achievement

The safety results for FY 2018 are as follows.
Accidents included in statistics: 1 fatal accident out of 7 cases (increase of 1 case versus FY 2017)
Accidents excluded from statistics: 14 cases (decrease of 11 cases versus FY 2017)
Regarding the annual target of "Zero fatal or serious accidents," although there were no serious accidents, fatal accidents occurred for two consecutive years. Regarding disaster control target of "Frequency rate of 0.70 or less and severity rate of 0.07 or less," the frequency rate was 0.71 and the severity rate was 0.78. Thus, we were not able to achieve the frequency rate or the severity rate target.

(5) Patrol by management members

During National Safety Week (July 1 to 7), which was held for the 91st time since 1928, and which is advocated by the Ministry of Health, Labour and Welfare, management member patrols were held at 6 branches and 9 worksites. (See graph on right)



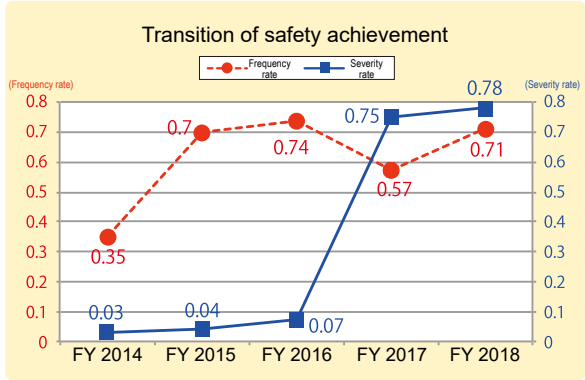
Patrol by management members

(6) Patrol for accident elimination

Conducted at 12 worksites and 6 branches in December with the aim of preventing the recurrence of serious accidents and similar accidents and raising the level of safety and health management of target branches. In addition, patrol focused on tunnel construction sites was conducted in June at 2 branches and 3 worksites.



Patrol for accident elimination



(7) Year-end intensive patrol

To prevent industrial accidents that are likely to occur frequently at the end of the fiscal year, in accordance with campaign of the year-end special month for industrial accident prevention, we conducted year-end intensive patrols at 12 worksites and 6 branches in February.

(8) Central safety and health diagnosis

To grasp and evaluate the actual development state of basic policy for the management of safety and health required by the company, and to improve the safety and health management, the central safety and health committee of the headquarters conducted a safety and health assessment for all branches.



Central safety and health diagnosis

(9) Setting internal emphasis month

By setting a special month to prevent [fall accidents] and [construction machine accidents] that are likely to occur in Japan's construction industry and lead to serious accidents, we work on activities to prevent accident occurrence.

Special month for the prevention of fall accidents	May
Special period for the prevention of fall accidents	December and January
Special month for the prevention of construction machine accidents	August

(10) Commendation system for safety and health promoters

We have established a commendation system to award worksites, employees and subcontracting companies that have achieved excellent results regarding safety and health. This award is given in recognition of their efforts and contributions of their activities to prevent industrial accidents, with the aim of contributing to the improvement of safety and health management.
There are various awards such as "Workplace Safety Excellence Award," "Workplace Safety Superior Award," "Employee Safety Achievement Award," and "Subcontracting Company Safety Excellence Award," which are presented from the president, executive officers or general managers.

(11) Hiyuukyoryokukai Collaboration with partners

Tobishima organizes the Hiyuukyoryokukai with the aim of coexistence and mutual prosperity through deepening cooperation with partner companies and providing mutual assistance through labor management, safety and health management, and environmental management.
We are working to improve, foster, and support the management capabilities of partner companies through the implementation of various educational sessions, workshops, and patrols throughout the country in cooperation with Hiyuukyoryokukai. As a rule, the members are partner companies that implement the work ordered by Tobishima.

FY 2018 results		
Main education/training names	Times	Number of participants
Foreman/Health and Safety Officer Training for new employees	8	89
Foreman/Health and Safety Officer Capacity building	10	103
Partner company store leaders and safety and health manager training	7	706
Special education (statutory), individual safety education for partner companies	51	923



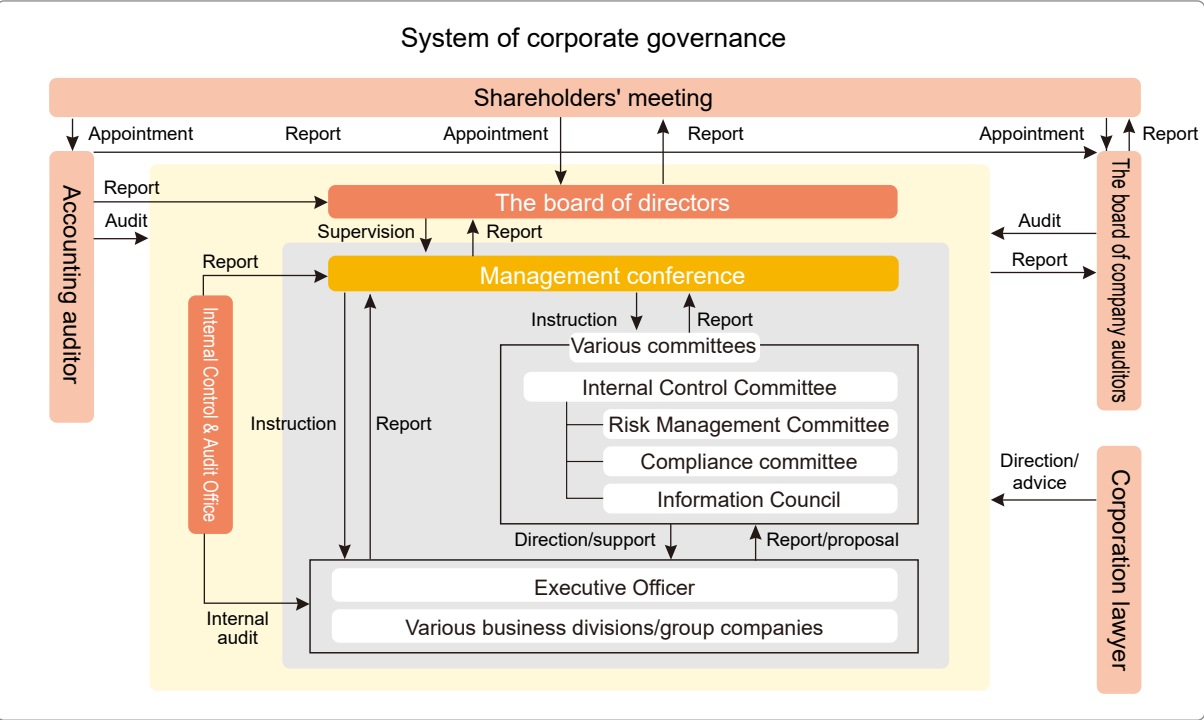
Foreman/Health and Safety Officer Capacity building

