



Find the best answer  
to the future of  
people and the earth

to realize a sustainable society

**We, the OYO Group, provide the best answer for difficult challenges using deep knowledge, extensive data of earth science, and innovative digital technologies. Leave no one behind.**

Message from the Representative Director President & CEO

## **Pursuing higher social and environmental value and business profitability in support of sustainability**

OYO Group contributes to the realization of a sustainable society by harmonizing human society and the natural environment with technologies based on earth science.

Since its establishment in 1957, OYO Corporation has contributed to the construction of high-quality infrastructure, natural disaster-resilient urban development, the conservation and development of the natural environment, and the stable supply of natural resources and energy through our expertise in geology and ground.

Currently, the world is confronted by climate change, marine plastic pollution, energy shortages, more frequent and severe natural disasters, and other serious planetary issues. Our response at this historic turning point was introduced in a new management vision in 2024 seeking optimal solutions for society and the Earth. Initiatives we promote with stakeholders are guided by eight material issues. This has led us to formulate the long-term group vision, OYO Sustainability Vision 2030, and the action plan toward this end, OYO Medium-Term Management Plan 2026.

In the context of our long-term vision, this business plan establishes the three basic policies of promoting segment strategy, optimizing the balance sheet, and strengthening sustainable management. Along with improving business profitability and optimizing our capital structure, we have positioned investment in human capital as our foremost management issue. This reflects our belief that human resources are fundamental to the company, and that our members' knowledge and technical expertise is the very essence of OYO corporate value. We are therefore strengthening efforts for health and productivity management\*, human resource development, and corporate governance.

As all of the OYO Group's businesses are directly linked to the resolution of social issues, the growth of our businesses leads to the sustainable development of society. We will continue strengthening the Group's earnings base through new market value creation, as we enhance employee vitality and creativity with human capital management. These efforts will support us in achieving further business growth, attaining higher corporate value, and contributing to a sustainable society.

**Hirofumi Amano**  
Representative Director, President & CEO



## OYO SUSTAINABILITY VISION 2030

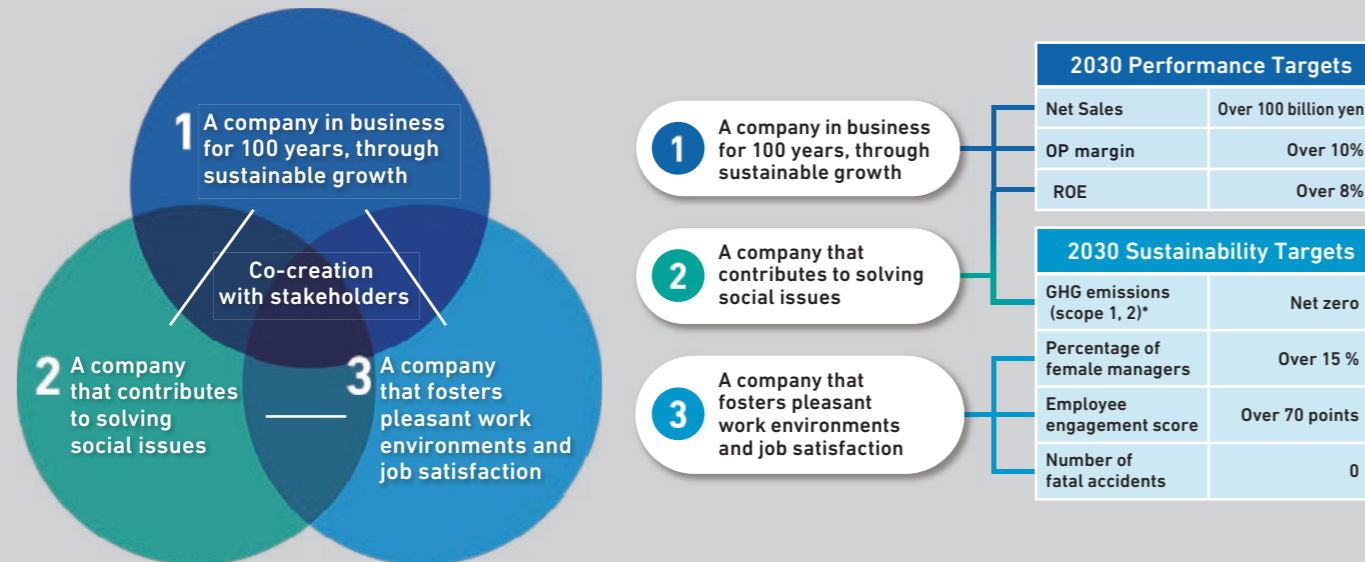
The Group is committed to building a sustainable society by creating services that enhance safety and security through innovative technologies. Our strategy involves incorporating new technologies into the existing assets that we have developed over time.

We will focus on sustainable management and address the ever-changing global social issues by maximizing our diverse management resources.

To this end, the OYO Group has identified eight material issues to address with stakeholders and established OYO Sustainability Vision 2030.

### Vision for 2030

With optimal solutions, we aim to create a sustainable society by enhancing social and environmental value while also increasing business profitability.



### Materiality in the OYO Group

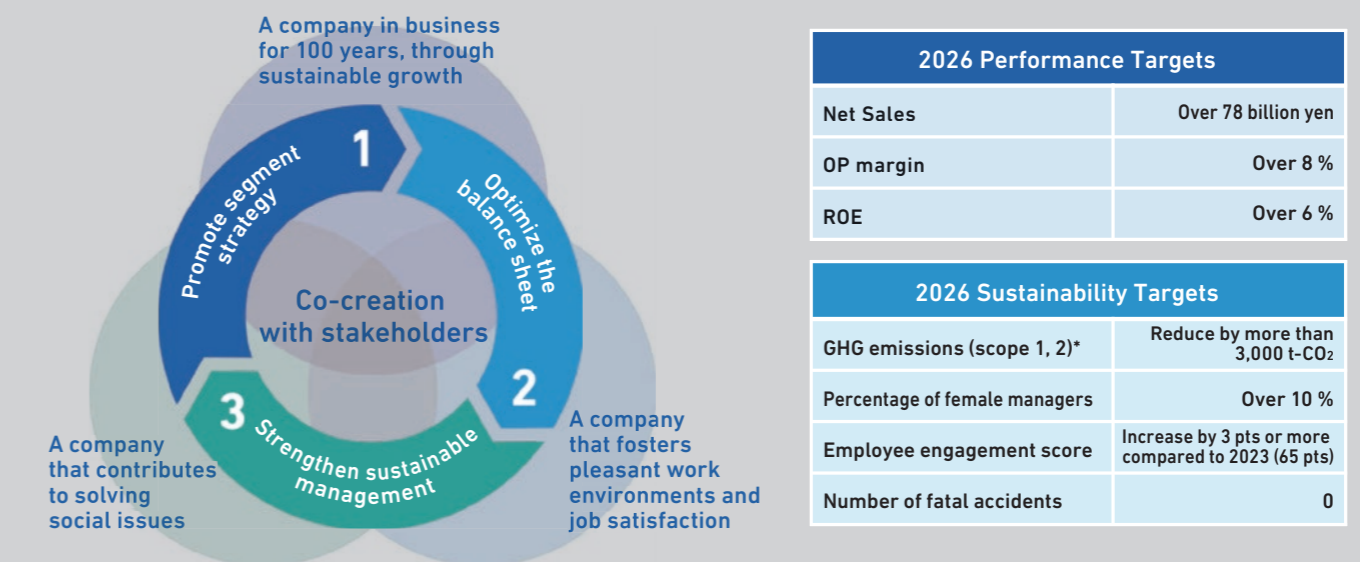
Materiality in business activities	Materiality in organizational activities (basis of management)
<ol style="list-style-type: none"> <li>1 Development of smart social infrastructure</li> <li>2 Mitigation of natural disaster damage, development of resilient communities</li> <li>3 Creation of a decarbonized society and a sustainable, recycling-oriented society</li> <li>4 Realization of a society in harmony with nature</li> </ol>	<ol style="list-style-type: none"> <li>5 Work supporting decarbonization</li> <li>6 Creation of value through revitalization of human resources</li> <li>7 Creation of value through technological innovation</li> <li>8 Fostering compliance awareness</li> </ol>

## OYO Medium-Term Business Plan 2026

As an action plan for OYO Sustainability Vision 2030, the Group has established OYO Medium-Term Management Plan 2026

### Basic policies of OYO Medium-Term Business Plan 2026

Under the plan, we are working toward a sustainable society by improving social and environmental value and business profitability through the three basic policies of promoting segment strategy, optimizing the balance sheet, and strengthening sustainable management.



