



WAKACHIKU CONSTRUCTION CO., LTD.

WAKACHIKU CONSTRUCTION CO.,LTD

FY2024 Full Year Results

May 19,2025

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In the event of any discrepancy between this translated document and the original Japanese document, the latter shall prevail.

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1. Overview of Our Group

Company Overview

Trade name	WAKACHIKU CONSTRUCTION CO.,LTD.		
Head office	2-23-18, Shimomeguro, Meguro-ku, Tokyo, 153-0064 Japan		
Establishment	May 23, 1890		
Representative	Katsuhiko Karasuda		
Net Sales	Consolidated Non-consolidated	¥86.4 billion ¥83.6 billion (FY 2024)	
Employees	Consolidated Non-consolidated	854 768	(FY 2024)
Paid-in Capital	¥11.374 billion		
Stock Listing	Prime Market Tokyo Stock Exchange [Securities Code: 1888]		
Consolidated Subsidiaries	3 : SHINSOU CONSTRUCTION Co.,Ltd Daimaru Bouon Co.,Ltd、 TOSHIKUUKAN Co.,Ltd.		

Business Activities

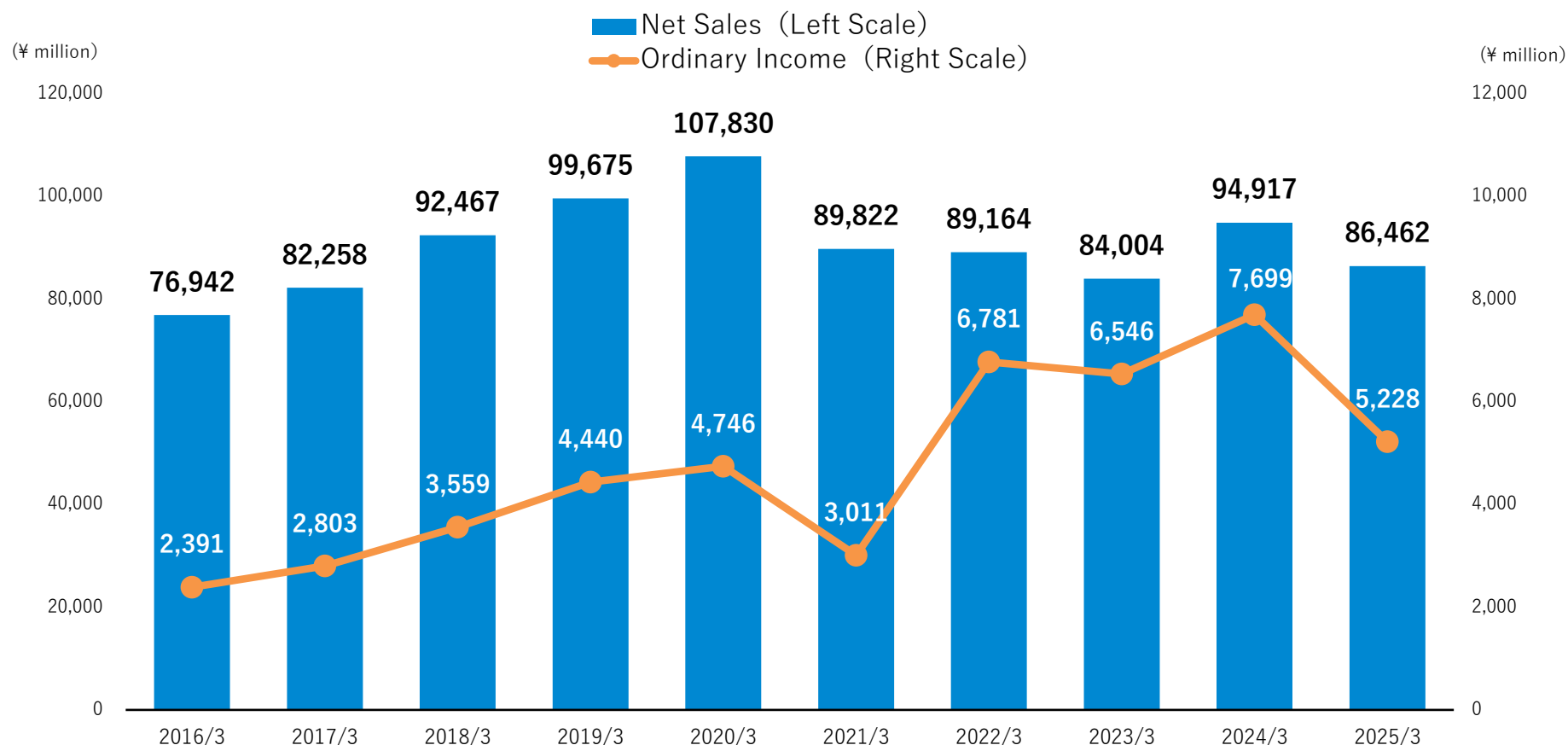
Domestic and overseas construction, Ocean development, Regional and urban development, Environmental improvement and conservation, Other construction-related businesses, Construction consulting, Management services, Real estate business



10-Year Financial Performance

Consolidated

- Net sales were ¥86.4 billion due to slow construction progress in the first half
- Ordinary income decreased to ¥5.2 billion due to lower net sales



2. FY2024 Full Year Summary

Financial Summary

- Point 1** Orders Received reached a high level of ¥104.0 billion, exceeding the previous fiscal year.
- Point2** Net Sales decreased by 9.2% year-on-year to ¥83.6 billion due to slow progress in construction during the first half.
- Point3** Operating Income declined by 26.8% to ¥4.7 billion, reflecting lower gross profit from decreased sales and higher SG&A expenses mainly due to increased personnel costs.

		2024/3		2025/3		Change YOY
		JPY Million	Sales ratio	JPY Million	Sales ratio	
Consolidated						
	Net Sales	94,917	—	86,462		△8.9
	Gross Profit	14,103	14.9	12,728	14.7	△9.7
	SG&A Expenses	7,126	7.5	7,508	8.7	5.4
	Operating Profit	6,976	7.3	5,220	6.0	△25.2
	Ordinary Profit	7,699	8.1	5,228	6.0	△32.1
	Profit Attributable to owners of parent	5,092	5.4	3,690	4.3	△27.5
Non-Consolidated						
	Orders Received	100,873	—	104,009	—	3.1
	Net Sales	92,126	—	83,636	—	△9.2
	Gross Profit	13,316	14.5	11,925	14.3	△10.5
	SG&A Expenses	6,782	7.4	7,141	8.5	5.3
	Operating Profit	6,534	7.1	4,783	5.7	△26.8
	Ordinary Profit	7,345	8.0	4,876	5.8	△33.6
	Quarterly Net Profit	4,968	5.4	3,566	4.3	△28.2
	ROE		12.1%		8.1%	

Point 1
Point 2
Point 3

Highlights by Business Segment

Non-Consolidated

Net Sales

(¥ Million)

