

Designing a better future for towns and everyday living

Kyokuto Kaihatsu Group **Medium-term Management Plan** $\begin{array}{c} 2025 - 27 \\ 2025 - 27 \\ \end{array}$

Creating The Future As One (II)





CONTENTS

Ι	Long-term Management Vision •••	•	٠	٠	P.02
II	Review on the previous Medium-term Management Plan	•	•	•	P.06
III	New Medium-term Management Plan	٠	•	•	P.10
IV	Promoting Sustainability Management	•	٠	•	P.20
V	Business-Specific Strategies •••••	٠	٠	•	P.24



Long-term Management Vision





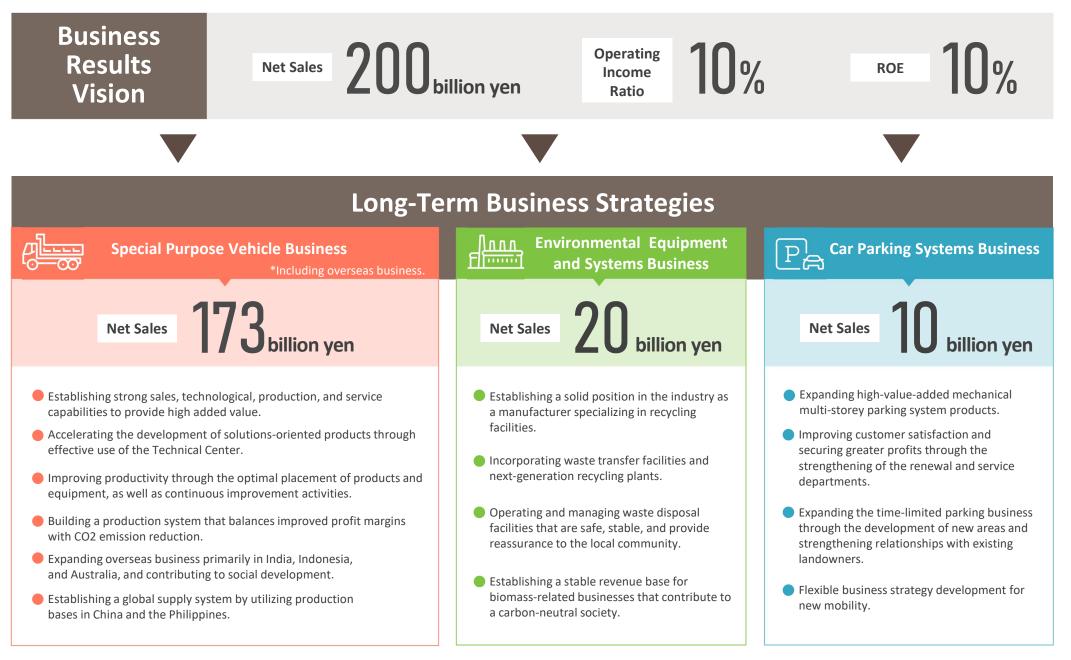
Long-term Management Vision - Kyokuto Kaihatsu 2030 -

Kyokuto Kaihatsu Group aims to become a leading global integrated infrastructure manufacturer, contributing to the realization and advancement of a sustainable society, based on the core values we have carefully cultivated since our founding: technological expertise, trust, and the spirit of harmony and cooperation.