In safety and health manager training, information and issues about the construction industry, such as legal revisions, as well as Tobishima's occupational accident prevention plans, are communicated through workshops. In addition, safety and health patrols were carried out at each branch in cooperation with the branch executives and the Hiyuukyoryokukai headquarters/branch officers at various events such as the National Safety Week.



Safety and health patrol





(1) The basic idea of the corporate governance

To promptly and accurately respond to changes in the business environment and the social environment, we established the "Corporate Governance Guidelines" and have made efforts to improve the efficiency, soundness and transparency of management with the aim of further enhancing the corporate governance.

1. Ensuring the rights and equality of shareholders

For the rights of the shareholders to be substantially ensured, we will create an environment that allows their rights to be properly exercised, in addition to taking appropriate measures.

Also, to ensure substantial equality of shareholders, we will strive to improve our system.

2. Appropriate collaboration with stakeholders other than shareholders

We will strive to collaborate with various stakeholders including employees, customers, business partners, creditors and the local communities in an appropriate manner.

3. Appropriate disclosure of information and ensuring transparency

We will properly disclose financial information and non-financial information based on laws and regulations, and actively provide information other than the information disclosed based on laws and regulations.

4. Responsibilities of the board of directors, etc.

As a company with the board of company auditors, we will seek to establish an institutional design that can keep a balance between business executive functions and supervisory functions and make efforts to ensure speedy and agile decision-making, in addition to enhancing the transparency and soundness of management.

5. Dialog with shareholders

To realize constructive dialog with shareholders, we will strive to improve our system.

(2) Business execution system

In principle, the board of directors meets monthly and holds other meetings as necessary, to conduct deliberations and make decisions regarding basic management policies and important matters, supervise the status of business execution, and confirm the progress of the

management plan. The decisions will be shared at executive board meetings and general manager meetings, and instructions based on such decisions will also be provided at those meetings. Also, with the aim of increasing the effectiveness of supervisory functions and the efficiency of business execution by separating the decision-making function and the supervisory function from the executive function, we have introduced an executive officer system.

For the efficiency of business execution to be enhanced, the management conference consisting of major executive officers holds a meeting once a week in principal, and as necessary. This serves as an organization that is responsible for making decisions related to strategic matters and daily tasks to be executed as well as for compiling reports from each department.

(3) Audit system

Auditors attend the board of directors' meetings, executive board meetings, general managers' meeting and management conference, where they audit the status of business execution by Directors.

Also, auditors, Internal Control & Audit Office and accounting auditor collaborate closely each other by regularly holding liaison meetings and exchanging information, striving to improve the effectiveness and efficacy of auditing.

As an accounting auditor, we have appointed Deloitte Touche Tohmatsu LLC, by whom our audit is conducted in a fair manner based on the Companies Act and the Financial Instruments and Exchange Act.

Regarding matters related to legal affairs, we have concluded advisory contracts with multiple legal firms, receiving guidance and advice from professional corporation lawyer as necessary.

(4) Internal control system

The Internal Control Committee has been established as a permanent organization to understand the status of internal control system maintenance and operation, and to manage the maintenance status based on the "Basic Policy for Building an Internal Control System."

The Internal Control Committee is composed of the president as the chairperson, the division chiefs and the supervisory chiefs. As subordinate organizations, the Risk Management Committee, Compliance Committee, and Information Council are established.

Our company recognizes compliance as one of the highest-priority issues in corporate management, and officers and employees have made concerted efforts to carry out various initiatives.

Promotion of compliance management

In 1994, we established the "TOBISHIMA CORPORATION Code of Conduct" consisting of the corporate code of conduct and the employee code of conduct, to promote compliance management and guide business activities.

1. Compliance Committee

In FY 2018, the Compliance Committee held meetings four times, in which the committee formulated annual plans and reported on the results of activities.

2. Compliance Manual

We have revised the "Compliance Manual" (established in July 2002) as necessary and publicize the revision to all the officers and employees by using the intranet.

3. Efforts regarding whistle-blowing

In 2006, in accordance with the enforcement of the 2006 Whistle-Blower Protection Act, a reporting contact office was set up, and an internal reporting regulation was established.

In April 2008, we renamed the contact office "TOBISHIMA CORPORATION Group Corporate Ethics Contact Office," and have made continuous efforts to implement activities to raise the awareness for the whistle-blower system.