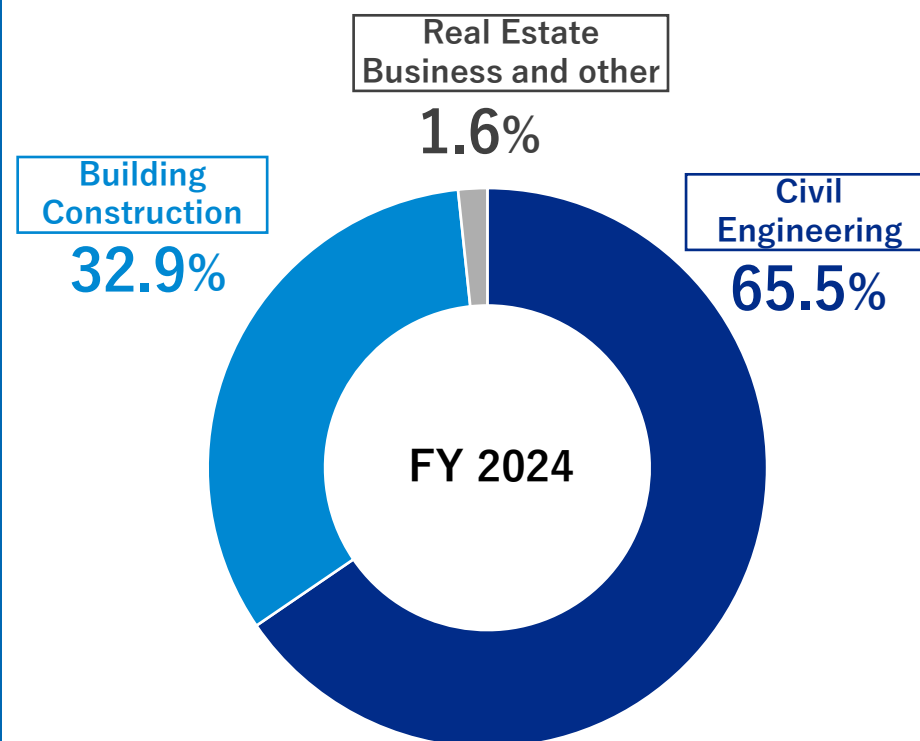
	2024/3	2025/3	Rate of change
Completed Construction Contracts	91,086	82,233	△9.7
Civil Engineering	68,025	54,748	△19.5
Building Construction	23,060	27,485	19.2
Real Estate Business and other	1,040	1,402	34.8
Total	92,126	83,636	△9.2

Gross Profit

(¥ Million)

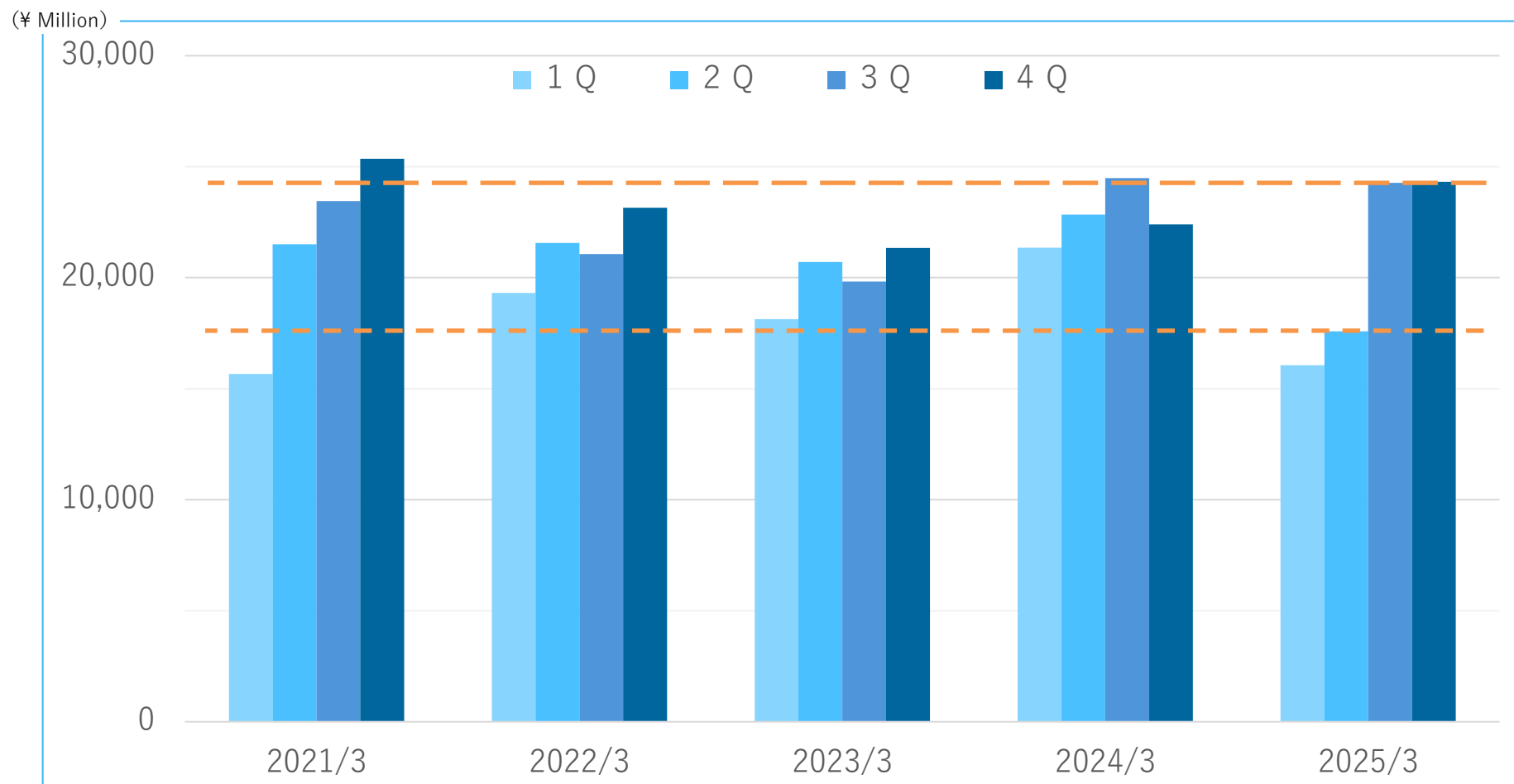
	2024/3	2025/3	Rate of change
Completed Construction Contracts	13,117	11,644	△11.2
Civil Engineering	12,385	9,448	△23.7
Building Construction	732	2,196	199.8
Real Estate Business and other	198	280	41.0
Total	13,316	11,925	△10.5

Sales by Segment



Quarterly Trend in Completed Construction Sales

Non-Consolidated



Annual Changes in Completed Construction Sales

While completed construction sales in the first half of FY2024 marked the lowest level in five years, the third and fourth quarters achieved record-high sales due to accelerated construction progress, compared with the previous five-year performance.