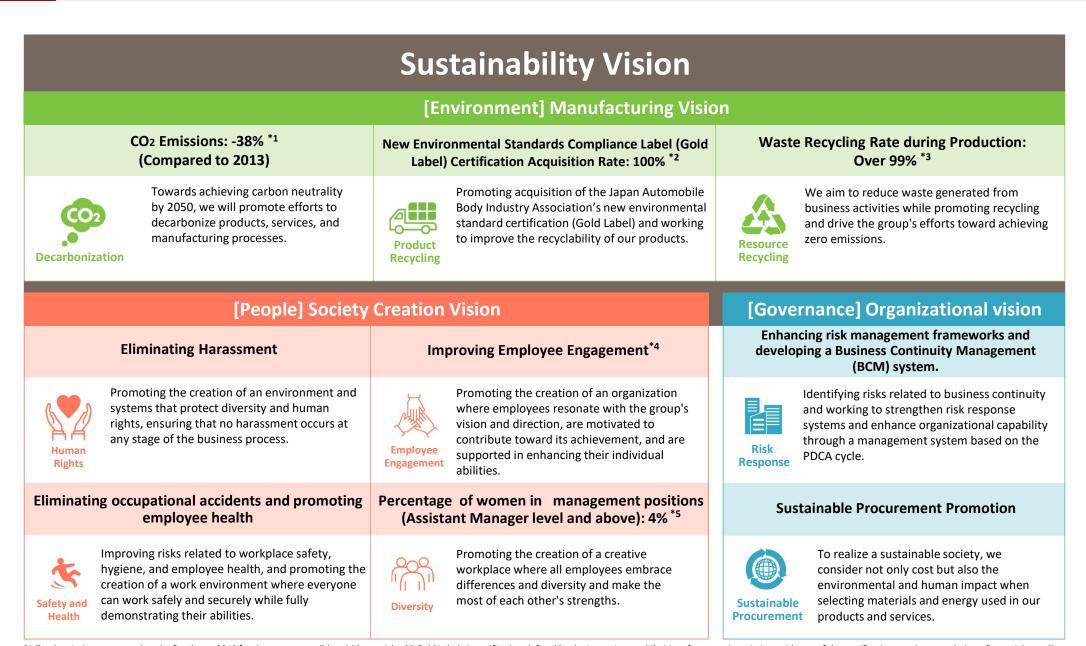


We view the various social and environmental changes surrounding our group as opportunities, and by driving both domestic profit expansion and overseas business growth, we will continue to deliver value to all stakeholders as a global integrated infrastructure manufacturer shaping the future of society. Kyokuto Kaihatsu Kogyo Group Aims | FY 2030





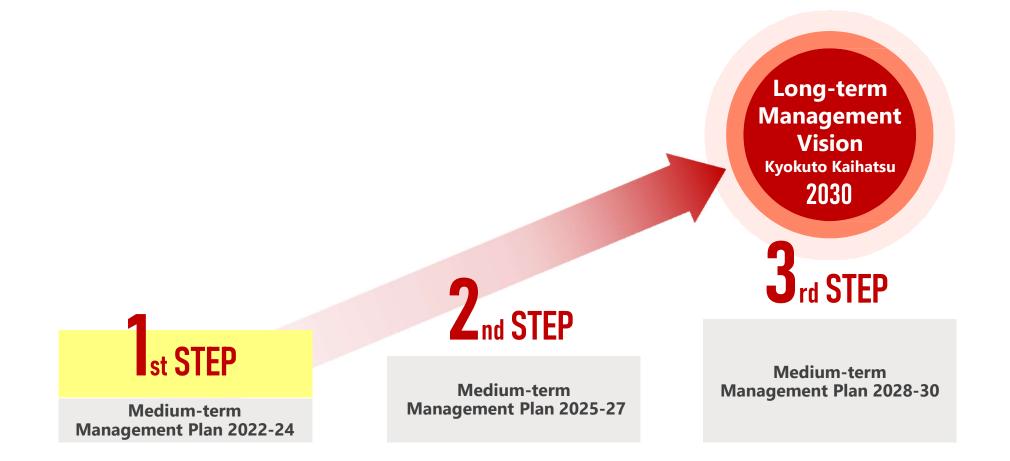




*1 Total emissions compared to the fiscal year 2019 for the group consolidated (domestic). *2 Gold Label: A certification defined by the Japan Automobile Manufacturers Association, with one of the certification requirements being a "material recycling rate of 95% for products. Scope: New products of Kyokuto Kaihatsu Kogyo Industry and Nippon Trex that are applicable to the subcommittee of the Japan Automobile Manufacturers Association. Other products will comply with the Gold Label requirements. *3 Scope: Kyokuto Kaihatsu Kogyo Industry and Nippon Trex. *4 Evaluation based on the results of the employee engagement survey. *5 Fiscal year 2023 performance: 1.9%.



II Review on the previous Medium-term Management Plan

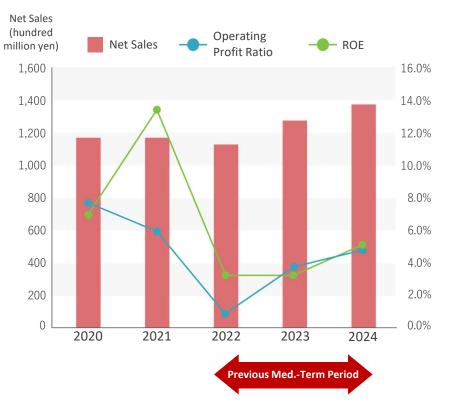


Review on the previous Medium-term Management Plan



In the previous Medium-Term Management Plan 2022–24, positioned as the first step toward realizing the long-term management vision "Kyokuto Kaihatsu 2030," we focused on two key themes: "proactive investment for further growth" and "strengthening group synergies," while laying the foundation for our evolution into a global company contributing to a sustainable future.

	FY2024 Performance Targets	FY2024 Actual + Forecast	
Net Sales	Over 140 bil. yen	138 bil. yen	
Op. Profit Ratio	Over 7%	4.9%	
ROE	6%	5.1%	
CO ₂ Emission Reduction ^{*1}	More than a 10% reduction	17.1% reduction	
Recycling Rate ^{*2}	Over 99%	97.4%	



*1. Compared to FY2020 unit values for Kyokuto Kaihatsu Kogyo, Nippon Trex, and Kyokuto Kaihatsu Parking *2. Scope: Kyokuto Kaihatsu Kogyo and Nippon Trex

In terms of performance, the supply of domestic truck chassis in our core special-purpose vehicle business, which had slowed due to the impact of the COVID-19 pandemic, gradually recovered. As a result of price revisions and productivity improvement initiatives, we achieved record-high sales for both FY2023 and FY2024. Performance is strong, but targets may not be fully achieved.

