Of the relationships between Kumagai Gumi's business and the 169 targets of the SDGs, the primarily relevant ones are noted.

ESG Init	tiative Direction	Business initiatives and specific actions	3-Year (FY2024-FY2026) Indicators and Targets * for each fiscal year	FY2023	SDGs											
Key issues (materiality)	Specific issues			Indicators and Targets	Performance	1 See 2 See (()	3 moneya	BARTY 5 E	© LINE NO CONT	7 APPROMILE NO.	8 minimum and 9 min	Describe 10 Scores 11 %	12 4. CX	13 245	14 Hayara 15 Hayara	16 RECURSOR TO STREET TO S
Response to Climate Change Risks	Accomplishment of carbon neutrality	CO <sub>2</sub> emissions reduction activities	Scope1+2: 42% reduction (FY2019 level Scope3: 25% reduction (FY2029 target)	Scope1+2: 25% or more reduction (compared to FY2019)	-13.7%	1.5				7.2	9	1	1.5	13.1		
	Further increase renewable energy business	Strengthen promotion of renewable energy business	Implementation and number of initiatives in the renewable energy business  Domestic 10 or more / Overseas 4 or more	5 or more projects	Domestic 6 Overseas 1					7.3		4 1	1.3 1.6	13.2		
Promote Environmentally Friendly Business	Achievement of zero emissions	Activities to reduce mixed waste discharge	Total mixed waste discharge rate: 2% or less*	2.0% or less	1.3%		3.9				9		1.6 12. 12. 12.	5	14.1	
	Boost wooden construction business	Medium- to large-scale wooden structure business initiative, expanding orders	Number of domestic orders 3 or more / Number of overseas investment 3 or more	Domestic orders 3 or more / Overseas orders 2 or more	3/1							1	1.3 12.	2 13.1 13.2	15.1 15.2	
		Strengthening research for carbon neutrality	Technology development initiatives (new projects begun): 6 or more	4 or more projects	6 cases										15.1	A I
	Development of environmentally friendly technologies	Initiatives for environmentally considerate architecture (ZEB, etc.)	Number of environmental proposals: 6 or more	6 or more projects	5 cases					7.2 7.3 7.a	9 9	4 1	1.3 1.6 1.7 1.7 1.9	2 13.1 4 13.2 5 13.3	14.1 15.2 14.2 15.4 14.5 15.5 15.9	2
	Accomplishment of nature positive	Business related to recovery of ecosystems	Sales Sites with decarbonization fuel: 2 or more	-	_							1	1.4	.2 .5 .7 13.1 13.2		
		Quality and Environment Management System operation and improvement	Serious environmental accidents during construction: 0*	0 cases	0 cases		3.9		6.6 6.1	6 b	9	4 1	1.4 1.6 1.7 1.7 1.a		14.1 14.5	
Creating the Well-being Workplace for All Employees	Human capital management	New graduate hiring activities	Number of new graduate hires: considered each fiscal year	Ratio of women in new graduate hires: 25% or more	29.1%				5.1		8.2					
		Improvement on employee engagement	Engagement rating: Rating* "BB"	_	_	1.4		1	5.1 5.5		8.5 8.8	10.3				
			First-Class Engineering Works Execution Managing Engineer: 90% or more*	Acquisition rate: 96% or more	85.3%									13.3		+
	Handing down skills and	Support for acquiring national qualifications	First-Class Building Operation and Management Engineer	Acquisition rate: 90% or more	87%			4.4 4.7			8.2					
	technologies		qualification ratio: FY2024 → 1% or more/year increase	·							8.6					
		Charles Jan	First-Class Architect qualification ratio: FY2024 → 1% or more/year increase	Acquisition rate: 55% or more	56%		-				9	5			4	
	Promotion of DX	Standardization of ICT to improve on-site management efficiency  Renovation of core systems	Rate of new on-site implementation: 100%*  Rate of progress of system development: 100%	100% 100%	97% 80%				5.b		8.2 8.8	10.2				
		Balance between work and private life, etc.	Holidays: 8 days/4 weeks (on-site)*	_					F 4							1
	Achievement of work-life balance	Efforts to streamline and equalize operations	Number of overtime hours worked: 30 hours or less*	30 hours or less	19.7 hours				5.1 5.4		8.2					
			Percentage of newly appointed women in manager positions: 7% or more*	7% or more	25.0%				5.1	+-		10.2				
	Promotion of diversity and inclusion	Action plan for active participation by women:	Acquisition of childbirth-related leave by men: 70% or more*	70% or more	75.6%	1.4	3.7	4.7	5.5 5.6		8.5 8.8	10.2 10.3 10.4	12.	6		16.7
	Securing skilled workers in the construction industry	Securing workers by opening sites to the public	Site and workplace tours held: 100 or more*	_		1.3		4.4 4.5	5.b		9	1 10.2 10.3	12.	7 13.3		