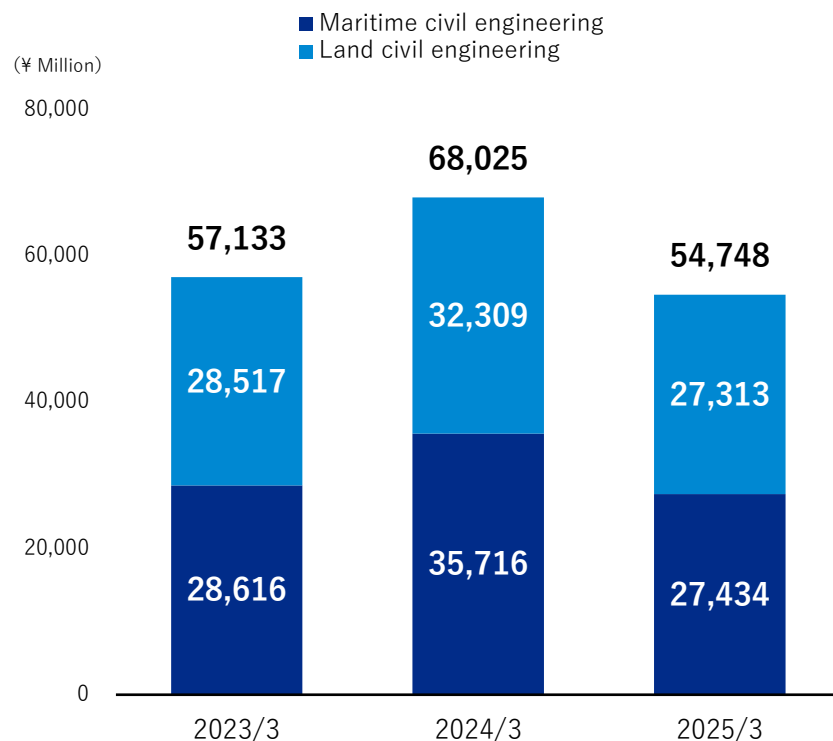
Highlights by Business Segment

Civil Engineering

Non-Consolidated

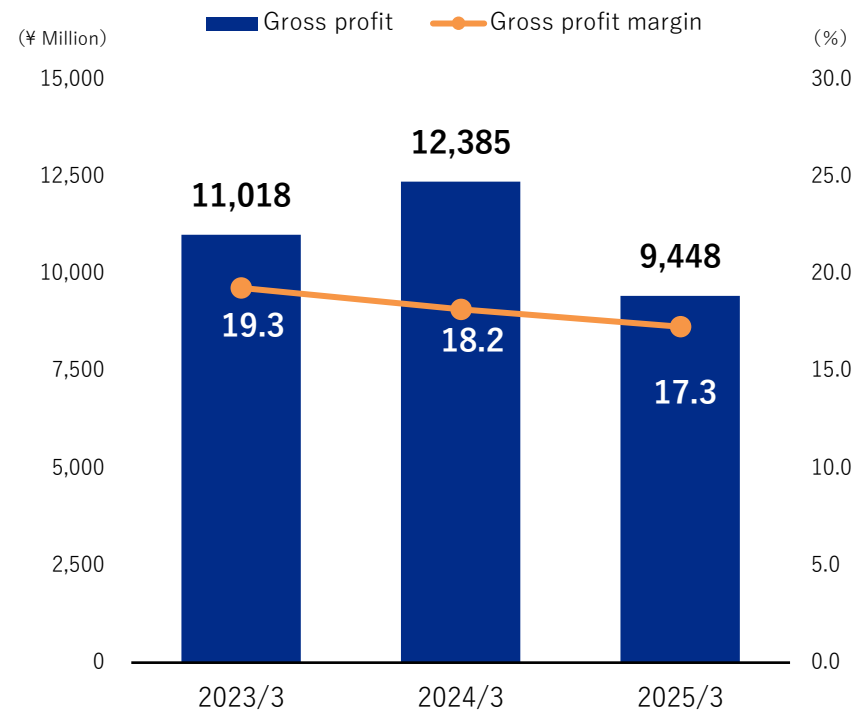
Net Salse

- Marine Civil Engineering sales decreased by 23.2% year-on-year, reflecting a reactionary decline following large-scale projects in the previous year.



Gross Profit

- Gross profit declined by 23.7% year-on-year due to lower sales.
- Although the gross profit margin has decreased compared to the past two years due to the completion of large-scale highly profitable projects, it remains at a high level.

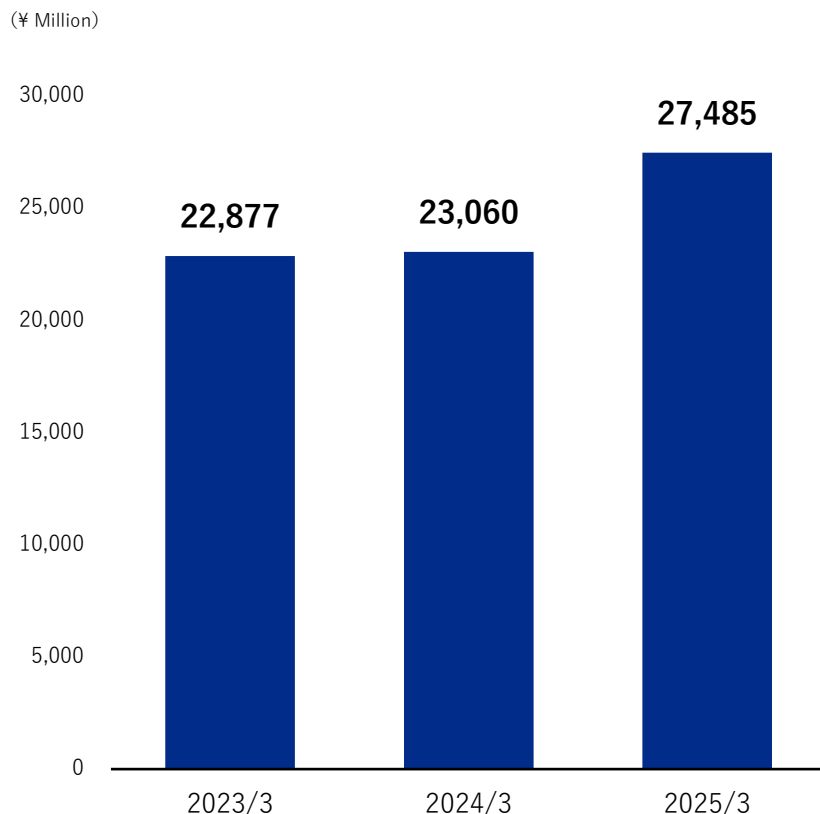


Highlights by Business Segment Building Construction

Non-Consolidated

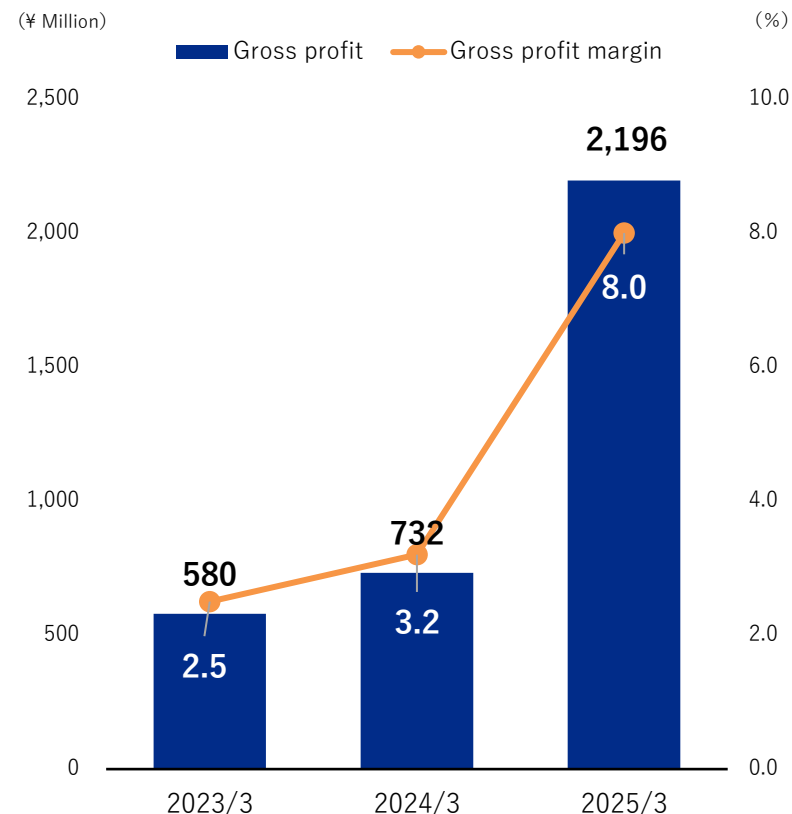
Net Sales

- Although net sales remained at a low level in the first half due to delays in construction progress, full-scale construction operations commenced in the second half, resulting in a 19.2% year-on-year increase for the full fiscal year.



Gross Profit

- Gross profit increased by 199.8% in line with higher net sales.
- Gross profit margin improved to 8.0% due to the elimination of unprofitable projects.