Regarding non-financial KPI's, we established a Sustainability Committee and implemented company-wide management of materiality. As a result, the CO₂ reduction target was achieved; however, the recycling rate is expected to fall short of the target due to ongoing improvements at some production sites.





Π

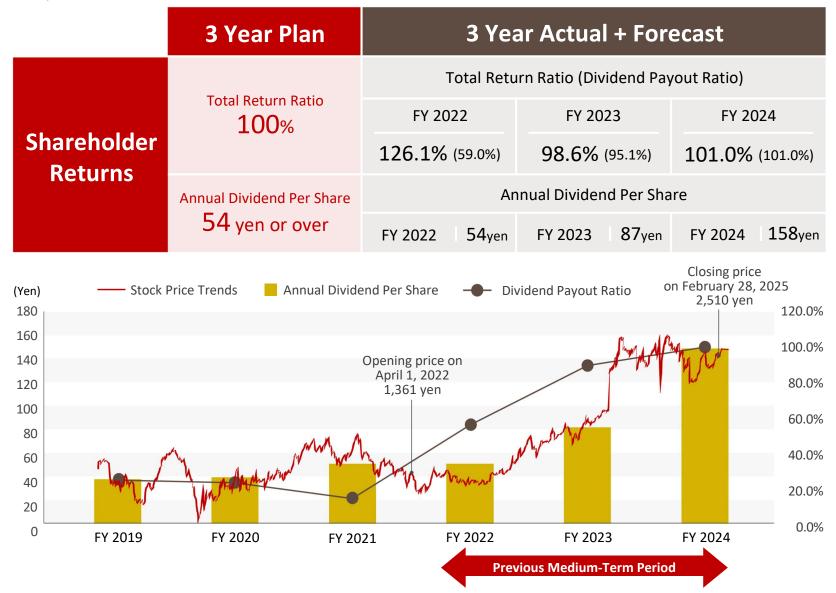
In addition to investments aimed at strengthening business capabilities such as development, production, and service, we have actively carried out ESG investments to contribute to employee safety and security, as well as environmental impact reduction.

	3 Year Plan	3 Year Actual + Forecast		
Growth Investments a 30 bil. yen or more		 Approx. 31.9 bil. yen Construction of Technical Center Construction of a second plant in Indonesia Automation line at Kyokuto Kaihatsu Kogyo Yokohama Plant New service factories and facility renewals Installation of solar panels at multiple locations 	 Construction of a new plant for SATRAC in India New plant for NIPPON TREX New building at Kyokuto Kaihatsu Kogyo Fukuoka Plant Seismic reinforcement work for buildings 	
New M&A investments	Approx. 10 bil. yen	 Approx. 10.5 bil. yen Integration of Kyushu Special Motors into the group Integration of the Australian sales agency (currently Kyokuto Australia) into the group Integration of STG Global into the group 		

Π



We continued to provide high-level returns, including the flexible repurchase of our own shares, which led to an increase in stock prices.





New Medium-term Management Plan





Kyokuto Kaihatsu Group **Medium-term Management Plan 2025 - 27** Creating The Future As One (II)

Planning Period 1 April 2025 ~ 31 March 2028

A three-year period of advancement beginning with our 70th anniversary

In the current medium-term management plan, we aim to enhance corporate value by further strengthening group synergies, based on the results of the largest growth investments and various initiatives implemented during the previous medium-term management plan period. This will enhance both financial and non-financial aspects.

Enhanced Corporate Value



Our Strategic Priorities Moving Forward

As the second step toward realizing our long-term management vision, we will steadily move forward by focusing on the following five basic policies.



Helping solve social issues and creating value through high-value-added products and services

By leveraging the Group Technical Center and consolidating the expertise within the group, we will swiftly bring new products and services to market that respond to changing external environments and needs, thereby contributing to the development of a circular economy, the efficiency of logistics, and the realization of carbon neutrality.



Improving productivity and strengthen income structures

By realizing the effects of various investments made in the previous medium-term management plan and restructuring domestic and international production bases to maximize productivity, we will enhance group synergies further and achieve an improvement in profit margins.



Accelerating the growth of overseas business

We will establish a system that can timely provide high-quality products tailored to the diverse needs of each country, including the establishment and restructuring of production bases, and will further grow and expand our overseas business.



Creating an attractive company through the promotion of sustainability management

To be a corporate group that continues to contribute to a sustainable society, we will work together as a group to address materiality (key issues) in the areas of environment, people, society, and governance, aiming to improve stakeholder engagement, including that of our employees.



Promoting capital policies to enhance corporate value

To achieve an appropriate corporate valuation as a listed company on the Tokyo Stock Exchange Prime Market and realize corporate value, we will implement capital policies and cash allocations that prioritize investment efficiency.