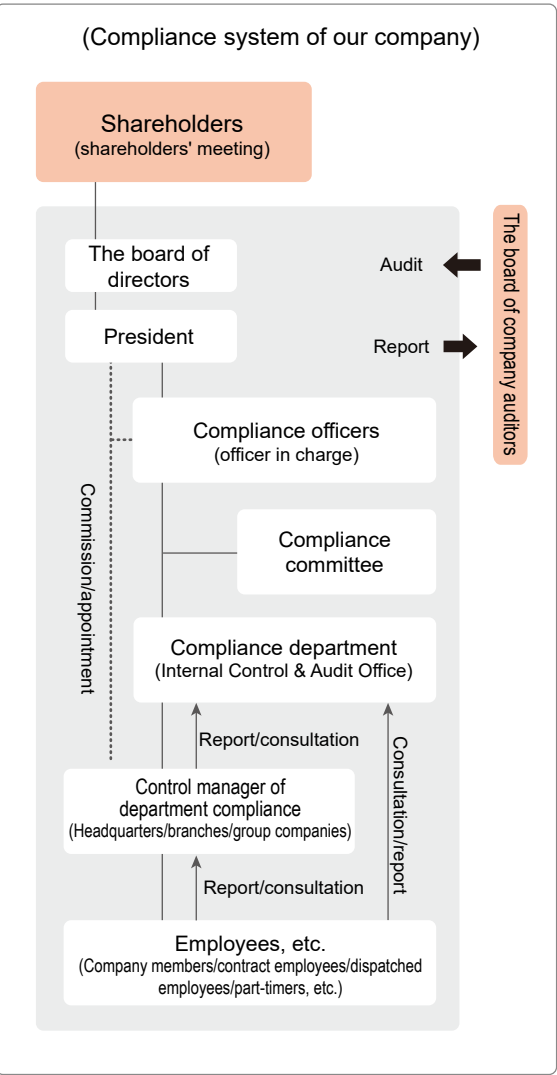
4. Efforts for the compliance to the Anti-Monopoly Act

We have established a system to comply with the Anti-Monopoly Act. In this system, to prevent bid-rigging acts beforehand, we have developed "Anti-Monopoly Act Compliance Code" and "Bid-rigging Prevention Manual," ensuring that all executives and employees are aware of these materials.

In FY 2018 also, we provided training for the compliance to the Anti-Monopoly Act for directors, executive officers and sales representatives at the headquarters.

5. Compliance Activity Promotion Month

Our company designates every October as the "Compliance Activity Promotion Month," in which we deliver "Message from the President" and all officers and employees read out TOBISHIMA CORPORATION Code of Conduct. This serves as a good opportunity for further raising the awareness of the compliance.



Compliance training for all employees

1. e-learning

We implement compliance e-learning using the intranet for all officers and employees. In FY 2018, we implemented e-learning on the themes of "fraud prevention" and the "importance of using a consultation service."

2. Group training

Every year, compliance education is implemented through various opportunities such as new employee orientation and group training provided according to status and business division.

3. Compliance Communication

Since January 2007, we have published the Compliance Communication every month as a document for promoting compliance. In June this year, we reached a total of 150 issues.



Training for officers to comply with the Anti-Monopoly Act provided by a lawyer



New employee training

Enhancement of education and training system

(1) Group training

We have been reforming our training for new employees, and since FY 2018, the training for civil engineering and electrical engineering departments has been changed to more practical content. The Research Institute of Technology is now conducting practical training such as surveying, which is required for work at worksites. The long-term training with accommodation helps strengthen the connection between new employees.



Practical training

(2) Support for the qualification acquisition (e-learning)

As part of the new support measures for qualification acquisition, we are introducing e-learning that allows students to participate in courses to acquire qualifications of the First-Class Works Execution Managing Engineer in civil engineering, construction, plumbing, and electrical work via personal computers as well as smartphones. This is intended for all young employees who are eligible for examinations; thus, we fully support young employees so that they will be able to fulfill requirements for managing engineers.

Promotion of work-life balance

(1) Consideration for employees with children

To support employees who give birth and rear children while working, we provide a full amount of salary during the maternity leave and a support grant from the benefit association (60,000 yen per one month's leave) during childcare leave, with the leave for nursing care of children being considered as paid leave. Also, when a spouse of an employee gives birth, in addition to special leave (paid) being granted, the employee can take childcare leave as many times as he wants within 8 weeks from childbirth.

(2) Half-day paid leave system

Of the annual paid leave, in principle, it is possible to take half-day paid leave up to 10 times (equivalent to 5 days). Since it can be used not only for refreshment and rest but also for other various purposes, which contributes to the promotion of work-life balance as well as for the reduction of working hours.

(3) Granting of refreshment leave and review leave

A 5-day long "refreshment leave" is granted to staff who have been working for 15 years (valid period: 2 years). The purpose of this leave is to provide opportunities to literally "refresh themselves" for staff who have been served in the company for 15 years to support the backbone of the company, with the hope of their making the next leap.

Meanwhile, a 10-day long "review leave" is granted to staff members who have reached their 50th birthdays (valid period: 3 years). The purpose of this leave is to provide staff members who have reached the age of 50, a turning point of their lives, with opportunities to review their work and family lives, and to reconsider their future lives.

Leave periods are used for various activities such as self-development.

Toward a creation of work environment that employees can work without undue worries

(1) Health management and mental health care

For employees over the age of 40, in addition to the annual health checkup, the company provides aid of up to 30,000 yen for complete medical checkups, etc., to help early detection and prevention of serious illness. Also, since it is said that there is a close relationship between the length of working hours and health, we check monthly working hours, and if some employees are found to have worked for long hours, we direct them through their supervisors to take necessary measures such as by consulting an industrial doctor. Also, regarding mental health care, in addition to having collaborated with an external specialized agency to organize a system allowing consultation with specialists as necessary, and as a rule we implement e-learning for all employees once a year; thus, we are taking measures with central emphasis on prevention.

(2) Consideration for staff taking long-time leave from work due to non-occupational illness or injury

We have established a "system to restore extinct annual paid leave" for staff who are unfortunately forced to take long-time leave from work due to non-occupational illness or injury. This system allows them, in case of non-occupational illness or injury, to restore unused annual paid leave that became extinct at the end of previous fiscal year and the year before that, which allows them to reuse the restored paid leave to a maximum of 40 days. As of the time when restored annual paid leave ends, they are viewed as being absent from work; however, salaries and bonuses are paid as usual until a leave of absence is issued (from 3 months to 12 months depending on the service period). As a rule, the period of absence is 9 months, but by gradually reducing the salary, we take care to ensure that a certain level of income is assured for as long as possible, together with the illness allowance from the health insurance system.