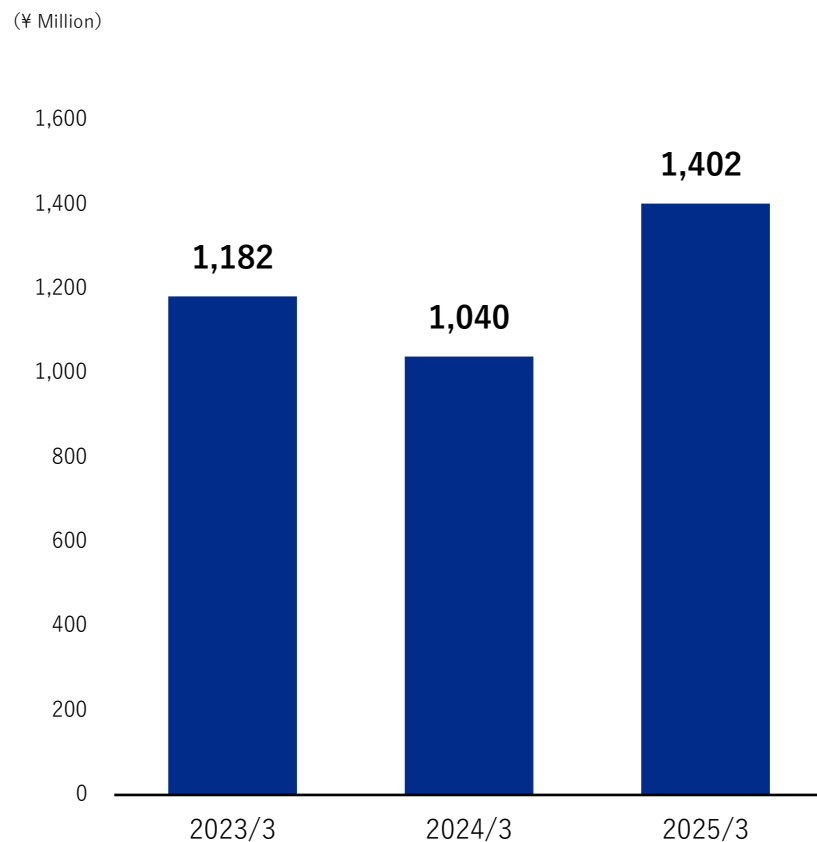


Highlights by Business Segment Real Estate and Other Businesses

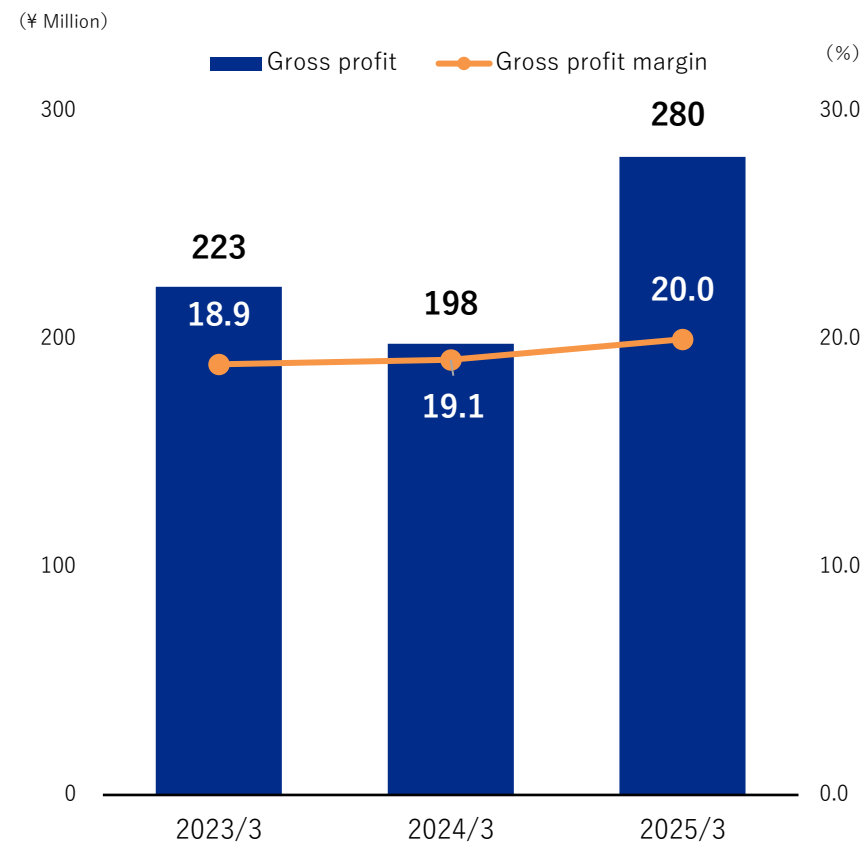
Non-Consolidated

Net Sales

- Net sales increased by 34.8% year-on-year to ¥1,402 million, driven by marine transportation services and real estate operations.



Gross Profit



Changes in Orders Received

Non-Consolidated

Point 1

Domestic Private Civil Engineering orders increased by 150.4% year-on-year, driven by large-scale renewable energy construction projects.

Point 2

Reflecting strong private sector demand, the public-to-private ratio stands at 53.9:46.1

Orders Received (¥ Million)

		2023/3	2024/3	2025/3	Change YOY	
Domestic Total	Government	57,463	67,047	54,747	△18.3	
	Private	26,441	31,855	46,881	47.2	
	Total	83,904	98,902	101,628	2.8	
	Domestic Civil Engineering	Government	52,109	48,642	42,728	△12.2
		Private	13,100	9,162	22,945	150.4
		Total	65,209	57,804	65,674	13.6
	Domestic Building Engineering	Government	5,353	18,405	12,018	△34.7
		Private	13,341	22,692	23,935	5.5
		Total	18,694	41,098	35,954	△12.5
Overseas		5,667	762	861	13.0	
Real Estate Business and other		671	1,208	1,519	25.8	
Total		90,242	100,873	104,009	3.1	

Point 2

Point 1

Trend in Construction Backlog

Non-Consolidated

Point 1 The order backlog increased by 20% year-on-year to 121.5 billion yen, as new orders exceeded 100 billion yen in FY2024 while net sales from completed construction contracts showed limited growth.

(¥ Million)

		2023/3	2024/3	2025/3	Change YOY
Orders Received	Marine Civil Engineering	38,090	25,806	28,519	10.5%
	Land Civil Engineering	32,782	32,760	38,016	16.0%
	Building Construction	18,698	41,098	35,954	-12.5%
	Total	89,571	99,665	102,490	2.8%
Completed Construction Sales	Marine Civil Engineering	28,616	35,716	27,434	-23.2%
	Land Civil Engineering	28,517	32,309	27,313	-15.5%
	Building Construction	22,877	23,060	27,485	19.2%
	Total	80,011	91,086	82,233	-9.7%
Construction Backlog	Marine Civil Engineering	24,720	14,810	15,894	7.3%
	Land Civil Engineering	41,450	40,952	51,655	26.1%
	Building Construction	27,541	45,578	54,048	18.6%
	Total	93,711	101,341	121,598	20.0%

Point 1

Financial Position

Consolidated

Condensed Consolidated Balance Sheet

- Equity ratio stands at 52.6%

(¥ Million)

		2024/3	2025/3
Assets	Current Assets	70,364	70,253
	Non-current Assets	20,411	21,636
	Total Assets	90,775	91,890
Liabilities	Current Liabilities	38,207	37,830
	Non-current Liabilities	5,183	4,202
	Total Liabilities	43,391	42,032
Nets Assets	Shareholder's Equity	42,037	43,998
	Accumulated Other Comprehensive Income	3,893	4,323
	Non-Controlling Interests	1,453	1,535
	Total Net Assets	47,384	49,858
Total Liabilities and Net Assets		90,775	91,890

Condensed Consolidated Statements of Cash Flows

- Operating CF was -¥10.2 billion, mainly due to an increase in trade receivables.
- Financing CF was +¥6.3 billion, primarily attributable to an increase in short-term borrowings.