Understanding the Market Landscape Ahead



General

Japan's labor shortage continues

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Raw material prices remain high and there are concerns that they will rise further



Increased risk of business continuity due to natural disasters, worsening working conditions due to rising temperatures

Alessa

Special Purpose Vehicle Business

- Domestic truck demand has recovered to a certain extent, and trailer demand is also strong, but has not yet reached pre-COVID levels
- Increasing demand for high-value-added, highly efficient transportation products to address driver shortages
- In addition to steady progress in the adoption of EVs and FCVs, advancements in CASE technologies are expanding the potential for developing new functions and products that were previously difficult to realize
- Cooperation with chassis manufacturers is becoming increasingly important to ensure efficient supply of truck chassis

Overseas Business

- High levels of growth in truck demand are expected in India due to an increase in infrastructure development projects
- Truck demand recovers in Indonesia as economic activity recovers following national elections
- Although economic growth in Australia is slowing, the special-purpose vehicle sector continues to experience moderate growth

Environmental Equipment and Systems Business

- Continued demand for bundled bidding projects with heat recovery facilities and for waste transfer stations associated with wide-area processing
- The bidding method for recycling facilities is shifting from the EPC model (design and construction) to the DBO model (design, construction, and longterm operational outsourcing)
- In addition to the expansion of decarbonization businesses (utilization of biomass resources), efforts toward a circular economy are accelerating

Car Parking Systems Business

- While demand for two-level and multi-level mechanical parking systems remains flat, the proportion of renovation projects is increasing
- Demand for hourly parking and EV charging facilities is on the rise
- Progress in efforts to utilize AI and IoT for maintenance and to improve the efficiency of facility construction



In this medium-term management plan, we have set the following performance targets with a view toward realizing our long-term management vision.

FY2027 Target Value Long		Long-term Management Vision
Net Sales	190 billion yen	200 billion yen
Op. Profit Ratio	8%	10%
ROE	8%	10%





Performance Targets by Business

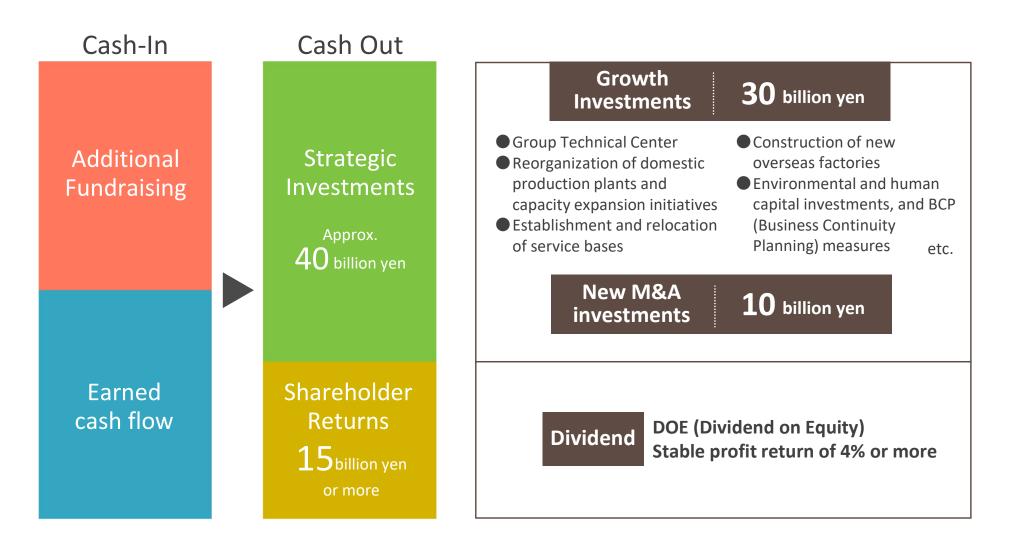
		FY2027 target value
Special Purpose	Net Sales	165.0 billion yen (37 billion yen)
Vehicle Business () indicates Overseas Business	Operating Profit Ratio	8.8% (8.0%)
Environmental Equipment and	Net Sales	20 billion yen
Systems Business	Operating Profit Ratio	10.2%
Car Parking Systems	Net Sales	7 billion yen
Business*	Operating Profit Ratio	8.2%

*Kyokuto Kaihatsu Parking (standalone basis)



Cash allocation for Investment and Return

*Each amount represents the total for a three-year period.





High dividends based on DOE [Dividend on Equity]

Stable \times High Level

- Stable dividend payouts that are not affected by temporary fluctuations in business performance

- DOE level of 4% or more (TSE average: approx. 3%)