### OYO Group internal business challenges and policies

Together with our stakeholders, we are implementing the three basic policies to attain our vision for 2030.

1 Promote segment strategy	Reformation of segments	<ul style="list-style-type: none"> <li>Enhance business efficiency and profitability by restructuring our organization and segments to better align with market characteristics</li> <li>Enhance group synergies and reconsider our products and services to strengthen planning, development, and sales capabilities</li> </ul>
	Innovation for a better future, growth investment	<ul style="list-style-type: none"> <li>Investments in innovation development that meets market needs</li> </ul>
2 Optimize the balance sheet	Cash allocation	<ul style="list-style-type: none"> <li>Improve capital efficiency by selling non-core assets, shortening the accounts receivable turnover period, and using the Group's surplus funds</li> </ul>
	Shareholder return policy	<ul style="list-style-type: none"> <li>Implement shareholder return measures using operating cash flow and surplus funds</li> <li>Implement dividends aiming at a consolidated dividend payout ratio of over 50% and DOE over 2%</li> <li>Maintain flexible share repurchase</li> </ul>
3 Strengthen sustainable management	Human capital strategy, workstyle reform	<ul style="list-style-type: none"> <li>Expand the human resource portfolio, realigning it with segment strategy</li> <li>Foster pleasant work environments and job satisfaction</li> </ul>
	Initiatives in climate change	<ul style="list-style-type: none"> <li>Organizational and business activities (GHG emissions reduction)</li> </ul>
	Governance and compliance	<ul style="list-style-type: none"> <li>Strengthen group governance</li> <li>Strengthen shareholder engagement</li> <li>Foster compliance awareness</li> </ul>

\*GHG:Green House Gas

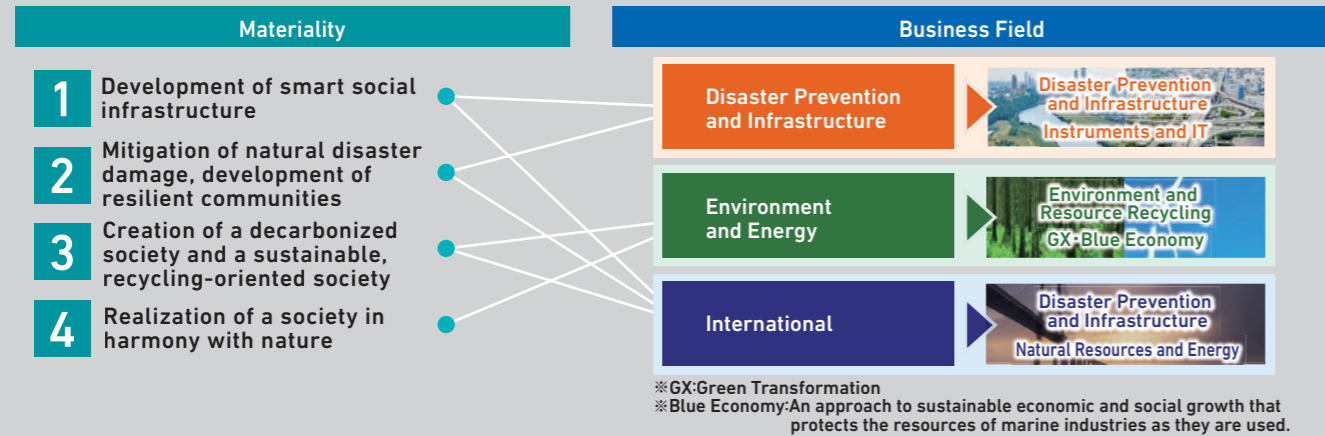
Scope 1: Direct GHG emissions from sources owned or controlled by the company

Scope 2: Indirect GHG emissions from electric power and other energy consumed by the company

## OYO Medium-Term Business Plan 2026

### Segment Strategy

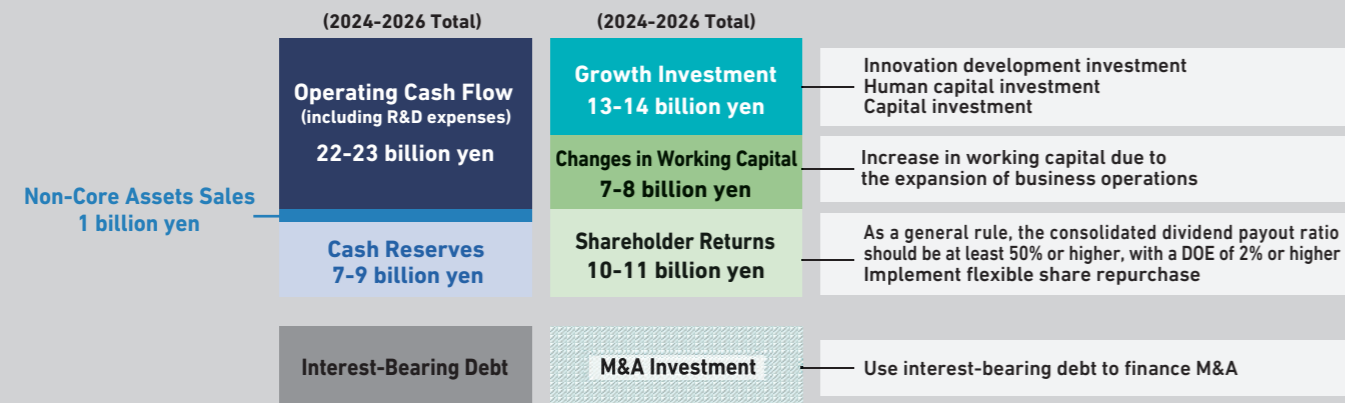
With greater business profitability as a priority, we are improving business efficiency and profitability through both an overall organization and individual segments that are in line with market characteristics, as we provide products and services for a changing and increasingly complex business environment.



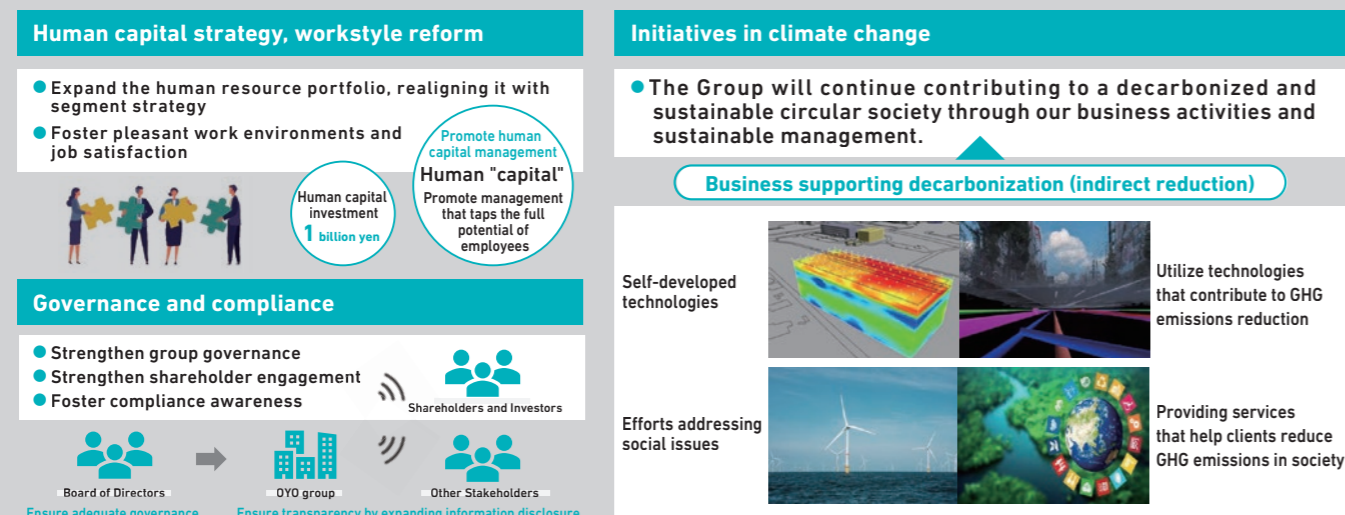
### Optimize the balance sheet

We will improve capital efficiency by selling non-core assets, shortening the accounts receivable turnover period, and utilizing the Group's surplus funds.