(¥ Million)

	2024/3	2025/3
Net cash flows from operating activities	△3,964	△10,211
Net cash flows from investing activities	△3,606	△1,854
Net cash flows from financing activities	△1,380	6,399
Effect of exchange rate change on cash and cash equivalents	523	△8
Net increase in cash and cash equivalents	△8,427	△5,674
Cash and cash equivalents at the beginning of the period	27,319	18,891
Cash and cash equivalents at the end of the period	18,891	13,217

3 . FY2025 Full Year Outlook

FY2025 Full Year Forecast

Consolidated

	FY2024 Results		FY2025 Forecast		Change YOY
	¥ Million	Sales ratio	¥ Million	Sales ratio	
Net Sales	86,462	—	100,600	—	16.4
Operating Profit	5,220	6.0	5,750	5.7	10.2
Ordinary Profit	5,228	6.0	5,500	5.5	5.2
Profit Attributable to owners of Parent	3,690	4.3	3,700	3.7	0.3

Non-Consolidated

Orders Received	103,919	—	110,000	—	5.9
Net Sales	83,636	—	98,000	—	17.2
Operating Profit	4,783	5.7	5,400	5.5	12.9
Ordinary Profit	4,876	5.8	5,200	5.3	6.6
Profit	3,566	4.3	3,600	3.7	0.9

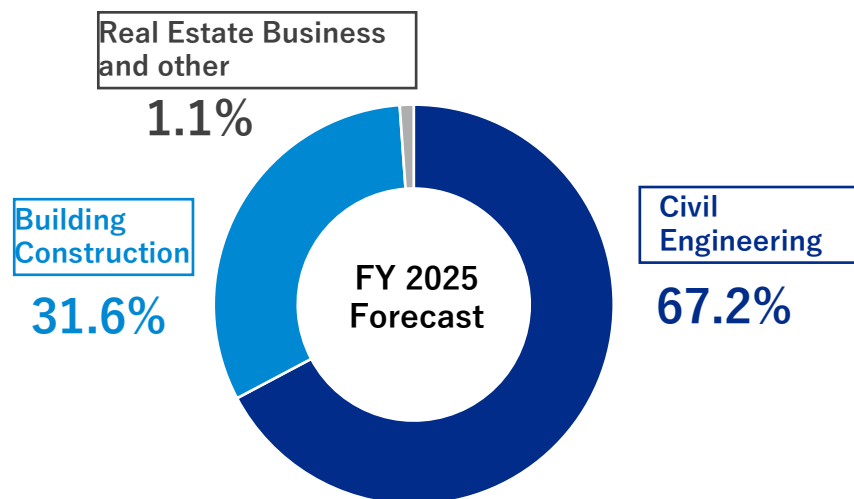
FY2025 Full Year Forecast by Segment

Non-Consolidated

Sales

(¥ Million)

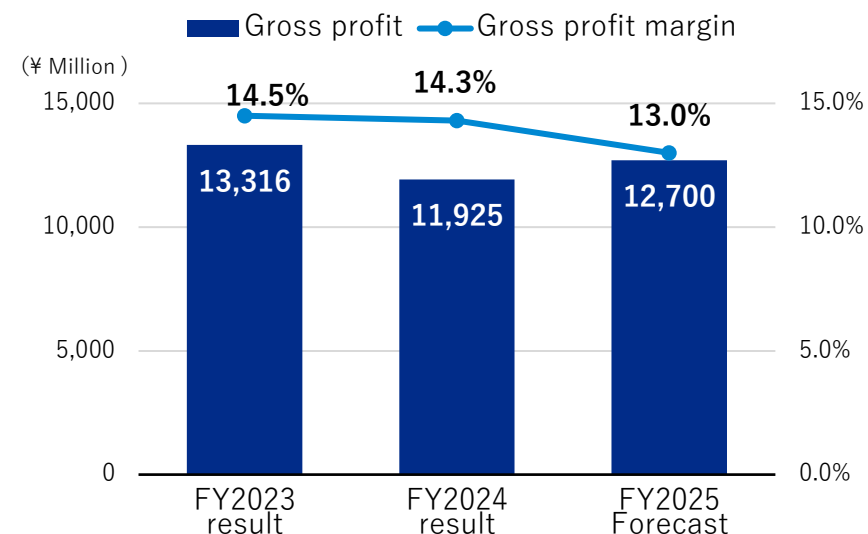
	FY2024 result	FY2025 forecast	Change YOY
Completed Construction Contracts	82,233	97,000	18.0
Civil Engineering	54,748	66,000	20.6
Building Construction	27,485	31,000	12.8
Real Estate Business and other	1,402	1,000	△28.7
Total	83,636	98,000	17.2



Gross Profit

(¥ Million)

FY2024 result	Sales ratio	FY2025 forecast	Sales ratio	Change YOY
11,644	14.2	12,450	12.8	6.9
9,448	17.3	9,600	14.5	1.6
2,196	8.0	2,850	9.2	29.8
280	20.0	250	25.0	△10.9
11,925	14.3	12,700	13.0	6.5



Capital Efficiency and Shareholder Returns

Capital Efficiency

The Company aims to maintain ROE at **9.0%** as of March 2027 through "stable and proactive shareholder returns" and "strategic capital investments"

Shareholder Return Policy

Dividend payout ratio to **40%** or more with a minimum DOE ratio of **3.6%**

Share Holders Returns

2025/3
scheduled

126Yen (per share)

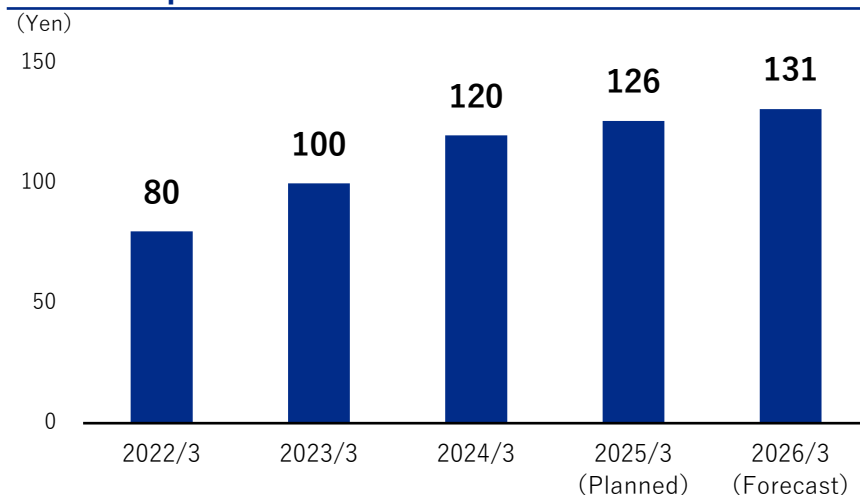
Dividend payout ratio **45.0%**
DOE **3.6%**
(non-consolidated)