	Creation an environment of wellness	Health management for employees	Secondary health exam checkup rate: 100%*	_	_		3.3 3.4 3.8	4.7			8.5 8.6 8.8	10.2 10.3 10.4	12.	8		16.7
	Occupational healthy and safety	Improvement of safety management standards	Frequency rate: 0.5 or less*	0.5 or less	0.98		3.8					1411				
Achievement of sustainable communities	Ensure quality and integrity in manufacturing	Quality and Environment Management System operation and improvement	Serious quality incidents during construction: 0*	0 cases	1 case						8.5 8.8	1	1.6 12. 1.6 12. 12.	4	14.1	
	Attractive communities development	Expansion of real estate business	Income-producing real estate business participation: Domestic 3 or more / Overseas 1 or more	3 or more / 3 or more	1/2		3.9					10.2			15.9	
		Initiatives for urban redevelopment	Number of initiatives (number considered ~ in progress): 6 or more	6 or more projects	5 cases								12.	13.1 5 13.2		16.5
	Development of resilient social infrastructure	Solving social issues in Asian countries	Number of orders for infrastructure development projects: 2 or more	Infrastructure renewal projects (domestic) 20 or more Infrastructure operation projects (overseas) 4 or more	22 cases 2 cases	1.3			6.2	3 1.2		.1	12. 12.	3	14 1 15.1	
		Infrastructure development to handle wide range of natural disasters (disaster prevention and mitigation)	Number of initiatives: 20 or more	25 or more projects	27 cases	1.5			6.6		9	4 5 1	1.3 1.7		14.2 15.2 15.4	
	Initiatives to solve social issues	Development of technologies for future societies	Technology development initiatives (new projects begun): 6 or more	3 or more projects	3 cases							10.2	11.a			1
		Creation of new business	Number of initiatives: 2 or more commercialization	Commercialization of 2 or more projects	Commercialization 2			4.0				10.3		40.	1	
		Orealion of new business	Transport of initiatives. 2 of mole continuouslineation	Consideration of 2 or more	Consideration 3	1.3 2.1	3.4 3.8	4.2 4.7 4.b	6.6	6			12.2	2 13.1	14.1 14.2 14.5	
		Promotion of social contribution activities	Increase in number of participants (total)	Smile Project Increase numbers of participation projects and participants	97.1% increase (132 projects) 99.4% increase (1,105 participants)		3.8	4.b					12.	13.3	14.5	
	Initiatives for emergencies such as natural disasters	Technical development related to incidents like natural disasters	Number of developments: 2 or more	2 or more projects	2 cases	1.5					9	4 1 5 1	1.3 1.5 1.7 1.a	13.1 13.2		
Enhancing of corporate governance	Strengthening compliance	Establishment of internal and external systems to prevent legal violations	Number of cases of serious violations of law and regulations: 0*	0 cases	0 cases						8.5 8.7 8.8		12. 12.	6 8		16.5 16.6
	Strengthening of risk management	Confirmation of safety of employees during major disasters	Safety confirmation system response rate during training: 100%*	100%	99.4%								1.5			
	Improvement of the effectiveness of the Board of Directors	Improvement of the effectiveness of the Board of Directors	Improved evaluation including outside experts	Improved reputation	No problems with effectiveness.				5.5		8.2 8.8	10.4 10.5		13.1 13.2		16.5 16.7
	Respect for human rights	Initiatives for preventing and mitigating human rights risks	Implementation of human rights due diligence: Expansion applicable companies	-	_	1.3		4.5 4.7	5.1		8.5 8.7 8.8	10.3 10.4		13.3		16.5 16.6
Proactive Relationship with multi- stakeholders	Strengthening CS	Promote initiatives to improve CS	Customer satisfaction: 100%*	100%	92.2%											
	Strengthening of supply chain	Compliance with Procurement Policy and Procurement	Fraudulent transactions: 0*	0 cases	0 cases							1	1.6			
	management Strengthening of information	Policy Guidelines Timely, appropriate and proactive disclosure of information	Improve evaluation by ESG evaluation organizations, etc.	Improved reputation	CDP A List						8.5 8.7			13.2	15.9	16.5 16.6
	disclosure		Number of participants in meetings and financial briefings:	Rate of increase in number of participants in financial												
	Active dialogs with investors	Active dialog with institutional investors and others			30.4%							10.5				16.7

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<sup>\*</sup> Link and Motivation Inc. "Motivation Cloud"