#### [Cash Allocation Policy]

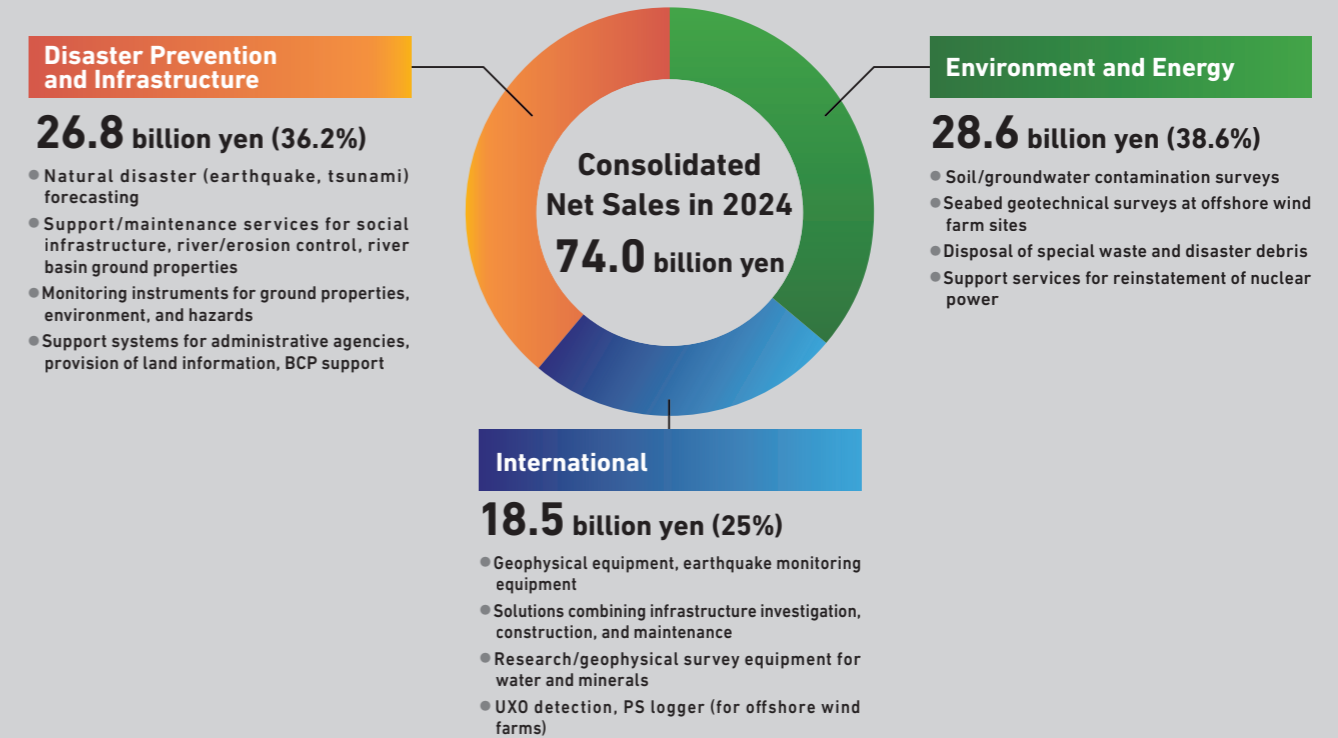


### Strengthen sustainable management

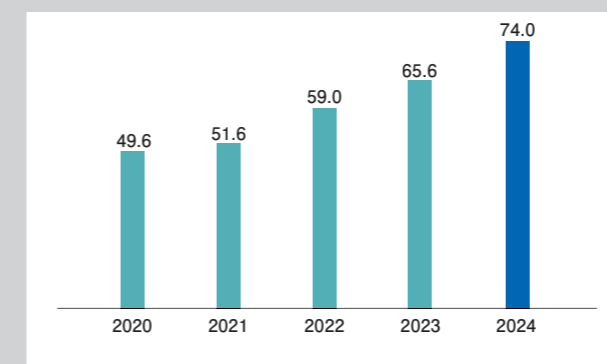


## Business Overview

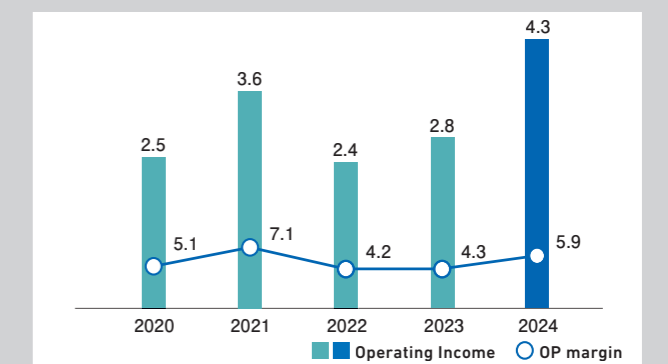
### Net Sales by Segment



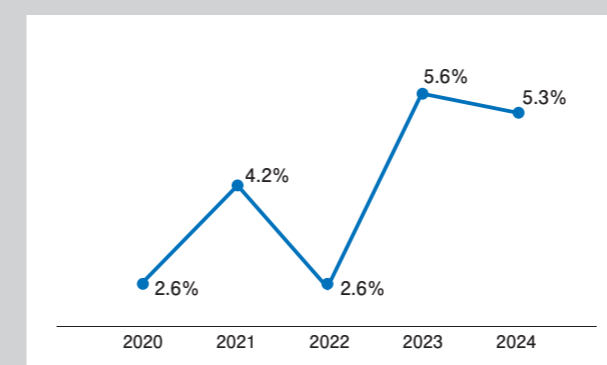
### Net Sales (billion yen)



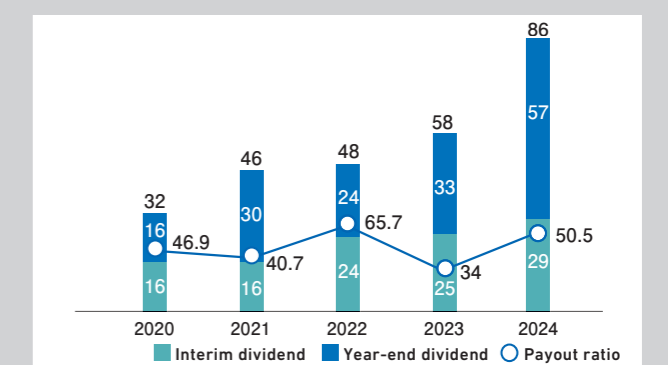
### Operating Income (billion yen) Operating Income Ratio (%)



### ROE (%)



### Payout Ratio (Yen)



Fostering safe, secure communities by developing social infrastructure and mitigating damage from natural disasters

# Disaster Prevention and Infrastructure

## Evolve into a one-stop service using [technical expertise × consulting] × ICT

The world is currently grappling with more frequent and severe natural disasters and aging social infrastructure. As society also confronts challenges such as labor shortages from declining birthrates and increased numbers of those especially vulnerable to disasters, OYO combines significant geoscience expertise with advanced ICT technologies to provide a variety of disaster prevention and mitigation solutions to protect people from increasingly threatening natural disasters, while proposing optimal forms of disaster prevention and infrastructure for the future.

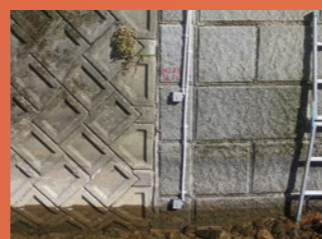


## Hazard mapping sensor solutions

OYO provides a comprehensive real-time multipoint monitoring solution for natural disaster prevention and mitigation that can reduce operating costs and labor requirements. This solution consists of multipoint sensors applying edge computing, LPWA, and IoT/cloud technologies, combined with AI-enhanced extraction of danger zones for sensor positioning, drawing on insight from OYO's many years of surveying and operations. It is an all-in-one service that includes sensor installation and maintenance, data aggregation, risk assessment, transmission of alerts, and information visualization, with networks of sensors for slope failure and river flooding. Users are automatically notified by email if sensors detect abnormalities beyond a preset threshold, supporting emergency measures such as prompt issuance of evacuation instructions. Hazard mapping sensor solution received the highest award in the service & solution category at the 2020 MCPC Award held by the Mobile Computing Promotion Consortium.