Efforts toward improving the working environment

(1) Leave for worksite workers who transfer

Taking a leave occasionally leads to the reduction of work hours, and that also gives employees vitality and energy for the next day. We have systematized the granting of a consecutive special leave (3 days) to worksite workers who tend to be busy when they transfer (including when assigned to desk duty) in addition to the normal annual paid leave, and in principle it is mandatory for workers to take this leave.

(2) Introduction of flexible work styles

We have introduced a "Telecommuting System" and a "Flex-time System" as flexible work styles. The "Telecommuting System" is applied based on individual application for reasons such as childcare or nursing care. Employees can use their PC and smartphone to realize a working environment comparable to normal office work, helping to balance work and life. The "Flex-time System"

is applied by each department, but as a rule, internal work covers all departments. Utilizing this system enables flexible use of time and has gained popularity among users, but we hope it will also be used to raise awareness, such as promoting close communication within the organization and discovering new working styles.

Creation of an environment toward utilizing diverse human resources

(1) Efforts by the Diversity Promotion Committee

Our company has established the "Diversity Promotion Committee" to promote the creation of an environment to utilize diverse human resources. The committee aims to develop the environment where all employees can work with vigor and enthusiasm while respecting each other's diversity, in line with the theme annually decided by the committee.

(2) Extension of retirement age

We introduced an age 65 retirement system instead of the retirement re-employment system where a fixed-term contract was renewed every year until the age of 65. Also, the various systems such as evaluations now apply to employees under the age of 60. By bringing forward the treatment, we are creating an environment where older employees can work with peace of mind, actively utilize their advanced expertise and skills, etc. and systematically pass them on to younger workers.

(3) Promoting the creation of a workplace where women can play active roles

The construction site still has a male-centered image, but because of constantly hiring female workers at technical departments on the basis of actual qualities and abilities, we have an increasing number of female staff in charge of on-site management, and we are also working on the improvement of the work environment for women to be able to play active roles, such as establishing a women's subcommittee as a subordinate organization of the Diversity Promotion Committee. (As of May 2019, 12 female technical staff members are assigned to work at construction sites)

Efforts for human rights and the prevention of harassment

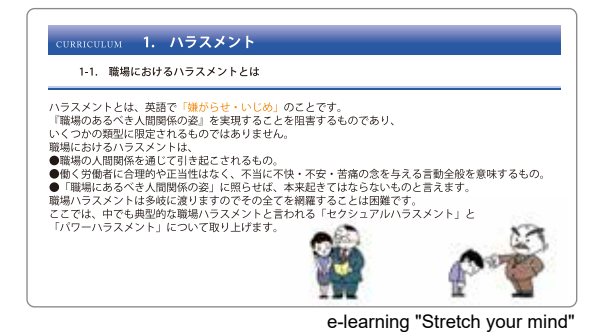
(1) Efforts for human rights

In order to show that we respect human rights, we have published our "Human Rights Policy" and "Approach to Human Rights" approved by the Board of Directors on our website. Respecting each other's personalities and individualities, we are working to create fair and rewarding workplaces. In addition, we have established the Human Rights Awareness Promotion Committee, and joined the Industrial Federation for Human Rights, Tokyo and HR Department personnel actively participate in human rights awareness activities outside the company.

In addition to training for new employees, human rights training has been incorporated into the staff education system for employees, and these training sessions are held throughout the year. In addition, we regularly post requests for and recognition of human rights awareness slogans and information on human rights awareness on the company intranet. In this way, we are working to improve our employees' human rights awareness.

(2) Efforts for the prevention of workplace harassment

With the diversification of human relationships, a wide variety of workplace harassment has been seen. Reflecting changes in social conditions, etc., the 1999 in-house regulations "Manual to Deal with Sexual Harassment" were totally revised in 2013 into the "Manual to Deal with Workplace Harassment," to which items concerning the prevention of maternity harassment and paternity harassment were added in January 2017. In addition, labor and management jointly carry out questionnaires, e-learning, and group training, and develop efforts to prevent harassment.



e-learning "Stretch your mind"

Communication with the labor union

(1) Labor-Management Council

We have a labor union that uses the union shop system, and this year marks its 51st anniversary. Since the formation of the labor union, the company has taken a "focus on discussion" approach, and the labor-management relationship has consistently maintained a "good partner" relationship. Labor-Management Council meetings are held at the headquarters and branch offices approximately once a month as a forum for labor-management discussions on improvements in working conditions and the work environment. The minutes of the Labor-Management Council meetings are published on the intranet and are widely communicated to employees including the discussion process.

(2) Wage negotiations

Every year during the so-called spring labor offensive, a wage negotiation request is submitted from the labor union for the wages in the following year, and group negotiations are held. Negotiations are conducted with an emphasis on discussion, and this year both the base and bonuses were increased, leading to a steady improvement in treatment of employees. In addition, in the wage negotiations, various incidental requests were made by the union, and efforts are being made to improve employees' treatment and benefits in areas other than increases in base salary and bonuses.

Community Communication and Social Contribution Activities

To deepen ties with the community, we are actively engaged in communication with local people through various opportunities, such as site observation tours. Also, through participating community-based social contribution activities, we also strive to deepen mutual understanding. The entire company is promoting these types of activities with the aim of realizing a more prosperous society.