Medium-term Management Plan 2022-24

Cumulative Dividend

Approx. **11** billion yen

Medium-term Management Plan 2025-27

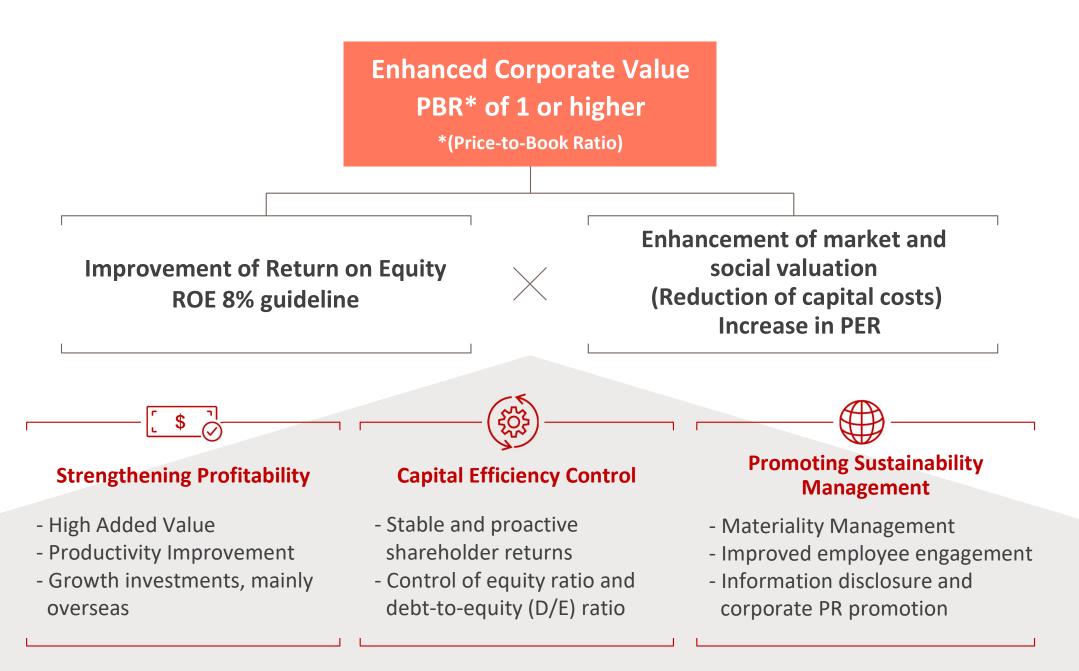
Cumulative Dividend

15 billion yen or more

Goals and Policies such as Business Performance

Enhanced Corporate Value





IV Promoting Sustainability Management

The Kyokuto Kaihatsu Group practices sustainability management that meets the various needs and expectations of its stakeholders.

In this medium-term management plan, we will promote company-wide initiatives to address materiality (key issues), based on the management framework established during the previous medium-term management plan period.



We have **identified 16 materiality items** that represent high risks and high opportunities for the group, which are managed by the Sustainability Committee. After categorizing material issues into ESG (environment, people/society, governance) categories, we will formulate three-year plans for each materiality and achieve **progress through company-wide implementation**.





Non-financial Items / Major Targets

	FY2027 target value	Long-term Management Vision
CO ₂ Emission Reduction ^{*1}	Compared to the fiscal year 2013: -28%	Compared to the fiscal year 2013: -38%
New Environmental Standards Compliance Label (Gold Label) Certification Acquisition Rate *2	100%	100%
Recycling Rate *3	Over 99%	Over 99%
Percentage of women in management positions (assistant manager level and above) ^{*1}	3%	3%
Reduction in total working hours	Compared to the fiscal year 2024: -5%	_
Reduction in work-related accidents ^{*3}	Lost-time injury frequency rate*4 = 1.16 (2023 fiscal year manufacturing industry average: 1.29)	-

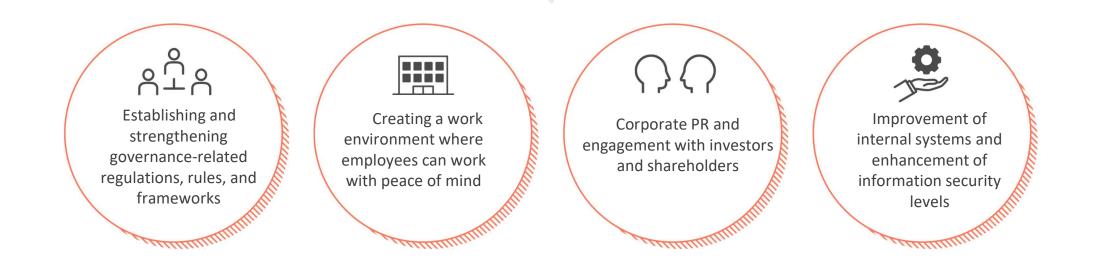
*1. Scope: Domestic group companies *2. Scope: New products of Kyokuto Kaihatsu Kogyo and Nippon Trex applicable to the subcommittee of the Japan Automobile Body Industry Association. Products other than these will comply with the Gold Label requirements.
 *3. Scope: Kyokuto Kaihatsu Kogyo and Nippon Trex *4. Frequency rate = (Number of lost-time injuries ÷ Total working hours) × 1,000,000

The CO₂ reduction target has been revised from the previous intensity-based metric (total emissions \div net sales) to a goal focused on reducing total emissions themselves. Additionally, the scope of management has been expanded from "Kyokuto Kaihatsu Kogyo, Nippon Trex, and Kyokuto Kaihatsu Parking" to include all domestic group companies. In addition, for non-financial items other than those mentioned above, the Group's Sustainability Committee will set KPIs (numerical indicators), roll them out throughout the company, and manage the progress of the plan.



Establishing a framework to enhance the overall corporate value of the group

Led by the Management Headquarters of Kyokuto Kaihatsu Kogyo, we will establish a group governance system that enables the group to generate synergies and carry out business activities smoothly.