Hazard mapping sensors (flood and slope sensors) and a screen for managing sensor information



## Under-road cavity exploration services

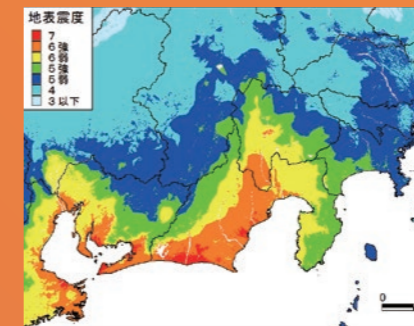
This service visualizes potentially dangerous cavities under roads in a fast, non-destructive way using AI based on the data obtained by ground-penetrating radar-equipped vehicles. This contributes to early countermeasures and reduces accident risks.



Vehicle used for under-road cavity exploration services

## Seismic motion calculation Tsunami analysis and other services

OYO's predictions of tsunami height and flood areas over wide areas (applying advanced supercomputer calculation and simulation) also form the basis for local and national government disaster prevention strategies and damage assessment studies.



Source: Study group on modeling large Nankai Trough earthquakes, Cabinet Office, Government of Japan

## Services such as damage estimation surveys and regional disaster preparedness planning support

Seismic and tsunami analysis results are applied to provide services that support the planning and implementation of disaster preparedness measures and strategies for the private sector and for the public sector at the local, regional, and national level. The services includes damage prediction surveys for earthquakes, tsunami, wind, and flooding as well as support in formulating regional disaster preparedness plans, action plans, and business continuity plans.

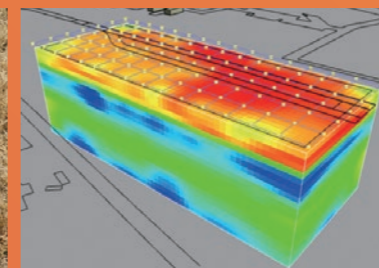


## OYO Tracker 4D

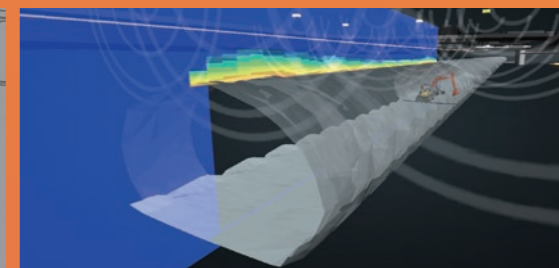
Monitoring changes detected over time with our original 3D microtremor array survey technology has also enabled automatic real-time detection of ever-changing ground conditions (changes in S-wave velocity distribution) over the course of construction. As work on tunnels and other underground structures continues, this development enables monitoring of ground changes near the work level or surface. An understanding of changes in the ground over a three-dimensional area through surface observation rather than conventional point information enables detection of the impact of unexpectedly weak geology on surrounding ground and prevention of public disasters. Thus, by adding the dimension of time to 3D surveys, we provide ground risk management services in all construction processes for projects from planning, surveying, and design to construction and maintenance, thereby supporting safe, secure, and smooth project implementation.



3D microtremor array instrument McSEIS-AT



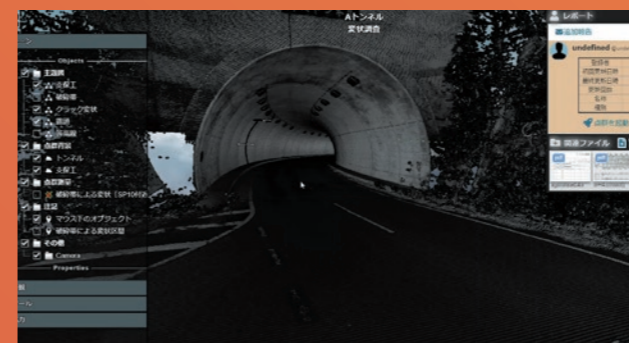
S-wave velocity changes from underground construction



As excavation alters geotechnical structures, changes are revealed using 3D microtremor array survey

## Sophisticated digital tunnel inspection

Besides conforming to technical standards, OYO's inspection combines high-density data acquired by 3D tunnel laser measurement system and AI image analysis for more sophisticated and efficient inspection and better results. The 3D integrated information system, MAGIS-CIM, provides complete support from geological risk information management to BIM and CIM-based construction.



3D integrated information system, MAGIS-CIM

## Geological risk management

We use our expertise in geology to provide appropriate risk management from the planning stage of a project, to eliminate construction accidents and inefficiencies caused by geological uncertainties. This comprehensive support extends from 3D geological risk visualization to countermeasure proposals, monitoring, and BIM and CIM integration.



Contributing to sustainability by probing the potential of biodiversity and new energy development

# Environment and Energy

## Leverage Group strengths to expand ocean business and contribute to GX, blue economy

Global efforts to protect and restore the natural environment are rapidly expanding around the world, as demonstrated by the Paris Agreement adopted at COP21, Japan's Carbon Neutrality Declaration for 2050, and various green transformation (GX) measures that promote decarbonization as a catalyst for growth. The Group aims to reduce environmental impact and risk through conventional solutions and to expand ocean business through M&A and alliances, as we develop highly value-added information services supporting GX, blue economy, and other applications. As before, we will contribute to sustainable energy access, environmental conservation and restoration, and sustainability.

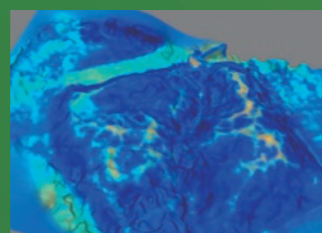
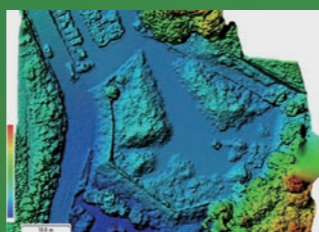


## Disaster waste disposal planning

Since planning, designing, and supervising construction for waste treatment in six Iwate municipalities after the Tohoku disaster, OYO has gained incomparable expertise and technologies for analysis, calculation, transport, disposal, and recycling of vast amounts of disaster waste. Our services are distinguished by waste volume estimates, transport, and management plans based on high-level reproduction of probable damage, which combine our unmatched experience in Japan with damage forecasting techniques and other expertise in earthquake disaster prevention. Practical experience from the Tohoku disaster also underpins our work for actual disaster sites—an advantage that sets us apart. OYO assists municipalities reporting to the national government by promptly calculating amounts of disaster waste generated, formulating disposal action plans, and providing appropriate technical supervision of waste disposal for local enterprises. These distinctions and advantages have given OYO the leading market share in Japan for disaster waste services.



Drone photography of temporary storage sites



Aerial thermal infrared analysis



Table-top exercise

## Supporting municipalities in decarbonization strategies

Japan has a high risk of natural disasters. Moreover, rural areas face other challenges, including lower birth rates, aging populations, and general depopulation. To develop decarbonization strategies in municipalities, it is necessary to raise awareness about the multifaceted nature of the particular region. OYO integrates and leverages wide-ranging expertise in disaster prevention, transportation planning, recycling, and renewable energy to help cities develop optimal decarbonization measures.



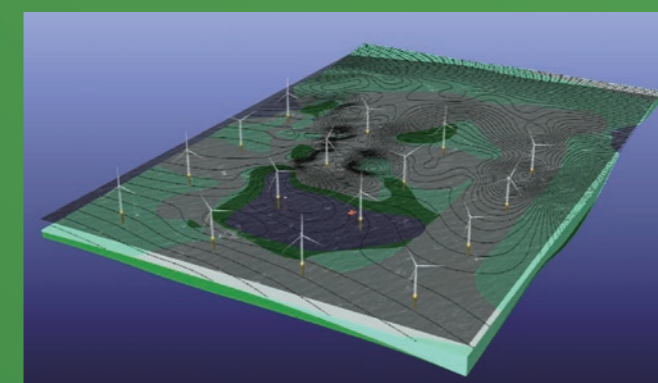
Example of a regional circular and ecological sphere (Ishigaki City)

## OECM registration support services: biodiversity surveys

Because companies benefit from the natural environment when procuring or transporting resources or using land in other ways for their activities, corporate value can be sustainably enhanced by protecting biodiversity. For companies actively engaged in environmental management, OYO provides biodiversity surveys throughout supply chains and OECM registration support services.