Holding of site observation tours

Kensetsu Komachi Site Tour

This event was organized by the Japan Federation of Construction Contractors with the aim of introducing to girls at elementary and junior high school and their parents the work content, attractiveness, and fun of the construction industry. It was held at the Tokyo metropolitan area civil engineering branch "Reconstruction of Azuma Pump Station Facility 4." It was a fun event where the participants could maneuver heavy machinery with a drilling machine and work with mortar. (August 3, 2018)



Manufacturing experience: "Coaster made with mortar"



Experience drilling machine remote operation

Cleaning activities

Zero garbage day cleaning

On zero garbage day, street cleaning activities were carried out in collaboration with neighboring companies of the Research Institute of Technology. (May 30, 2019)



We collected and separated garbage around roads and sidewalks around the Research Institute of Technology

Participation in community events

Support activities to eliminate abandoned farmland

We participated in an event organized by the NGO Utsukushii Denen 21 Tohoku Branch for the purpose of revitalizing rural areas and promoting healthy development of local communities. (August 4, 2018)



Potato digging

Cleaning activities

Sea lettuce removal cleaning activity in Wajiro Tidal Flats

Kyushu Branch staff members participated in the regular sea lettuce removal cleaning activity in Wajiro Tidal Flats sponsored by the Civil Engineering and Construction Subcommittee and the Cement Subcommittee of Kyushu Electric Power Shouyukai. A total of 343 people participated from Tobishima and companies in the same industry and Kyushu Electric Power. 800 bags of sea lettuce were collected. (October 8, 2018)



Sea lettuce removal cleaning



Collected sea lettuce

Sponsorship and participation in sporting events

MINATO City Half Marathon 2018

We sponsored the first MINATO City Half Marathon. As a gold sponsor, we supported the tournament as much as possible, and employee runners and volunteers got together to make the tournament enjoyable. (December 2, 2018)



Our runners

Holding of site observation tours

Elementary school site tour

We held a site tour with local elementary school students at the upstream side yard of the Akabane tunnel worksite. We explained how tunnels are dug and conducted some experiments so that the children could experience the fun of manufacturing. (July 3, 2018)



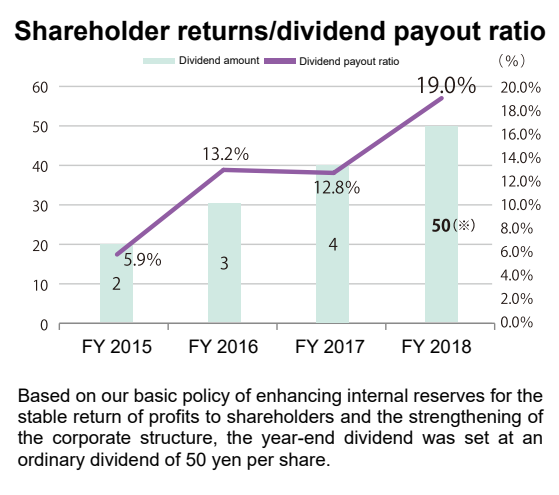
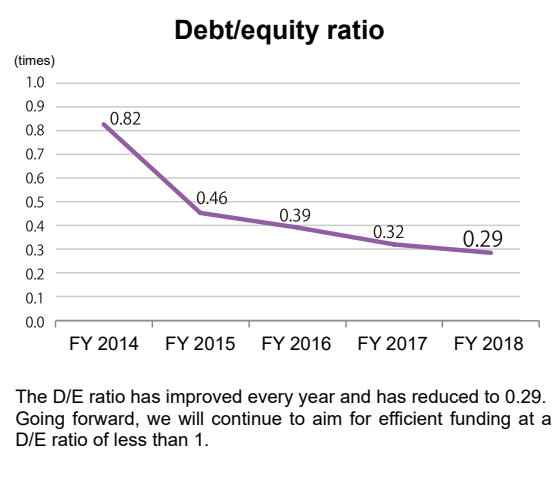
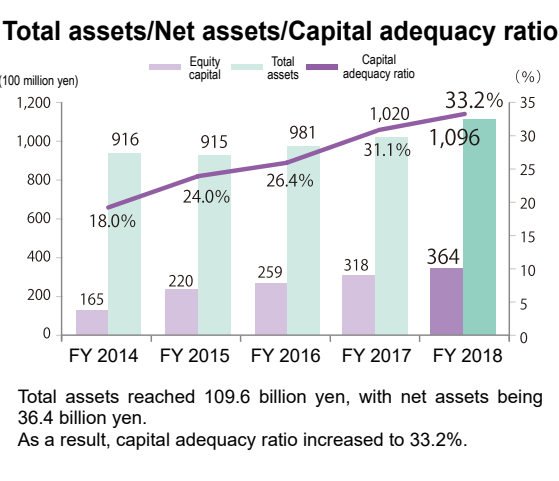
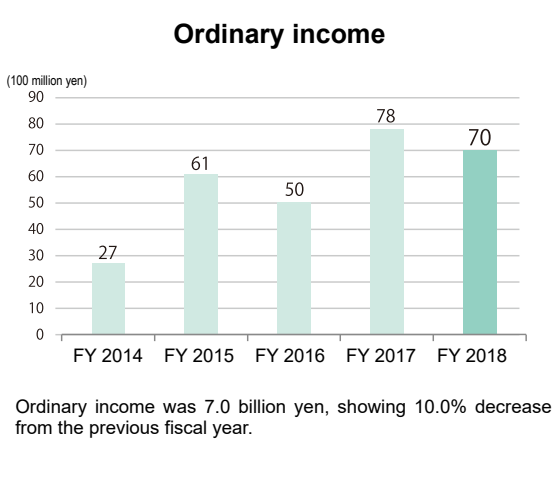
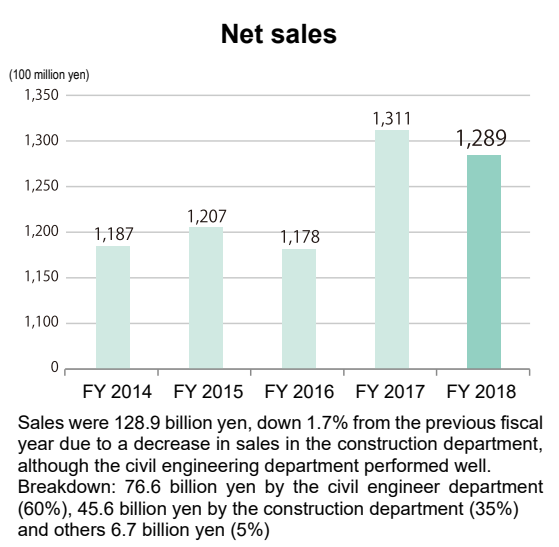
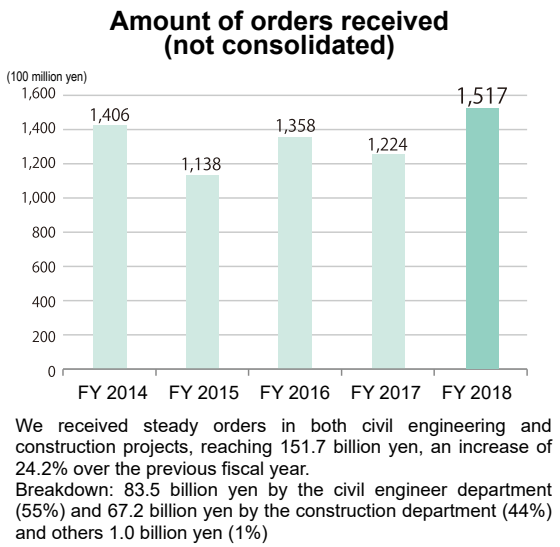
Why are tunnels round? experiment