2026/3
forecast

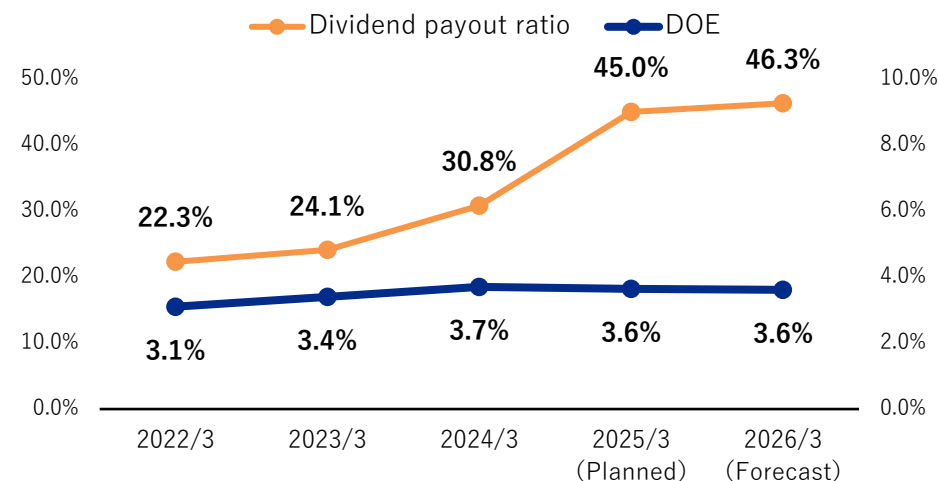
131Yen (per share)

Dividend payout ratio **46.3%**
DOE **3.6%**
(non-consolidated)

Dividend per share



Dividend Payout Ratio / DOE (non-consolidated)



4 .Progress of Medium-Term Business Plan 《FY2024-2026》

Business Strategy — Achieve larger scale and greater profitability of projects through business development that leverages the strengths of each division

6 Key Business Strategies



Government civil works

- **Infrastructure Development**
Multiple contracts awarded for defense-related facilities and large-scale port facility construction.
- **Major Land Construction**
Multiple contracts awarded for river works and expressway facility construction.
- **Disaster Recovery Construction**
Four contracts secured for Noto Peninsula Earthquake recovery works.
Wakura Port restoration project undertaken as a symbol of regional recovery.



Government construction

- **Defense-Related Facilities Initiatives**
Multiple large-scale construction contracts secured
- **Environmental Facility Construction Initiatives**
Waste treatment facility construction contracts secured in Kitakyushu City, and Tamano City.
- **Early Contractor Involvement (ECI) Initiatives**
Secured consulting contract for Tanga District Redevelopment Project.
Awarded technical cooperation contract for Tsuiki Air Base facility optimization



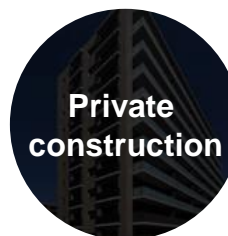
Overseas business

- **Official Development Assistance (ODA)**
Actively pursuing contracts in Asia-Pacific region.
Expanding business initiatives to African coastal areas as new markets.
- **Private Capital Investment**
Strengthening business development for overseas investment projects by Japanese companies.
- **Human Resource Development**
Enhanced operational capabilities through direct employment of multiple local technical staff in Sri Lanka and Indonesia.
Continuing to recruit talented professionals regardless of nationality.



Private civil works

- **Renewable Energy**
Secured construction contracts for onshore wind power, solar power, and small-scale hydropower facilities.
Continuing initiatives in biomass and geothermal power generation.
- **Private Capital Investment**
Multiple contracts secured for privately-owned wharf facility works.
Strengthening efforts in land development for logistics/data centers.



Private construction

- **Large-Scale Project Initiatives**
Participating in large-scale projects including logistics warehouses, factories, and accommodation facilities, while reducing the proportion of multi-unit housing projects.
Significant increase in the ratio of large-scale construction projects within total construction works.
- **Organizational Enhancement**
Implemented Building Construction Division system, securing new projects in expanded areas (Hokkaido, Gunma, and Okayama).
Establishing Architectural Design Department in FY2025 to strengthen architectural and structural design capabilities and BIM support.
Actively pursuing design-build projects for large-scale logistics facilities.



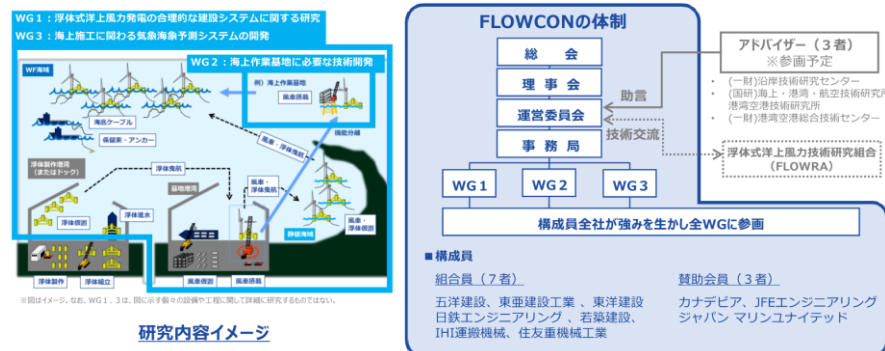
Real estate business

- **Investment Strategy**
Continuing investment in stable-income rental properties.
- **Effective Utilization of Existing Assets**
Development and disposal of company-owned real estate in Kitakyushu City.

Business Strategy — Business development in new energy sector

As a key player in offshore wind power generation business

- Floating Offshore Wind Power Initiatives Joined FLOWCON (Floating Offshore Wind Construction System Technology Research Association). Implementing initiatives to establish construction systems for rapid mass installation and cost-effective construction of floating offshore wind power facilities



※ 14 member companies as of April 2025

- JWFC SUNRISE, jointly owned by six companies, currently undergoing vessel outfitting modifications; scheduled to enter Japanese waters in 2026.
- Exploring business alliances for offshore wind power construction technologies.

Other renewable energy businesses



Wind-blade-install construction method

- Wind-blade-install construction method: Construction equipment manufacturing is completed. Implementation planning, verification testing through actual construction, and proficiency training are scheduled for FY2025.
- Secured contracts for onshore wind power plant construction in Miyagi and Shizuoka Prefectures.
- Secured contract for small-scale hydropower plant construction in Yamagata Prefecture.
- Continuing feasibility studies for biomass power generation projects.
- Accumulated expertise through technical training sessions for geothermal power generation.

Productivity Enhancement / Research & Development

Instill and enhance worksite ICT

Civil engineering

Results

- Standardization of remote construction monitoring systems implemented.
- In-house development through recruitment and training of dedicated BIM/CIM engineers
- Enhanced information sharing and efficiency through implementation of various construction DX systems

New/Ongoing

- Promoting point cloud technology utilization and communication infrastructure development.

Building Construction

Results

- Implementing 3D visualization of buildings using AR (Augmented Reality) technology with integrated models of temporary facilities, reinforcement, architectural design, structural elements, and building services.
- Conducting technical verification of 3D structural modeling in collaboration.

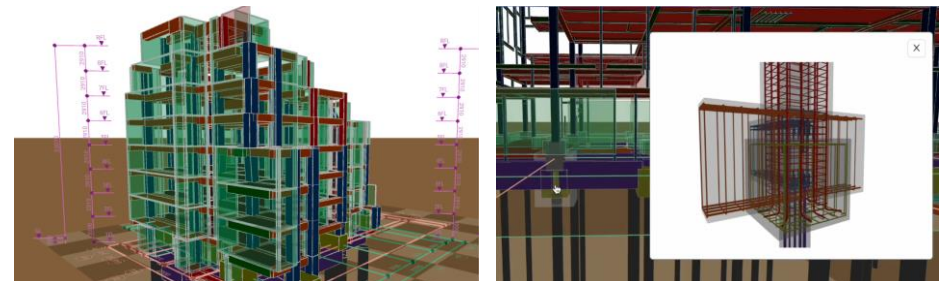
New/Ongoing

- Conducting joint research and development with Akari Inc. to promote site understanding through structural reviews using 3D structural models and to enhance construction planning efficiency.