## Offshore wind power support services



3D geological models of the seabed

To fulfill international commitments to reducing GHG emissions by 46% by fiscal 2030 and attaining carbon neutrality by 2050, the government adopted a basic green transformation policy through a Cabinet decision in February 2023, stating Japan's goal to make renewable energy a main source of power, with one aspect being a further introduction of offshore wind power. These projects require a seabed survey at construction sites in order to study the foundation design for wind turbines to be installed there and the layout design of the power plant. The surging growth of the offshore wind power market has driven demand for these seabed geological surveys. In response, OYO has been engaged in developing techniques for efficient and economical seabed surveys, introducing new soil testing methods as European companies enter the market, investing in additional survey scaffolding, and forming alliances with a variety of other companies, including those in other industries. As a result, we are currently the market leader in this field.



Offshore boring surveys



CPT surveys



Deepwater microtremor array surveys (jointly developed with Nippon Marine Enterprises, Ltd.)



## Marine services offered jointly by three group companies

Working with ocean-focused group companies Ocean Engineering Corporation, NihonZitan Co., Ltd. and Sanyo Techno Marine Co. Ltd. we provide broad coverage for marine research and information needs. Beyond offshore wind power, our expertise extends to port infrastructure, undersea cables, living and nonliving marine resources, coastal tourism, and blue carbon. We will leverage our collective technologies, resources, and expertise to expand supply chains and maximize synergies as we create highly value-added marine survey and information services and support GX and blue economy applications.



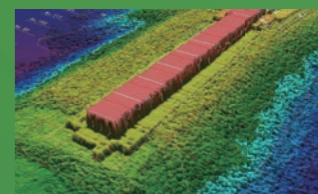
Offshore wind farm-related surveys



Marine ecosystem research



Unexploded ordnance (UXO) surveys



Seafloor mapping, hydrographic surveys, seabed geological survey

Contributing to global infrastructure development and maintenance

# International

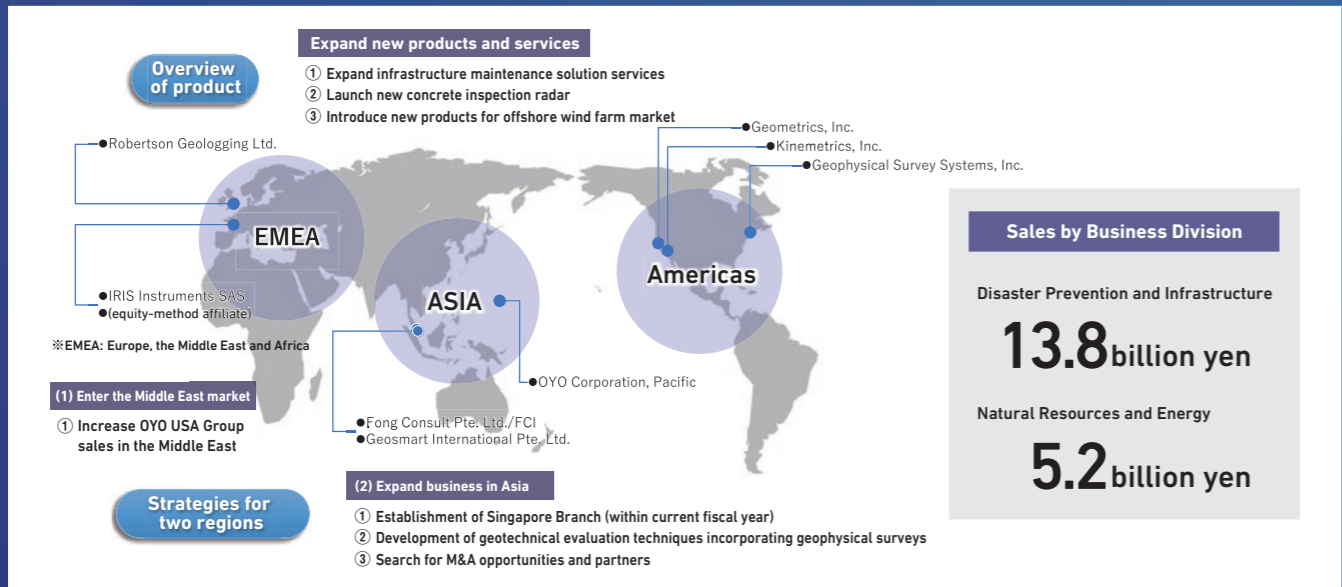
## Develop innovative measurement technology to respond flexibly to market changes

Group plans in the global construction market include expanding offshore wind farm construction, accelerating Mideast infrastructure projects, and engaging in future city planning and Southeast Asia infrastructure construction. Under strategies focused on OYO products and in two specific regions, we will expand and develop business for markets with demand for infrastructure improvement and maintenance. By applying the expertise of our overseas Group companies working in these markets, we will focus on contributing to global infrastructure projects.



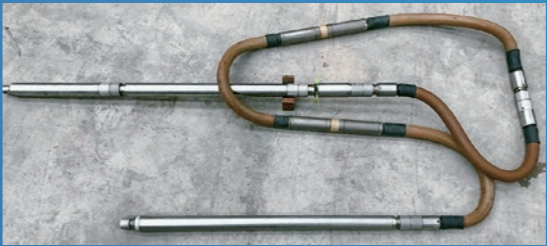
## Overview of product and regional strategies

OYO product strategies call for expansion of new products and services. Specifically, we will expand infrastructure maintenance solution services, launch new concrete inspection radar, and introduce new products for the offshore wind farm market. Regional strategies are aimed at entering Middle East markets and expanding business in Asia. We will strive to enhance added value, develop and implement new products and services in growth investment areas, and expand into markets with demand for infrastructure development and maintenance.



## Offshore wind farm market

While offshore wind farm construction is expanding worldwide, installing turbines in deeper waters calls for advanced technology to understand seafloor conditions. Facilities must also be sited safely distant from any concentrations of unexploded ordnance from past wars. OYO will support this work with services to provide detailed surveys surrounding the proposed site, as well as the any measurement equipment needed.



PS Logger probe for determining sub-seafloor geotechnical properties (Robertson Geologging Ltd.) <https://www.robertson-geo.com>



Marine magnetometer for UXO surveys(Geometrics, Inc.) <https://www.geometrics.com>

## Entering the Middle East market

In the Middle East, the pace is accelerating for infrastructure development projects intended to transform some cities that have been dependent on the oil industry into tourist destinations and financial hubs. Development of skyscrapers and resorts is anticipated, and it will be necessary to develop and maintain this infrastructure. Future city construction projects underway in Saudi Arabia, UAE, and elsewhere are attracting global attention.



## Infrastructure construction and environmental markets

OYO supports these markets with a variety of services and products. We provide services to monitor the dynamic characteristics of buildings and distribute information on the extent of building deterioration and post-earthquake damage, nondestructive radar equipment for determining internal structural conditions, and services and specialized measuring equipment to determine physical properties of asphalt material from values obtained with ground-penetrating radar. Adopting a standardized product manufacturing platform has shortened development cycles.



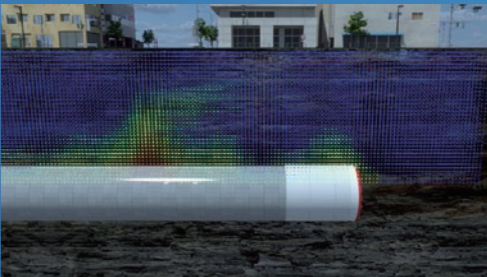
## Shift from resource exploration to the renewable energy market

We will minimize risk of ground disasters linked to offshore construction and contribute to the development of clean energy by improving and optimizing certain geotechnical survey technology previously used in the oil and gas market for use in the fast-growing offshore wind market.