Highlights of financial performance during the 5 years (consolidated)

(Units: 100 million yen/with figures less than the unit rounded off)

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Amount of orders received (not consolidated)	1,406	1,138	1,358	1,224	1,517
Net sales	1,187	1,207	1,178	1,311	1,289
Operating profit	33	67	55	83	72
Ordinary income	27	61	50	78	70
Current net income attributable to shareholders of a parent company	24	61	44	60	51
Current net income per share (yen)	18.1	36.6	22.8	31.3	263.5 (※)
Operating profit on sales (%)	2.8%	5.5%	4.6%	6.3%	5.6%
Current assets	714	710	780	803	866
Fixed assets	202	204	202	218	230
Current liabilities	706	562	597	582	618
Fixed liabilities	45	133	126	120	113
Net assets	165	220	259	318	364
Capital adequacy ratio (%)	18.0%	24.0%	26.4%	31.1%	33.2%
Return on equity (%)	16.5%	31.8%	18.3%	20.9%	14.9%
Interest-bearing liabilities	136	100	100	102	104
Debt to Equity ratio	0.82	0.46	0.39	0.32	0.29
Dividend per share (yen)	-	2	3	4	50 (※)
Dividend payout ratio (%)	-	5.9%	13.2%	12.8%	19.0%
Operating cash flow	27	43	113	10	42
Investing cash flow	12	▲ 8	▲ 8	▲ 45	▲ 12
Financial cash flow	14	▲ 36	▲ 5	▲ 3	▲ 7
The ending balances of cash and cash equivalents	148	145	246	208	230
Number of employees	1,079	1,099	1,133	1,322	1,351

* As of October 1, 2018, we carried out a reverse stock split for one share for every ten common shares. "Current net income per share" and "dividend per share" for FY 2018 are the amounts that reflect the impact of this reverse stock split.





**National Route 107
(tentative name) Yanagawa
tunnel construction work**

In this construction, we oversaw tunnel construction across Kitakami City and Oshu City on the reconstruction support road (part of National Route 107) for the purpose of strengthening logistics in the coastal and inland areas of Iwate Prefecture.

Location: Kitakami City/Oshu City, Iwate Prefecture
Client: Iwate Prefecture
Completion: March 2019

**Akatani River Basin
disaster-related emergency
erosion control construction**

This construction is an emergency disaster recovery project in Asakura City's Hakimasue district as part of the emergency projects related to erosion disasters under direct control. The project was carried out following the major damage suffered as a result of heavy rain in northern Kyushu on July 5, 2017 at the Chikugo River water system Akatani River Basin in Asakura City, Fukuoka Prefecture. Our company oversaw investigation, design, and construction.



Location: Asakura City, Fukuoka Prefecture
Client: Kyushu Regional Development Bureau, Ministry of Land, Infrastructure, Transport and Tourism
Completion: December 2018



**Comoro River upstream new
bridge construction project**

A JICA grant aid cooperation project that aims to contribute to enhancing Timor-Leste's economic activities. By constructing a bridge and access roads to connect the east and west of the capital city of Dili, Timor-Leste, the project has reduced traffic congestion by decentralizing city traffic and has secured an alternative to existing bridges in the event of an emergency.

Location: Timor-Leste
Client: Ministry of Transport and Communications, National Government, Timor-Leste
Completion: November 2018



**Yokose Water Purification Plant
construction civil engineering
and construction work**

A project to build the Yokose Water Purification Plant using the Irahara Dam as a water source in order to supply water stably in the Keichiku area where demand for water has been increasing in recent years. Tobishima oversaw the civil engineering and construction work.

Location: Miyako County, Fukuoka Prefecture
Client: Keitiku Water Supply Authority
Completion: March 2019

**Construction work of the dam
body of Kanaji Dam**

This is a dam constructed on the Kuraigawa River in Kanaji, Kamigori Town, Ako County for "flood prevention (water control)," "ensuring of agricultural water supplies (water utilization)," and the "preservation of river environment (environment)."

Location: Kamigori Town, Ako County, Hyogo Prefecture
Client: Nishiharima Branch Office, Hyogo Prefecture
Completion: May 2016



**Installation work of the storage
facility for the improvement of
the confluence in the Zenpukuji
River basin**

This is a storage facility for the improvement of confluence with the purpose of improving the water quality of the Zenpukuji River by temporarily storing extremely dirty initial rainwater near Zenpukuji 2-chome and Kamiogi 4-chome in Sugunami Ward in the Zenpukuji River basin.

Location: Sugunami Ward, Tokyo
Client: Bureau of Waterworks, Tokyo Metropolitan Government
Completion: July 2017



HAMACHO HOTEL & APARTMENTS

A hotel with 170 rooms and 108 rental homes are arranged around a core at the center. For the exterior, one of the development concepts of the area, "Green," is arranged in three dimensions, with the corner balconies that face the intersection arranged with tall trees of up to 5 meters every three layers. A relaxing space where hotel guests can enjoy the greenery during their stay.