R&D based on market needs

New/Ongoing

- Development of RC structure inspection and diagnosis system using ROVs.
- Research study on ROVs for open ocean use.
- Research study on effective utilization of biomass ash.
- Development of power-assist suits for divers.
- Research and development of concrete placement systems for floating docks.



Research and Development

R&D for streamlining construction

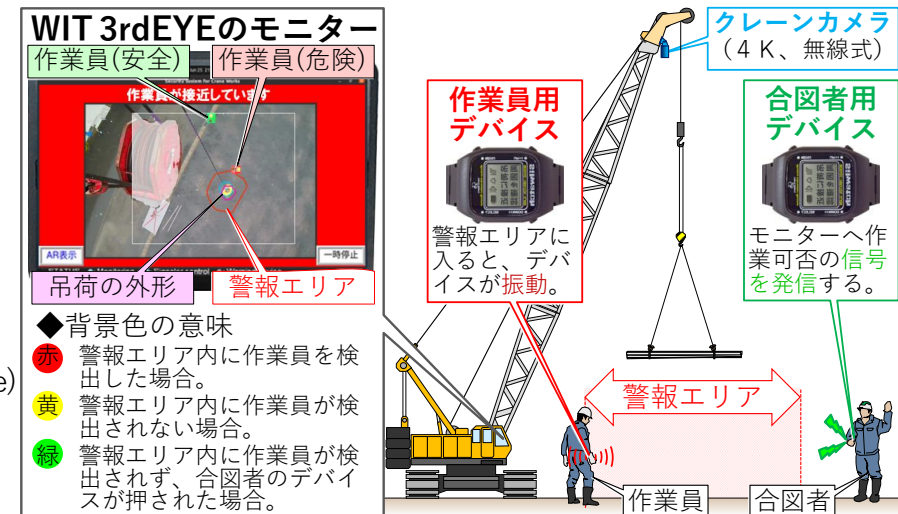
Results

- Development of AI-based Concrete Compaction System.
- Development of Ground Improvement Quality Evaluation System Using Electrical Conductivity.
- Development of Remote Construction Monitoring System.
- Development of AI Crane Monitoring System. (Upper right figure)
- Development of AI Vessel Traffic Monitoring System. (Lower right figure)
- Development of Compact Device for Diver Multi-monitoring.

New/Ongoing

- Development of ROV for Port Structure Inspection.
- Development of Automated Caisson Installation System.
- Development of Grab Bucket Detection System for Grab Dredgers.
- Development of a system to prevent damage to Overhead Line and Underground Utility by Backhoes.
- Development of Rapid Quality Assessment System for Ground Improvement Using Fluorescent X-ray
- Research and Development of Underwater Sensing Technology Using Acoustic Camera.

クレーンAI監視システム『WIT 3rdEYE』の概要



一般航行船舶AI監視システム『MAIRS』の概要



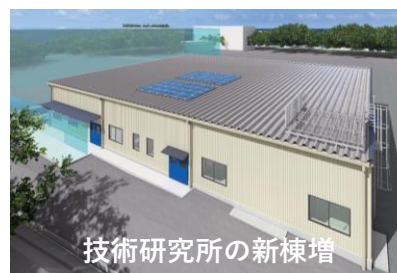
Progress of Investment /Strengthen IR

Progress of Investment

Investment Areas	Plan	FY 2024 (result)
Investment Marine machinery、 real estate for profit ,etc.	15,000	870
R&D Ground engineering ,Concrete Construction ,Offshore construction ICT construction related ,Environmental field ,etc.		560
DX ICT ,Streamlining of core systems , etc.		250
HR, Branding Hierarchical training , scholarship system , Recruitment promotion , etc.		490
Total		2,180

Results

- **New Building Addition to Technical Research Institute**
Construction designed and executed exclusively by female staff, aiming for "100% Renewable Energy Usage" through solar panels and green electricity implementation.
- **Introduction of Semi-Active Motion-Compensated Gangway**
Significantly reduces motion during crew transfers to SEP vessels during offshore wind construction, improving safety and SEP vessel operation efficiency.
- **Automated Dredging System for Wakawashi Maru.**



Planned

- **Construction of 12,000-ton Floating Dock.** Scheduled for completion in FY2027, aiming to reduce environmental impact while improving productivity and safety.
- **Core System Renewal (In Progress)**
- **Development of AI-based Software Applications (In Progress)**

Strengthen IR

- **Financial Results Briefings Institutional Investors Briefing :** May 2024, May 2025
- **Individual Investors Briefing:** August 2025 (Planned)
- **Investor Dialogue:** 15 meetings conducted annually
- **YouTube Channel:** Streaming construction sites, proprietary technologies, and marine environment videos



https://www.youtube.com/@wakachiku_official

External Sustainability Ratings



CDP:B



- **EcoVadis Bronze**

Human Capital Management



Create a rewarding and comfortable environment

- **Continue promoting health management**
 - ◆ Certified as Health & Productivity Management Outstanding Organization (Large Enterprise Category)
 - Implementation of smoking cessation support program and work-care balance support measures
 - ◆ Certified as Sports Yell Company
 - Enhanced club activities (21 clubs active with participation from young employees to executives)
- **Acquired "Eruboshi" Certification (Level 2)**
- **Initiated improvements to personnel evaluation system**



Wakachiku
Marathon Club



Secure human resources

- **Enhancement of Recruitment Activities**
 - ◆ Established Human Resources Development Section to enhance communication of company's appeal from engineers' viewpoint.
 - 52 new graduates to join in FY2025 (85% increase year-on-year), targeting 80 new graduates for FY2026.
 - ◆ Strengthening recruitment of BIM/CIM and ICT specialists from FY2025
- **Launched Regional Limited Employment System**
- **Enhanced compensation to leverage work capabilities of experienced senior personnel**



Nurture human resources

- **Support for Professional Qualification Acquisition**
 - ◆ Support for Professional Qualification Acquisition through Loan Program. (Loan forgiveness after certain period of employment)
 - ◆ Success in Professional Engineer and First-Class Civil Engineering Works Execution Managing Engineer Examinations through "Hagukumi" Education Program.
- **Implementation of Various Training Programs (Civil Engineering/Architecture)**
 - ◆ Training focused on new technologies and technical knowledge transfer
 - ◆ Level-specific and generational training sessions
- **Enhancement of Ayame(Iris)-kai (Women Employees' Association)**



Ayame-kai

Workstyle Reforms/Strengthen Supply Chain Coordination

Workstyle reforms

Civil engineering



Enhance worksite support system

- Appointed Operations Support Managers at Head Office and Branch Offices, reducing overtime hours to one-third of previous year Implementing remote operational support.
- Aim to enhance support for drawing and document preparation.
- Promoting implementation of digital technologies to improve efficiency of on-site construction management.



Securing appropriate construction periods

- Government projects: Securing appropriate construction periods based on guidelines.
- Private sector projects: Securing orders with proper construction periods and holidays as conditions in estimates.
- Continuing efforts to achieve complete two-day weekends.

Building Construction



Enhance worksite support system

- Reduced staff workload by standardizing safety documents and outsourcing document verification.
- Developing new AI-based software to improve productivity.



Securing appropriate construction periods

- For new projects, implementing "Declaration of Appropriate Construction Period Commitment" to promote complete two-day weekends to clients while providing guidance to all employees.

Strengthen supply chain coordination



Strengthen coordination with partner company organizations

- Conducting joint safety patrols between management and partner company organizations.
- Providing support for registration in the Construction Career Up System .(CCUS)



Express stance of solidarity for co-existence and co-prosperity

- Announced Partnership Declaration, Group Procurement Policy, and Supply Chain Procurement Guidelines.
- Eliminated all promissory note payments, implementing full cash payment system.