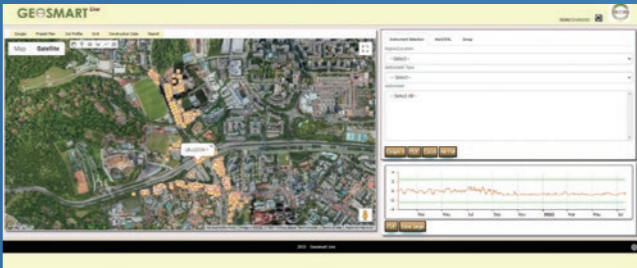


## Development of geotechnical evaluation techniques incorporating geophysical surveys

We have seen steady gains in infrastructure development projects, but competition is intensifying. It is essential to be able to provide unmatched services. A focus in sales last year was one of our geophysical survey technologies—4D microtremor array survey technology. Several organizations have expressed interest, and the current fiscal year will see further general expansion of OYO geophysical survey technologies as we work with Geosmart to provide one-stop service for geotechnical investigation and monitoring services.



Monitoring S-wave velocity changes from tunnel construction

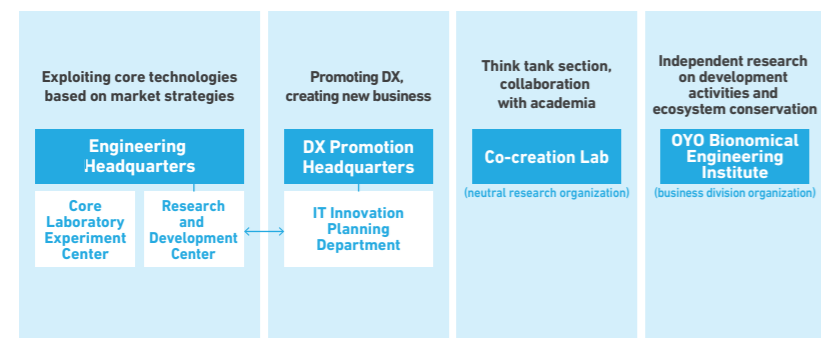


Geosmart Live centralized monitoring(Geosmart International Pte. Ltd.) <https://www.geosmart.com.sg>

### Supporting new technical development and new markets for a changing world

To provide solutions in response to social issues and changing needs, the OYO Group is constantly researching new technologies. In addition to further exploiting our core technologies based on market strategies, a key mission of the R&D section is cultivating new businesses and markets by integrating advanced digital technologies and external resources.

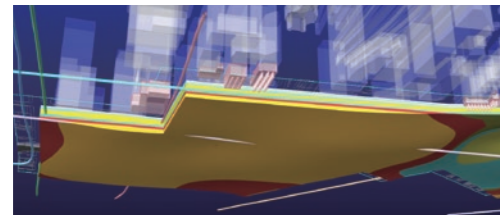
#### Framework for research and development



The Research and Development Center was established as a research organization for next-generation technology. The Center promotes the development of next-generation technologies by integrating the R&D activities of Group companies in Japan and overseas for greater efficiency and maximum synergy. Working with DX Promotion Headquarters, which promotes innovation based on DX strategies, the Center combines the Group's accumulated knowledge to date with digital technology. The Center aims to create new business models, add value, and improve service quality.

#### R&D for 3D geotechnical analysis technology

3D geotechnical analysis technology is significant for visualizing ground risks to prevent accidents and public disasters stemming from geotechnical uncertainty. Developing modeling tools and geophysical equipment for 3D applications make OYO a market leader in this field.



3D geotechnical model

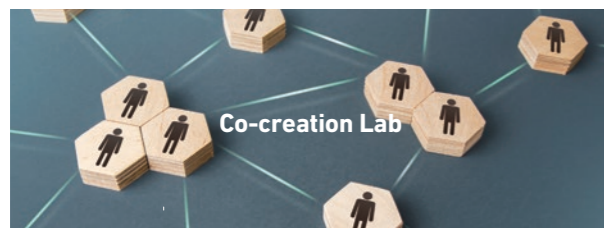
#### R&D based on market strategies

Leveraging dedicated departments for equipment development and soil/rock testing and research, OYO maintains a competitive edge by taking the initiative to develop and release new survey technology and testing equipment that meets market needs.



Seabed microtremor array equipment (used in seabed geological surveys for offshore wind power)

#### Co-creation Lab



In times of volatility, uncertainty, complexity, and ambiguity, business as usual and approaches that are too narrow or localized are becoming less effective. In anticipation of future climate change and social transformation, OYO has established the Co-Creation Lab to develop predictive and multifaceted evaluation and analysis methods and integrative solutions for social issues.

#### OYO Bionomical Engineering Institute



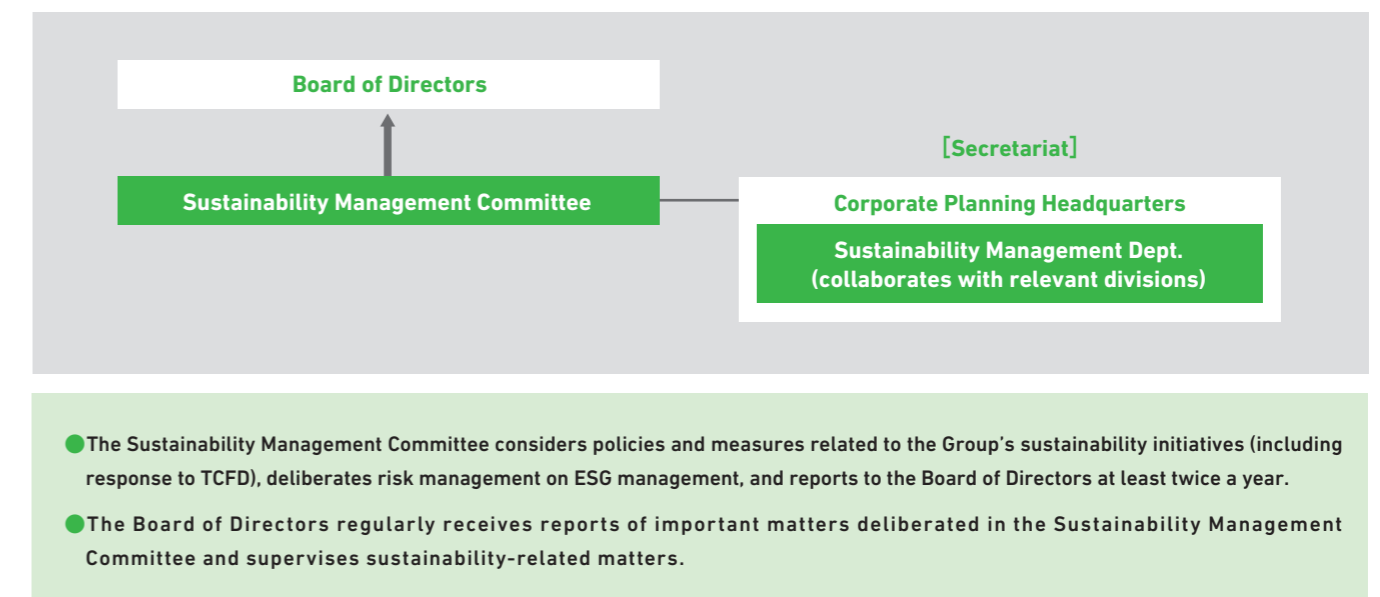
Established in Miharu, Fukushima, to work toward a society where development activities coexist in balance with nature. Research is focused on changes in ecology, water quality, and riverbed materials caused by dam and river development, with results presented at academic conferences in Japan, published in academic books, and applied in environmental impact assessments for various projects.