Establishment of governance-related regulations / rules and organizational construction

- Building a governance system befitting a global company
- Reallocation of management resources through review of the business and product portfolios
- Strengthening group cash management, including formulating affiliate dividend policy and group intergroup financing rules
- Establishing short-term overseas dispatch programs for the development and acquisition of global talent and promoting local hiring of immediately effective personnel

Creating a work environment where employees can work with peace of mind

- Creating an exciting and rewarding work environment for employees
- Creating a system to protect employees' lives from natural disasters (create an initial response manual for each business location)
- Education for all employees aimed at eliminating personnel issues such as harassment and mental health

IV Promoting Sustainability Management



Corporate PR that contributes to improving corporate value and dialogue with investors and shareholders

- Promotion of branding initiatives (through expanded content to enhance brand awareness)
- Expanding contact points with Group Stakeholders (New exhibitions, events, factory tours, website renewal, etc.)
- Implementing measures to increase the number of shareholders, leading to improved stock liquidity
- Addressing each issue in the Corporate Governance Code (improving the effectiveness of the board of directors, etc.)
- Enhancement of disclosure content, including integrated reports, to improve external ratings on ESG

Improvement of internal systems and enhancement of information security levels

- Modernization of aging internal systems and speeding up company-wide networks
- Conducting targeted email attack training and information security education





Special Purpose Vehicle Business

Fundamental review of the production system and pursuit of high added value across all areas of sales, production, and service.

POINT **U**

In addition to further improving operational efficiency through the promotion of automation, etc., we will create a lean production system by reducing inventory and collaborating with chassis manufacturers.

As Japan's top comprehensive special purpose vehicle manufacturer, we will fully utilize the resources within the group to achieve a competitive advantage over other companies.

POINT

Accurately identify diversifying and increasingly sophisticated user needs, and swiftly introduce new technologies and products to the market that contribute to profitability



Accelerating product development through the utilization of the Kyokuto Kaihatsu Group Technical Center

In June 2026, a new base that will serve as the core of Kyokuto Kaihatsu Group's technological development is scheduled for completion in Toyota City, Aichi Prefecture.

The facility will be fully equipped with a 600-meter test course, a road simulator, a large-scale vibration testing machine, and various hydraulic testing devices.

Embodiment of "Shinka" (deepening of technology, evolution of the company, and true value of the business) through technology consolidation					
Maximize R&D synergies by operating the company across the entire group, with Kyokuto Kaihatsu Kogyo and Nippon Trex at the core	Rapidly bring to market high- value-added products and services that address social issues and diversifying user needs		Profit contribution from shortening the development cycle of new products		

Acquiring outstanding technical capabilities and solid quality



Rendering of the completed building



Road Simulator



Developing high-value-added products and services based on the challenges and needs of society and our customers

By understanding what society and our customers seek and the challenges they face, our group aims to enhance customer engagement by being the first to deliver high value-added, solutions-oriented products and services.

Rapid introduction of high-value-added products and services

- Applying the latest technology and expanding products that utilize AI and IoT
- Promoting the electrification of specialpurpose vehicles, such as developing mounting technologies for EV and FCV vehicles and converting railway vehicles to EV and hybrid vehicles
- Research into reducing the weight of bodywork in preparation for future increases in chassis weight
- Sales of high-value-added used cars that have been repaired and maintained at our group bases

Building strong relationships with customers through selling experiences

- Strengthening the service network through the expansion of new service factories and training of existing service factories
- Strengthening customer support by providing our group's unique services and expanding maintenance packages
- Operating a driving school for existing and potential customers with the aim of popularizing trailers

Special Purpose Vehicle Business

Increased productivity and profitability

We will significantly improve our operating profit margin by realizing the effects of various capital investments made during the previous medium-term management plan, as well as by investing in new equipment and systems aimed at automation and efficiency, and by creating synergies within the group.

KYOKUTO Group



- Strengthening cooperation between sales and factories by visualizing factory production schedules
- Timely understanding of costs through centralized management in a system
- Strengthening synergies in both procurement and supply by utilizing overseas bases
- Strengthening the quality inspection system
- Improving labor productivity by promoting production automation

Maintaining and improving quality and productivity Customer

KYOKUTO

Data Linkage

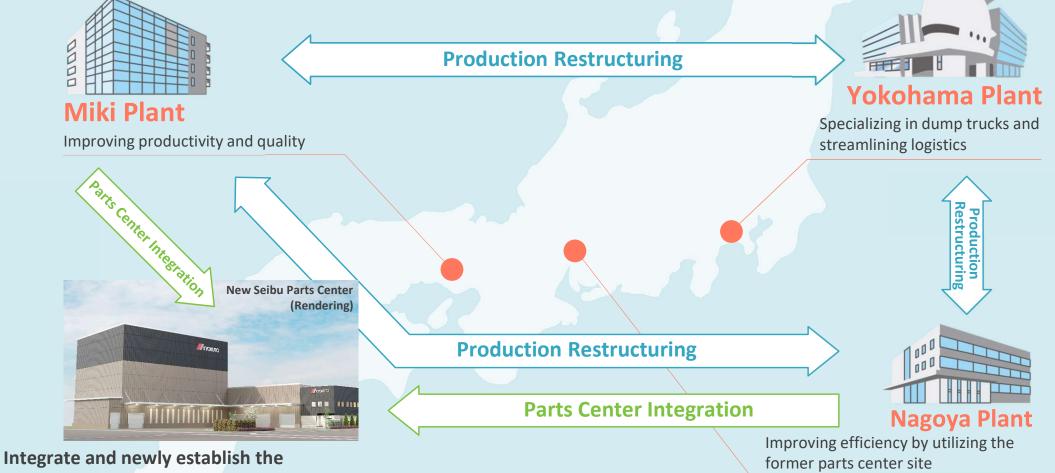
Improving production efficiency by matching chassis delivery schedules with bodywork plans

