

## Initiatives for Our DX Vision

By promoting operational reforms and DX in pursuit of the happiness of our colleagues as a key materiality of the Sanki Engineering Group, we intend to further boost productivity and ultimately ensure our own sustainable growth. To kick off these initiatives in fiscal 2023, we established the DX Promotion Division and announced the SANKI DX Vision of becoming an organization which connects all Group employees through a Co-Creation Cycle of knowledge. We subsequently obtained certification as a DX Certified Business Operator by Japan's Ministry of Economy, Trade and Industry in January 2024.

In fiscal 2024, we integrated the DX Promotion Division with the Information Systems Office to establish the DX Promotion Office, completing the framework for executing IT operational management and promotion. From this point on, we will proceed with concrete initiatives in conjunction with the execution plans of each division to implement the three key initiatives of business process reform, establishment of a digital infrastructure, and development and enhancement of digital human resources, as our first milestones.

Special Feature

02



### Key Initiative: Business Process Reform

We sought to optimize and streamline our business processes by conducting an organizational structure review of workflows and roles from the ground up, beginning with the Facilities Construction Business, where we took stock of and organized current operations into a business process map. We also examined current documents to revise, eliminate, and standardize content for consistency. In addition, we held an "ideathon" at each worksite and division to identify operational issues they needed to address.

#### Initiatives Planned for FY2024

- Begin trial operation based on the business process map (Facilities Construction Business division)
- Reorganize business processes in divisions other than the Facilities Construction Business division
- Promote operational reform in the management support division
- Eliminate unnecessary documents, unify and standardize forms
- Begin applying business data storage standards

- Business process reform
- Establishment of a digital infrastructure
- Development and enhancement of digital human resources

2023 » 2025

STEP 02

### Roadmap for Realizing the SANKI DX Vision

»2022

STEP 01

- Establishment of organization dedicated to DX
- Formulation of the DX Vision

### Key Initiative: Establishment of a Digital Infrastructure

We re-inspected current internal systems and reorganized their respective roles while at the same time rolling out new accounting and sales support systems. We also verified the construction of BIM-based operational workflows and business processes and developed the BIM Calculation Linkage Platform as a new solution for significantly improving the process efficiency of technical calculations.

We opened the DX Portal as an in-house desk to promote the use of ICT and began disseminating the latest information on DX and encouraging internal collaboration. We also set to work on providing support for more actively using standard in-house tools such as Microsoft 365 and assigned a DX Manager to each division to ensure that these digital measures become firmly rooted Company-wide. Furthermore, we initiated collaboration across divisions with the help of volunteer Digital Influencers\* and introduced digital contests for recognizing and broadly sharing the results of outstanding initiatives throughout the Company.

\*A group of volunteers who convey and spread the use of digital technology in their respective worksites.

#### Initiatives Planned for FY2024

- Renew the site documentation support system
- Promote data linkage between internal systems
- Disseminate ICT-related information and promote support for use of ICT
- Start Company-wide use of generative AI
- Renew system for managing and promoting the use of Company-wide IT assets



Poster for recruiting Digital Influencers

2030 »

NEXT STAGE

2026 » 2030

STEP 03

- Realization of DX
- Further growth

- Utilization of new infrastructure
- Active roles played by digital human resources
- Transformation of business style

### Key Initiative: Development and Enhancement of Digital Human Resources

To implement DX-based reforms continuously and effectively, we began developing a framework based on cultivating and strengthening digital human resources to lead these reforms. After clarifying their positioning within the Company and the level of required skills, we will incorporate them into concrete action.

#### Initiatives Planned for FY2024

- Add DX training to the curriculum for new employee training
- Conduct e-learning for all employees (Sanki IT Pass-port)
- Distribute learning tools for those who wish to continue self-learning
- Create practical learning opportunities such as in-house seminars and hands-on training



SANKI DX Vision

SANKI DX Vision (in Japanese)  
[https://www.sanki.co.jp/pdf/SANKI\\_DX\\_VISION.pdf](https://www.sanki.co.jp/pdf/SANKI_DX_VISION.pdf)