### Promoting integration of sustainability and business activities, addressing social and environmental issues

#### Concept for Sustainability

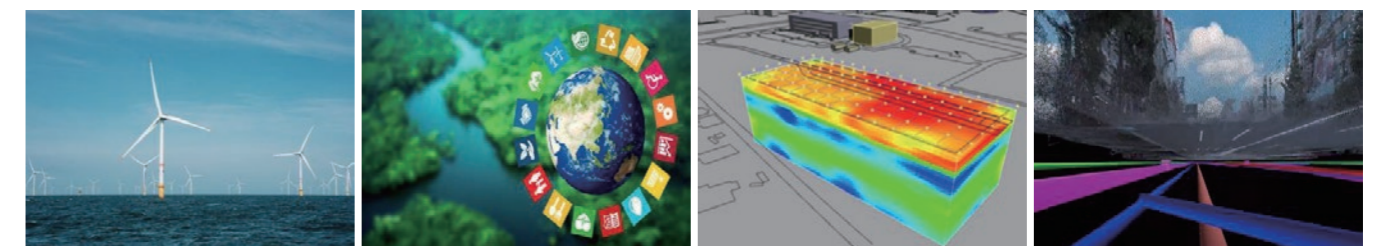
The OYO Group conducts business and organizational activities setting the management philosophy "Engineer a harmony between human society and the natural environment, sustain safety and security of society from an engineering approach and achieve social contributions through development of the company's business." All of the OYO Group's three business segments ("Disaster Prevention and Infrastructure," "Environment and Energy," and "International") are closely related to sustainability. Therefore, providing solutions to customers through business activities contributes to the creation of a sustainable society and the enhancement of corporate value. Moreover, the OYO Group Corporate Code of Conduct "Pride" states, "We prepare for the unknown challenges of the future by embracing science, advancing safe, sustainable, and environmentally conscious technologies while maintaining the utmost integrity," encouraging all the Group employees to practice this. Through the three basic policies of promoting segment strategy, optimizing the balance sheet, and strengthening sustainable management, the Group is further integrating sustainability and business to take on social issues.

#### Sustainability Management System



#### Contributing toward a decarbonized society

All OYO business activities are dedicated to solving social and environmental issues. Growth and expansion of these operations itself is in line with our management philosophy and basic approach to promoting sustainability and is directly linked to a sustainable society. The Group will contribute to a decarbonized and sustainable circular society through our business activities and sustainable management, including offshore wind farms and other renewable energy projects as well as support services for decarbonized urban development.



## Environment

"The OYO Group positions the Environment as one of its business domains and believes that working on initiatives on both sides of business activities and organizational activities leads to the creation of a sustainable decarbonized society, recycling-oriented society and nature harmonized society." For business activities, we are promoting business related to renewable energy and proactively making proposals to contribute to the establishment of a regional circular and ecological sphere and harmonization between human society and the natural environment. In addition, for organizational activity, we are making efforts to respond to climate change, cut GHG emissions, and reduce environmental burden through the Environment Management System (EMS).



### Biodiversity initiatives on office grounds

In March 2024, the Tsukuba office was certified as a conserved area by the Ministry of the Environment and registered in the international database as an OECM site. Local personnel include arborists and flora/fauna experts (including members who have passed the Taxonomic Proficiency Test), enabling us to monitor and maintain the habitat and growth conditions of rare plants and animals. These efforts support environmental conservation. Applying advanced technologies and expertise on biodiversity conservation, OYO also engages in conservation in green space on office grounds to help attain the 30by30 target and promote sustainability.



### Offshore wind power generation support services

Offshore wind power is a key focus for Japan's carbon neutrality by 2050. OYO leads the market in seabed geological surveys at construction areas, which are required to design wind turbine foundations. Through this work, including developing original technology for efficient surveys and providing highly accurate 3D geotechnical models, we contribute to a decarbonized future accompanying the spread of offshore wind power

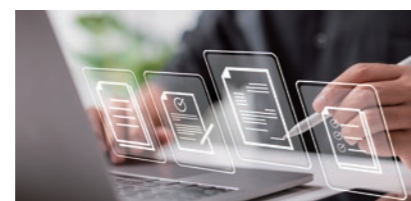
### Calculation of greenhouse gas (GHG) emissions

Corporate GHG emissions are calculated and disclosed by the OYO Group, as are CO<sub>2</sub> emissions per employee and the breakdown (scope) of emissions, which are monitored. To reduce emissions, we have switched to LED lighting and updated air conditioning equipment, among other measures. We will continue promoting decarbonization initiatives.



### Environmental management system and environmental load reduction activities

OYO has established the Environment Management System in accordance with ISO 14001. Based on the "environmental aspect assessment table," we identify significant environmental aspects in daily operations and individual business activities and consider and implement measures to reduce their environmental load. We are also working to conserve energy and adopt paperless operations, among other efforts.



### Climate Change (Disclosure based on the TCFD Recommendations)

As a supporter of TCFD recommendations, the OYO Group follows the Sustainability Management Committee guidance in conducting scenario analysis of climate change. This knowledge is applied in management strategies and risk management, and the financial impact is considered. We also participate in the Carbon Disclosure Project and strive to disclose information on specific environmental impact reduction efforts.



## Health management and human capital management

"Kenkokei" (Health and Productivity Management) is a registered trademark of the NPO Kenkokei Kenkyukai ("Society for the Management of Company and Employee Health").

The OYO Group focuses particularly on human resources, one of our management resources. We also recognize that diverse talent is an essential element as a source of the Group's growth and innovation. From the perspective of focusing on talent and respecting human rights at our foundation, we promote a safe and rewarding workplace.

### Diversity and inclusion (D&I)

The OYO Group believes that diversity is a source of innovation that enhances corporate value and competitiveness. Based on this idea, we promote the advancement of women and emphasize diversity in recruitment activities and the workplace.



### Certified as a Health & Productivity Management Outstanding Organization 2025

Once again this year, OYO has been certified in the Certified Health & Productivity Management Outstanding Organizations Recognition program held jointly by Japan's Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi. This program honors large corporations, SMEs, and others that practice outstanding health and productivity management, based on their efforts to address local health issues and promote health as advocated by Nippon Kenko Kaigi.



### Preventing work-related accidents

The OYO Group puts safety first by conducting activities designed to eliminate all accidents at work through the concerted efforts of everyone involved. Hands-on learning will be provided at a facility simulating actual survey sites. Here on Tsukuba office grounds, participants will gain a keener awareness of safety through experiences focused on topics such as falls, becoming entangled, and working on slopes.



### Promotion of work-style reforms

As part of our business continuity planning (BCP), we have implemented various work-style reform measures, including the promotion of telecommuting and initiatives for work-life integration. In recent years, we have focused on new initiatives aimed at improving business efficiency through the use of generative AI, increasing employee engagement, and reforming our personnel systems, with the goal of creating an organization that fosters job satisfaction.

## Corporate citizenship

Working toward a sustainable society is a commitment the OYO Group undertakes through business in our three segments, which all address social issues: Disaster Prevention and Infrastructure, Environment and Energy, and International. We also believe that sharing the knowledge gained from these business activities with our communities can enhance corporate value over the medium to long term. This forms the basis for our active stance in enriching society in many ways.

### Comprehensive partnership agreement with the city of Miharu

The city of Miharu in Fukushima sets the scene for OYO Bionomical Engineering Institute, where surveys and research have been conducted to study the impact of Miharu Dam construction on water quality and ecosystems. A comprehensive partnership agreement that will support regional revitalization was recently concluded with the city. As OYO works more closely on many topics here including local resource use, promotion of tourism, and natural disaster preparedness, the partnership will contribute to dynamism in Miharu.



### Official Akita Northern Happinets SDGs Partner

In 2024, OYO signed an SDGs partnership agreement with Akita Northern Happinets Co., Ltd., in charge of the Akita Northern Happinets team in the B1 division of the B.League men's professional basketball league. OYO expertise and geoscience technologies are combined with sports-based regional revitalization in programs that address local prefectural issues.