Chassis Manufacturer



Increased efficiency through reorganization of production items at production plants and consolidation of parts centers

Reorganizing production among Kyokuto Kaihatsu Kogyo's factories to improve productivity and operating profit margins. At the same time, the Chubu Parts Center and the Seibu Parts Center were merged to establish the New Seibu Parts Center.



Chubu Parts Center with the Seibu Parts Center

Improved efficiency through the introduction of the latest warehouse equipment





Business expansion through the enhancement of production sites and product lines, and the promotion of mutual cooperation between facilities

Strengthen cooperation between the overseas sales department and each overseas local subsidiary and develop products that accurately meet the needs of users in the destination country, leading to increased sales.

In India and Indonesia, we will proceed with the construction of new factories to meet strong demand and create future revenue sources. POINT

The Chinese base will act as a hub for the stable and inexpensive supply of parts and components for Japan and body units for overseas markets, contributing to improving the profit margins of both domestic and overseas businesses.

Business-Specific Strategies

Overseas Business



Expanding overseas business by utilizing the Group's global network



By completing the Chennai plant (scheduled for the end of 2025) and considering additional new sites, we aim to meet strong demand

- Cross-selling between Kyokuto Kaihatsu Kogyo and STG
- The Kunshan plant will begin production of units and parts in cooperation with STG.

KYOKUTO INDOMOBIL



Second Plant (Next to the current Plant/Scheduled for completion in 2027) Mass production of side dump trailers





Accelerating efficiency and synergies through corporate integration and consolidation of Queensland bases



Strengthening mutual cooperation among overseas bases contributes to business performance

- Rapid integration and consolidation of bases of newly formed STG and Kyokuto Australia
- Promote cross-selling of products from each country (Sales of SATRAC-made dump trucks to Australia, sales of STG products to Japan, etc.)
- Expanding supply of components and parts from China bases to group bases

Construction of new factories in India and Indonesia

- Establishing a system to realize early results after the completion of the Chennai plant in India, and consider further new bases
- Smooth progress in construction of Indonesia's second plant and start of production during the current medium-term management plan

Meeting demand in each country by expanding product lineup and improving quality

- Development of new models that meet the needs of each country and specification changes that contribute to improving productivity
- Develop new customers, including new destination countries, and consider partnering with overseas special equipment manufacturers
- Promoting product unitization that takes into account marine transport and installation ease
- Expanding overseas sales of railway vehicles



Environmental Equipment and Systems Business

Establishing a solid position in the industry through the introduction of new technologies and construction methods, as well as strengthened collaboration within the group.

POINT **U**

In order to establish a solid position in the recycling facility industry, we will proactively introduce new technologies and construction methods to increase added value and differentiate ourselves from other companies.

By maximizing inter-group collaboration and resource utilization, and enhancing proposal capabilities and cost competitiveness, we aim to prevent lost orders and achieve efficient order acquisition.

As the 3rd pillar of our environmental business, we will make every effort to quickly launch a new business that will contribute to achieving carbon neutrality.

1st pillar: Construction of recycling facilities 2nd pillar: Outsourced operation and maintenance



Improving order success rate and adding value to facilities

- Actively introducing new technologies that improve facility safety and resource recycling technology
- Strengthening competitiveness by improving the reliability and differentiation of waste transfer facilities by utilizing knowledge gained from the first unit
- Improving convenience by building a monitoring and control system that utilizes AI and IoT

Long-term and stable outsourced operation and management of environmental facilities

- Renewing and continuing long-term contracts by making proposals that meet customer needs
- Increase maintenance revenue through regular and large-scale repairs to extend the life of facilities
- Improve organizational capabilities for stable operation through ongoing safety training and fire drills



Safe and reliable construction progress and proactive adoption of new construction methods

- Ensuring safe and reliable project progress through detailed construction planning, thorough quality and budget control, and strengthened communication among stakeholders.
- Actively introduce new construction methods to shorten construction time and strengthen cost competitiveness