Strengthen governance

Strengthening Governance

• Risk Management Enhancement

- Established Risk Management Division.
Unified internal control to strengthen prevention and early detection of internal risks.
- Conducted external assessment of cybersecurity.
- Planning further cybersecurity enhancement in FY2025
Group-wide reinforcement.
Implementation of cybersecurity training.
Thorough communication of internal reporting system.

• Strengthening Board Monitoring

- Enhanced information sharing between outside directors and auditors.
- Strengthened sharing of investor feedback with Board of Directors.
- Implemented Crisis Management Committee and Sustainability Committee reporting.

• Reinforcing Governance Structure

- Conducted external training for director candidates.
- Promoting corporate philosophy and code of conduct.
Communication through training sessions and internal interviews.

Secure Workforce for Construction Industry Contribution to Communities

Secure Workforce for Construction Industry

• Site Tours Implementation

Organizing Technical Research Institute visits and construction site tours, primarily for students aspiring to work in the construction industry.

• Scholarship Program

Providing scholarships to 35 students, mainly from technical colleges.
Promoting construction industry appeal through events with scholarship students.



Contribution to local Communities

• Cooperation in Combating Marine Forest Deterioration in Iwaizumi Town, Iwate Prefecture

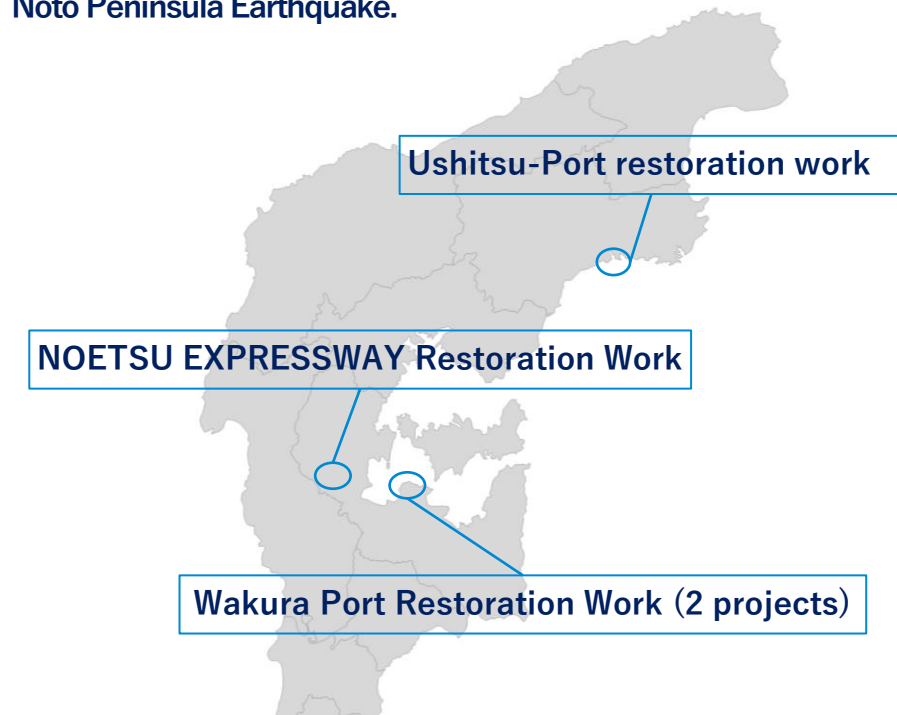
Providing financial support for marine forest deterioration measures and technical cooperation in seaweed bed restoration experiments.



Provide Safe and Top-quality Infrastructure/Achieve Carbon Neutrality

Provide Safe and Top-quality Infrastructure

Engagement in Disaster Recovery Construction Work Following Noto Peninsula Earthquake.



NOETSU EXPRESSWAY



Wakura-Port

Achieve Carbon Neutrality

• Initiated Field Verification Tests for Eco-friendly Seaweed Bed Foundation Material

The eco-friendly seaweed bed foundation material, developed under the guidance of Oita University, consists of mortar blocks made entirely from industrial by-products and general waste materials. CO2 emissions during production are reduced by over 90% compared to conventional materials. Installation in actual marine environments is scheduled for autumn 2025, advancing toward practical application of this eco-friendly seaweed bed foundation material.

低環境負荷型藻場基盤材の構成原料		
項目	従来技術の構成原料	開発技術の構成原料
結合材	セメント	高炉スラグ微粉末
混和材	—	廃陶磁器粉、廃ガラス粉など
アルカリ刺激剤	消石灰	バイオマス燃焼灰（飛灰）
細骨材	天然砂	バイオマス燃焼灰（主灰）
粗骨材	砂利、砕石	—
混練水	水	水 or 海水
施肥材	—	廃鉄粉など



• Activities as an Eco-First Company

Eco Test Certification: Number of certified employees: 188 Certification rate: 24.0% (Targeting 90% certification rate by 2028)



• CDP Climate Change Score: B

Maintained Score B from FY2023



• EcoVadis: Bronze Medal

Maintained Bronze Medal from FY2023
(Bronze Medal now represents top 35% of companies)

Numerical Targets

Targets in 3 Years (non-consolidated)

	FY 2024 actual	FY 2025 forecast	FY2026 target
Orders	103.9 billion yen	110.0 billion yen	110.0 billion yen or more
Net sales	83.6 billion yen	98.0 billion yen	110.0 billion yen or more
Operating profit	4.7 billion yen	5.4 billion yen	6.5 billion yen or more
Profit	3.5 billion yen	3.6 billion yen	4.5 billion yen or more
ROE	8.1%	7.8%	9% or more

Non-financial Information KPI

Targets by 2030 / Actual Figures as of FY2024

GHG emissions during construction stage 40% reduction compared to FY2013 17.7% actual reduction FY2023	Annual cumulative total of power generated through construction of renewable energy-related facilities 10 billion kWh 4.2 billion kWh	Technical development to boost work productivity by 20% 15 projects or more (6 projects completed, 4 projects under development)
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FY2026 targets / Actual Figures as of FY2024

Work engagement score 2.70 2.62 in 2024 (National average 2.52)	Ratio of Saturday closures 100% 61.4% in 2024	No. of employees recruited 80/year 64 in 2024
Ratio of newly hired female graduates 30% 14.8% in 2024	Ratio of male employees taking childcare leave 100% 50% in 2024	No. of meetings with investors and analysts 30/year 15 in 2024

Long-term Vision 2030

Pursuing sustainability: Looking toward Wakachiku Construction's 140th anniversary

Pursuing three components of sustainability underpinned by construction centered on quality and safety

2030

Serve as a company that meets the expectations of all of its stakeholders

SUSTAINABLE DEVELOPMENT GOALS

 若築建設

Wakachiku Construction's 140th anniversary

Sustainability I
Market sustainability



- Increase corporate value
- Achieve consistent shareholder returns

Sustainability II
Organizational sustainability



- Ensure business continuity in the after-corona era
- Increase employee satisfaction

Sustainability III
Social sustainability



- Social contribution to communities
- Address global environmental challenges

Medium-Term Business Plan

Phase1 (2021-2023)

Strengthen business foundations and promote ESG management

Phase2 (2024-2026)

Pursuing sustainability through greater coordination with stakeholders

Phase3 (2027-2029)



WAKACHIKU CONSTRUCTION CO., LTD.

Disclaimer

The forward-looking statements, such as performance forecasts, contained in this document are based on information currently available to us and certain assumptions that we consider reasonable, and are not intended to be a commitment by us to achieve them. Please also note that actual performance may vary significantly due to various factors.