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Company Overview

Overview

As of December 31, 2024

Name	OYO Corporation
Address	7 Kanda-Mitoshirocho, Chiyoda-ku, Tokyo 101-8486 Japan
Phone	+81-3-5577-4501
Website	<a href="https://www.oyo.co.jp/">https://www.oyo.co.jp/</a>
Established	May 2, 1957
Paid-in capital	16,174.6 million yen
Listing	Tokyo Stock Exchange Prime Market
Net sales	74,085million yen (consolidated, year ended December 2024)
Employees	2,701 (consolidated) 1,265 (non-consolidated)

Certifications

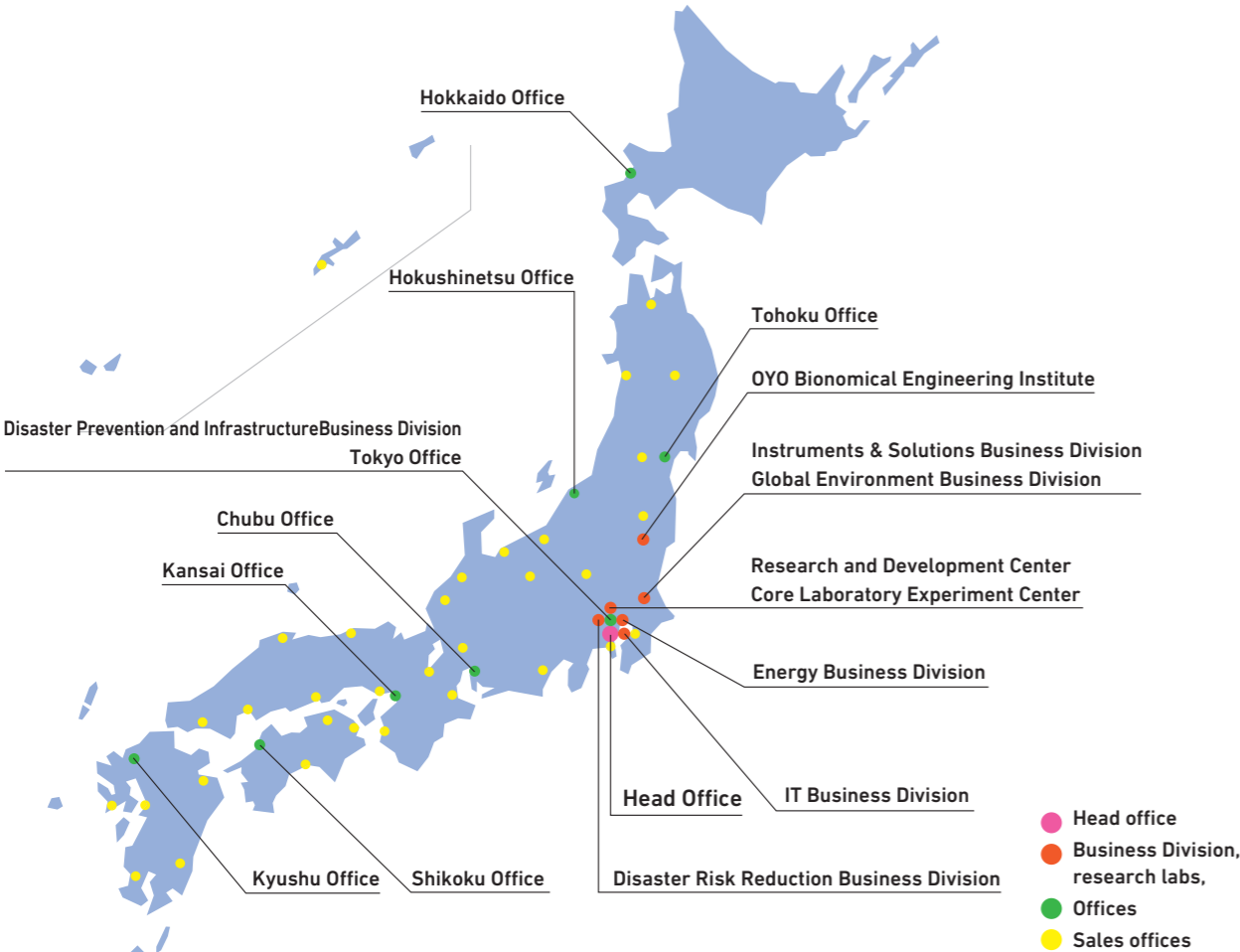
As of December 31, 2024

Quality Management System (ISO 9001:2015)  
• Registered: November 13, 1998  
Environmental Management System (ISO 14001:2015)  
• Registered: July 6, 2012 (initially registered January 1, 2003)  
Information Security Management System (ISO/IEC 27001:2013)  
• Registered: March 14, 2014  
Personal Information Protection Management System (JIS Q 15001:2017)  
• Registered: November 27, 2020  
Accredited Laboratory (ISO/IEC 17025:2017)  
• Certified: September 17, 2024  
Occupational Safety and Health Management System (ISO 45001:2018)  
• Registered: September 29, 2024  
Second-level Eruboshi certification (women’s participation and advancement)  
• Certified: September 30, 2016  
Platinum Kurumin certification (balancing work and parenting)  
• Obtained: January 19, 2018  
Resilience certification (business continuity and social contribution)  
• Obtained: November 20, 2020  
DX Certification  
• Obtained: July 1, 2023



Business bases

As of April 1, 2025



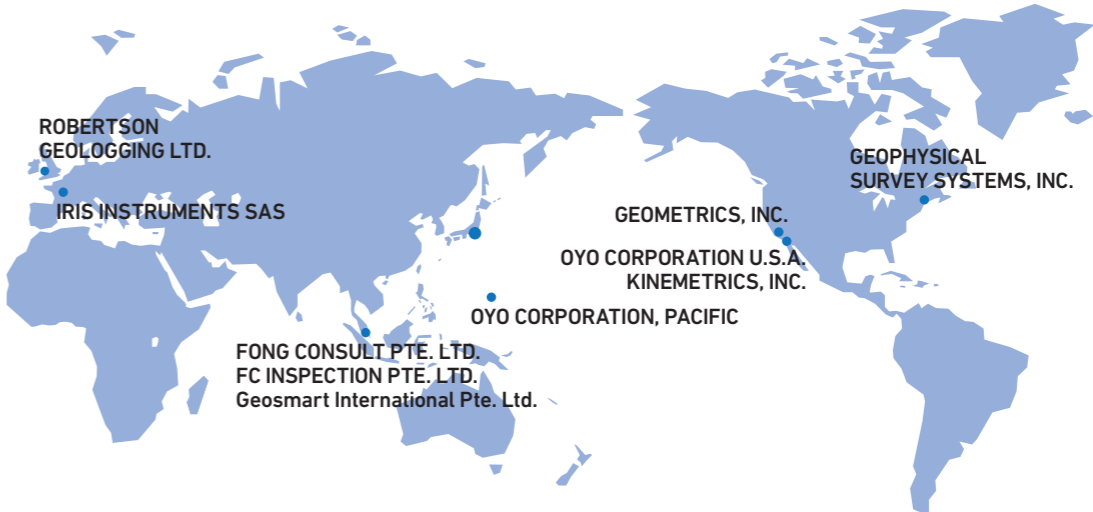
Business registration

As of December 31, 2024

Consulting engineer • River, erosion control, and coastal/ocean engineering • Harbor and airport engineering • Road/highway engineering • Water/industrial water supply engineering • Sewerage engineering • Agricultural civil engineering • Forestry civil engineering • Waste engineering Geological surveyor	(MLIT registration: Ken 06 No. 175) • Urban/regional planning • Geological engineering • Soil/foundation engineering • Steel structure/concrete engineering • Tunnel engineering • Construction environment engineering • Construction telecommunications engineering (MLIT registration: Shitsu 04 No. 12)	Measurement certification business • Concentration (Saitama registration: No. 555) Certified survey firm (MLIT registration: No. (15)-1334) Special construction contractor (MLIT registration: Toku-4 No. 2181) First-class registered architect office (Saitama registration: No. (3) 10113) Investigation firm designated by the Ministry of the Environment (Soil Contamination Countermeasures Act) • Designated investigation firm for soil contamination (Kan 2003-8-2047)
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Group Companies

As of April 1, 2025



Domestic companies	Overseas companies
NS Environment Corporation	OYO Corporation U.S.A.
OYO Geo-Monitoring Service Corporation	Geometrics, Inc.
OYO Seismic Instrumentation Corporation	Geophysical Survey Systems, Inc.
OYO Resources Management Co., Ltd.	Kinematics, Inc.
Ox, Inc.	Robertson Geologging LTD.
Ocean Engineering Corporation	OYO Corporation, Pacific
KCS Co., Ltd.	Fong Consult Pte. Ltd.
KOEI Consultant Co., Ltd.	FC Inspection Pte. Ltd.
Sanyo Techno Marine Co. Ltd.	Geosmart International Pte. Ltd.
Tohoku Boring Co. Ltd.	IRIS Instruments SAS
Nankyu Geo Technics Corporation	
NihonZitan Co., Ltd.	
Engineering & Risk Services Corporation	