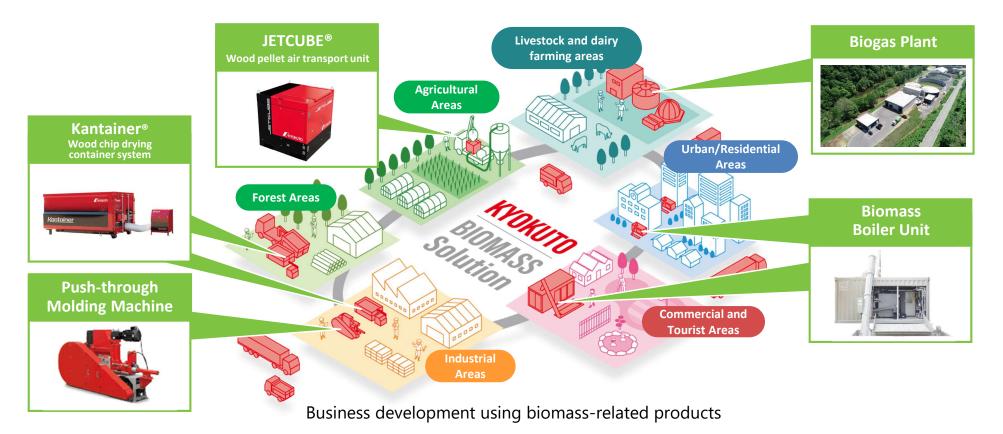


Shinchubo Non-Combustible and Bulky Waste Treatment Facility Development Project (Scheduled for completion in 2027)



Full-scale entry into new businesses that contribute to achieving carbon neutrality

- Sales of wood biomass boiler units and launch of thermal energy supply business
- Sales of push-and-push molding machines and Launch of the push-through molding machine sales business and the bio-briquette production and fuel sales business
- Actively participating in biogas plant and next-generation recycling plant construction projects
- Promoting M&A to develop new fields and expand business scale





$[P_{\Box}^{\dagger}]$ Car Parking Systems Business

Responding flexibly to structural changes in mobility and achieving differentiation through the rapid deployment of proprietary technologies.

POINT

In the mechanical parking system business, we aim to expand stock business revenue and build a stable profit-generating foundation by leveraging our strengths as a manufacturer in renovation and maintenance.

In the hourly parking business, we aim to expand sales and ensure profits by developing prime locations that are chosen by customers and by differentiating our facilities.

DX business will be established as a new source of revenue by expanding the functionality of services based on needs and developing new customers.



Ensuring stable profits in the mechanical parking equipment business

- Increase installation opportunities for new properties and aim for stable profits by acquiring maintenance contracts
- Strengthen relationships with existing customers to win renewal construction projects
- Expand part replacement and repair service work through proactive repair proposals

Development of hourly parking lot business sites and improved convenience

- Expand business locations that support convenient cashless, lockless, and machineless systems
- Secure highly profitable, high-quality new business locations and implement strategies to increase revenue at existing sites

Product and service function enhancements

- Aim to achieve early profitability by expanding Charge-mo[®] functions and acquiring new customers
- Develop a remote monitoring system for mechanical multi-storey parking equipment

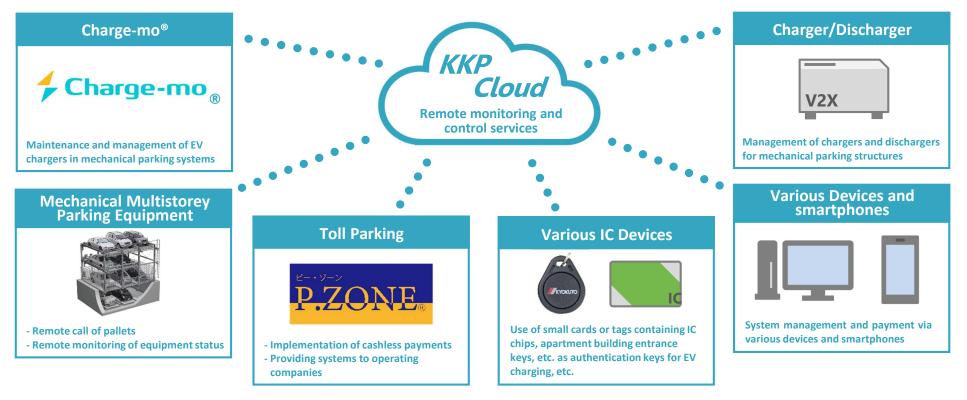


Development of high-value-added products and services suited to the future mobility society

All-in-one service provided by KKP Cloud

Expand the scope of use of "KKP Cloud," which was built as a remote monitoring and control service for mechanical multi-storey parking equipment, to provide different services. By collaborating and centralizing, we will improve customer convenience for Kyokuto Kaihatsu Parking products and services, including hourly parking lots.

Acquire new customers, expand sales and profits, and monetize DX (digital transformation) initiatives
 Improved customer satisfaction through faster and more accurate maintenance responses





Cautionary Statement Regarding Forward-Looking Information

The statements in this document regarding management targets and future forecasts have been made by the Company based on information available at the time of publication of this document. As these are subject to change due to various factors, the stated targets and forecasts do not guarantee actual results or achievement. Please note that even if there are changes to the forward-looking information in this document, the Company is under no obligation to update such information. Additionally, the Company bears no responsibility for any damages that may arise as a result of using this document. Thank you for your understanding.