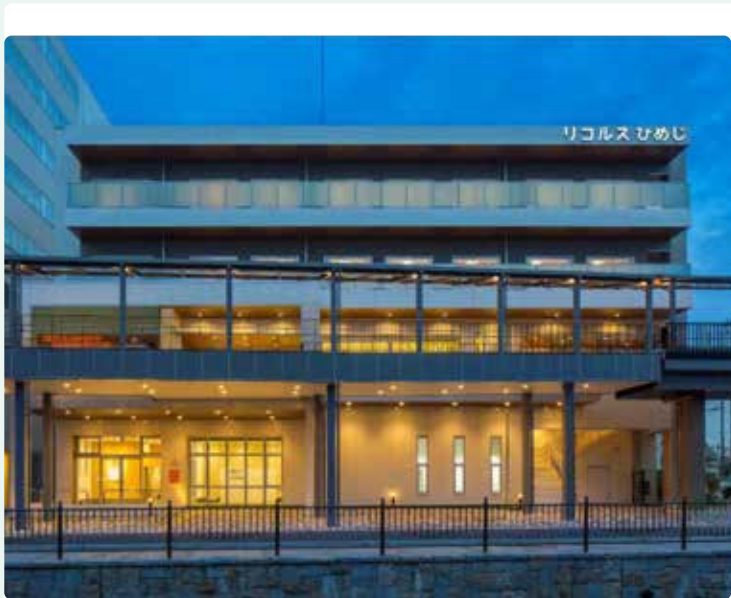
Location: Chuo Ward, Tokyo
Client: Yasuda Real Estate Co., Ltd.
Designer: MHS Planners, Architects & Engineers Ltd.
Completion: January 2019



Minami-Nippon Hakata Building

We constructed a tenant building with a new bank on the site of the Fukuoka branch of the Minami-Nippon Bank Ltd in the Hakata Ward area, a business district with good access. By adopting our proprietary vibration control device "Lens-Damper," we ensured seismic resistance. We also introduced BCP (Business Continuity Planning) for continuation of building functions and preservation of human life in the event of a disaster.

Location: Fukuoka City, Fukuoka Prefecture
Client: M-Hosho Co., Ltd.
Designer: NTT Urban Development Building Service Corporation
Completion: January 2019



Licolth Himeji

Adjacent to Himeji Medical College, which we also constructed (completed in 2017), a complex facility with the theme of multi-generational interaction. It comprises a day care center on the 1st floor, home nursing care support office/clinic/dispensing pharmacy/nursery on the 2nd floor, elderly housing with services on the 3rd and 4th floors, and a warehouse and roof garden on the 5th floor. Although it currently has 5 floors, the facility can be expanded up to 8 floors in the future.

Location: Himeji City, Hyogo Prefecture
Client: The Jikei Group of Colleges
Design/Supervision: DUCE Jikei Space Co., Ltd.
Designer: Ono Sekkei Co., Ltd.
Completion: July 2018

Brillia Shonan Tsujido Seaside Park

A large-scale condominium with a total of 186 units, located within walking distance from Tsujido Beach, where marine sports are popular, and the rich nature of the Tsujido Seaside Park. A tsunami evacuation facility is installed on the rooftop, and if a tsunami strikes, the residents and local residents can evacuate there and wait on the rooftop until the waves subside to stay safe.

Location: Fujisawa City, Kanagawa Prefecture
Client: Tokyo Tatemono Co., Ltd.
Takara Leben Co., Ltd.
Designer: Tobishima Corporation
Completion: March 2019



Kanda Tax Office

In addition to seismic-resistant repair work at the Kanda Tax Office, which was built in 1972, we carried out interior repair work including repair of the exterior walls and fittings. In the seismic retrofitting work, we installed our proprietary toggle damping braces on the outer walls to the north and south. We also carried out other work such as slit and carbon fiber reinforcement, and for the outer wall renovation work, we installed new exterior walls for the whole building.

Location: Chiyoda Ward, Tokyo
Client: Kanto Regional Development Bureau, Ministry of Land, Infrastructure, Transport and Tourism
Designer: NEWJEC Inc.
Completion: March 2019



Tannan Electric Building

In order to provide a stable supply of electricity, the building was required to be "disaster-resistant," to be "rooted in the community," and to promote "work efficiency" as a "model building of the future." Insulating sandwich panels are used on the roof and outer walls, and the building has excellent thermal insulation, fire prevention, waterproofing, and design. It also functions as a disaster-prevention base for the region.

Location: Echizen City, Fukui Prefecture
Client: Hokuden Sangyo Co., Ltd.
Designer: Hokuden Engineering Consultants Co., Ltd.
Completion: November 2018

Company History TOBISHIMA HISTORY

Meiji era

- 1883
Bunjiro Tobishima founded Tobishima-gumi.
Contracted to demolish Fukui Castle.
- 1901
Adopted tramroad for the site preparation work for Fukui Prefectural Agricultural School, achieving great success.
- 1905
Contracted to construct Kyoto Electric's Nakao power plant (Fukui Prefecture) as its first hydroelectric power plant.



Demolition of Fukui Castle
(Fukui Prefecture/1883)

Taisho era

- 1913
Contracted to build an electric railway between Fukui and Ohno, expanding into railway construction.
- 1916
Tobishima-gumi Corporation (representative director Bunkichi Tobishima) founded with 100,000 yen in capital, with headquarters located in Toyoshimanaka-cho, Fukui City (current Toyoshima 1 chome).
- 1917
Contracted to construct Kyoto Electric's Kizu River waterway (current Ogawara power plant) as our first large-scale construction. After that, continued to join several power plant constructions mainly in the Chubu and Kanto regions.
- 1920
Tobishima-gumi Corporation transformed into a limited partnership company with 1 million yen in capital.
- 1922
Opened the Tokyo office at 2 chome, Iidamachi, Kojimachi ward, Tokyo, which was used for the expansion of business to cover the whole country.
- 1926
Transformed into a joint-stock corporation with 1 million yen in capital. Joined various construction projects in addition to power plant constructions such as Haneda reclamation work throughout the country.



Shin-Fukui Station, Echizen Electric Railway
(Fukui Prefecture, 1913)



Bunkichi Tobishima

Showa era

- 1929
Tobishima-gumi's capital increased to 3 million yen.
- 1937
Annual contracted amount surpassed 30 million yen, an industry record. Completed Korakuen Baseball Stadium.
- 1940
Moved the headquarters from Fukui City to Kudan, Kojimachi ward, Tokyo.
- 1946
Tobishima-gumi applied for rehabilitation under the Corporate Reorganization Law and was dissolved.



Haneda Airfield
(Tokyo, 1931)



Former Korakuen Baseball Stadium
(Tokyo, 1938)

Heisei era

- 1989
"Kanagawa Science Park (KSP)" was completed in Kawasaki City, Kanagawa Prefecture.
- 1994
Began to dispatch engineers to the Japanese Antarctic Research Expedition.
- 1999
Whole company obtained ISO 9000 series (international quality standard) certification.
- 2002
All offices obtained ISO 14001 certification.
- 2004
Employed the slogan of "Tobishima for Disaster Prevention."
- 2011
Moved the headquarters to Kanagawa Science Park (KSP) in Kawasaki City.



Kanagawa Science Park
(Kanagawa Prefecture, 1989)



Tokyo Bay Aqualine, Kawasaki
Man-Made Island (South Section)
(Kanagawa Prefecture, 1997)



Surikamigawa Dam
(Fukushima Prefecture, 2006)



Rumoi Dam
(Hokkaido, 2010)

- 1947
On March 3rd, Tobishima Civil Engineering (representative director Hitoshi Tobishima) was founded with 3 million yen in capital.
- 1960
Shares first traded over-the-counter on the Tokyo Stock Exchange, listed on the first section the following year. The company's mission statement was established.
- 1965
Changed company name to Tobishima Corporation to cast off the image of an exclusive focus on civil engineering.
- 1967
Constructed a new headquarters building in Kudan, Tokyo. Research Institute of Technology was completed in Atsugi City, Kanagawa Prefecture.



Tomei Expressway, Atsugi Interchange
(Kanagawa Prefecture, 1968)



O-Naruto Bridge between the islands of
Honshu and Shikoku
(Tokushima Prefecture, 1981)

- 1975
Launched full-scale overseas operations with the establishment of offices in various East Asian locations, such as Hong Kong.
- 1983
Celebrated 100-year anniversary of founding, with capital reaching 7,871,090,000 yen. Moved the headquarters to a new headquarters building (Sanban-cho, Tokyo).
- 1987
Completed new Research Institute of Technology build in Noda City, Chiba Prefecture.



Seikan Tunnel, Sanyoshi section
(Aomori Prefecture, 1982)



Tohoku Shinkansen, north underground
section of Ueno Station
(Tokyo, 1985)

Reiwa era

- 2019
Formulated Medium-Term 5-Year Plan based on the basic policy of establishing a foundation as a "New Business Contractor."



Wacoal Headquarters Building
(Kyoto Prefecture, 1999)



Yusuvara Town Hall/2014 Public
Buildings Association Award
(Kochi Prefecture, 2006)



Yamaha Stadium
(Shizuoka Prefecture, 2014)



Kihoku Nishi Road, Iwade Interchange
(Wakayama Prefecture, 2015)



Headquarters

W Bldg. 5F, 1-8-15, Konan, Minato-ku, Tokyo, 108-0075, Japan ☎ 03-6455-8300

Research Institute of Technology

5472, Kimagase, Noda City, Chiba Prefecture, 270-0222, Japan ☎ 04-7198-1101

Overseas business office

Brunei, Pakistan, Myanmar

Branch

Sapporo Branch	Sapporo East Square 2F, Kita 1-jo Higashi 1-6-5, Chuo-ku, Sapporo City, Hokkaido, 060-0031, Japan	☎ 011-806-3002
Tohoku Branch	1-1-53, Kashiwagi, Aoba-ku, Sendai City, Miyagi Prefecture, 981-8540, Japan	☎ 022-275-9951
Tokyo Metropolitan Area Civil Engineering Branch	W Bldg. 3F, 1-8-15, Konan, Minato-ku, Tokyo, 108-0075, Japan	☎ 03-6455-8360
Tokyo Metropolitan Area Construction Branch	W Bldg. 3F, 1-8-15, Konan, Minato-ku, Tokyo, 108-0075, Japan	☎ 03-6455-8370
Nagoya Branch	Nagoya Itochu Bldg. 9F, 1-5-11, Nishiki, Naka-ku, Nagoya City, Aichi Prefecture, 460-0003, Japan	☎ 052-218-5760
Hokuriku Branch	4-9-13, Hoei, Fukui City, Fukui Prefecture, 910-8576, Japan	☎ 0776-22-0723
Osaka Branch	Sonpo Japan Nippon Koa Doshomachi Bldg., 3-4-10, Doshomachi, Chuo-ku, Osaka City, Osaka Prefecture, 541-0045, Japan	☎ 06-6227-6200
Chugoku Branch	1-7-10, Matobacho, Minami-ku, Hiroshima City, Hiroshima Prefecture, 732-0824, Japan	☎ 082-262-3155
Shikoku Branch	Central Tamachi Bldg. 9F, 11-5, Tamachi, Takamatsu City, Kagawa Prefecture, 760-0053, Japan	☎ 087-835-2251
Kyushu Branch	Minamitenjin Bldg. 9F, 5-14-12, Watanabedori, Chuo-ku, Fukuoka City, Fukuoka Prefecture, 810-0004, Japan	☎ 092-771-3563
International Branch	W Bldg. 3F, 1-8-15, Konan, Minato-ku, Tokyo, 108-0075, Japan	☎ 03-6455-8390



We use "Morino Chonai-Kai" (Forest Thinning Support Paper) that was realized through the collaboration of Office Chonai-Kai promoting the recycling of used paper and Iwaizumi Town, Iwate Prefecture, promoting reforestation.