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May 15, 2025

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(Securities Code: 1860 TSE Prime Market)
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Notice Concerning TODA CORPORATION Group Formulation of “Medium-Term Management Plan 2027”

TODA CORPORATION Group (“Toda Group”) hereby announces the formulation of its “Medium-Term Management Plan 2027” covering the three-year fiscal period from FY2025 to FY2027 as outlined below.

TODA Group has been working towards strengthening its business portfolio and creating sustainable value based on the “Medium-Term Management Plan 2024 - Rolling Plan” (announced in May 2022, the “2024 Medium-Term Plan”). This plan aims to achieve the “Future Vision CX150” (the “CX150”), with 2024 set as the final fiscal year of the plan.

Under the 2024 Medium-Term Plan, we made growth investments focused on Phase 1 of CX150, “Access to Sources of Value.” These investments included the reconstruction of the new headquarters building, “TODA BUILDING,”; the launch of “Agriscience Valley Joso,” a project aimed at regional revitalization; and the advancement of the “Offshore Wind Power Generation Project off the Coast of Goto City (floating offshore wind power generation business)” to pursue carbon neutrality. These initiatives were driven by our forward-looking vision. While some performance targets were not met, revenue in the construction business entered a recovery trend in the final fiscal year, and we will capitalize on this momentum to drive new growth.

In light of these achievements and challenges, we recognize the importance of identifying and leveraging our key strengths to navigate the uncertain business environment ahead and to create the TODA Group’s unique “Distinctive Value.” To achieve high profitability, we will pursue “Vertical Expansion” to enhance the value at sales and construction site offices, along with “Horizontal Expansion” to strengthen collaboration between our construction and strategic businesses. We will also reposition our employees to client-facing roles, increase investments in digital solutions and technology, and enhance capital efficiency to further strengthen our business foundation.

Under this plan, we will move forward with Phase 2 of CX150, “Value Restructuring,” and achieve sustainable growth that meets your expectations, while also enhancing our medium- to long-term corporate value.

* Distinctive Value: The exceptional value TODA Group provides, exceeding customer expectations through its unique perspective and cutting-edge technological capabilities.

1. Basic Policy

[Identify and Connect] From Diffusion to Unity: Maximizing Value

- By identifying our key strengths and leveraging them as convergence knowledge, we will create the unique value (distinctive value) of TODA Group that contributes to our competitive advantage.
- We aim to achieve high profitability by providing value at the front lines, such as sales and construction site offices (vertical expansion), and by creating synergies through collaboration between construction and strategic businesses (horizontal expansion).

* Convergence knowledge: The creation of “knowledge vitality” where diverse knowledge converges to generate new value.
(Japan Cabinet Office)

2. Financial Targets

(1) Consolidated net sales and operating income

- Alongside revenue growth (+36.4% in net sales and +62.4% in operating income compared to FY2024), we will promote management with a focus on capital efficiency, targeting an ROE of 10.0% or higher.

	FY2024 Actual	FY2027 Target	Compared to FY2024
Consolidated net sales	586.6 billion yen	Approx. 800 billion yen	+36.4 %
Operating income	26.6 billion yen	43.5 billion yen or more	+62.4 %
Operating profit margin	4.6 %	5.4% or higher	+0.8 pt
Net income	25.1 billion yen	35 billion yen or more	+38.9 %
ROE (return on equity)	7.4 %	10.0% or higher%	+2.6 pt
Labor productivity (non-consolidated)	14.93 million yen	17.50 million yen or more	+17.2 %

* Labor productivity = Value added (operating income + total labor costs) / Number of employees (average during the period, including temporary employees)

(2) Shareholder return policy

- We will strive to deliver direct shareholder returns by driving medium- to long-term stock price growth, targeting a DOE of at least 3.5%, with a total payout ratio of approximately 70%.

	2024 Medium-Term Plan	Medium-Term Management Plan 2027
DOE (dividends on equity ratio)	2.5% or higher	3.5% or higher
Total payout ratio	40.0% or higher	Approx. 70.0%

* DOE (dividends on equity ratio) = Total dividends / Shareholders' equity

* Total payout ratio = Total amount returned to shareholders (Total dividends + Total share buybacks) / Net income attributable to owners of the parent

3. Appendix

Please refer to the appendix for details of the Medium-Term Management Plan 2027.

End

TODA CORPORATION Group

Medium-Term Management Plan 2027

(FY2025-FY2027) - Executive Summary

“Identify and Connect”

From Diffusion to Unity: Maximizing Value

May 15, 2025

TODA CORPORATION

Build
the
Culture.

The logo for "Build the Culture" features a stylized graphic of a building or structure composed of colorful blocks (red, blue, green, yellow) and lines, positioned to the right of the text "Build the Culture."

人がつくる。人でつくる。

Promotion of Future Vision CX150/Phase 2 “Value Restructuring”

– Identifying and leveraging our key strengths and creating distinctive value –



Future Vision CX150

Phase 1

Access to sources of value

(2022-2024)
Medium-Term Management Plan 2024
- Rolling Plan

Realization of CX150/Strengthening of business portfolio

2022 2023 2024

Phase 2

Value restructuring



Identifying and leveraging our key strengths

2025 2026 2027

Phase 3

Realizing a society of collaborative creation

(2028-2030)

Next Medium-Term Management Plan



Creating distinctive value

2028 2029 2030

150th anniversary of company founding

2031

Identify and Connect

Identify

Our key strengths

- Strengthen the business foundation through the combination of **human capital, digital technology, and convergence knowledge**, and select areas and fields where we can use our **manufacturing and solutions** strengths to the fullest extent
- Optimization of the business portfolio through **growth investments** and **accelerated profit generation** to achieve sustainable growth

*Convergence knowledge is the creation of "knowledge vitality" where diverse knowledge converges to generate new value. (Japan Cabinet Office)

From Diffusion to Unity: Maximizing Value

Connect

Combine vertical and horizontal expansion

- Maximize customer value and address social issues on the **frontlines (such as sales and construction site offices)** by repositioning personnel and strengthening value chains (vertical expansion)
- Create value and expand into the construction lifecycle through the **strengthening of collaboration between construction and strategic businesses** (horizontal expansion)



Group-wide strategy | (3) Financial targets (performance/financial KPIs)

Driving revenue growth and enhancing capital efficiency by optimizing management resources

Growth potential

(Fiscal year ending March 2028)

Consolidated net sales
Approx. **800** billion yen

Profitability

(Fiscal year ending March 2028)

Operating income
43.5 billion yen or more

Net income attributable to owners of the parent
35.0 billion yen or more

Capital efficiency

(Fiscal year ending March 2028)

ROE of **10.0%** or higher

Financial discipline

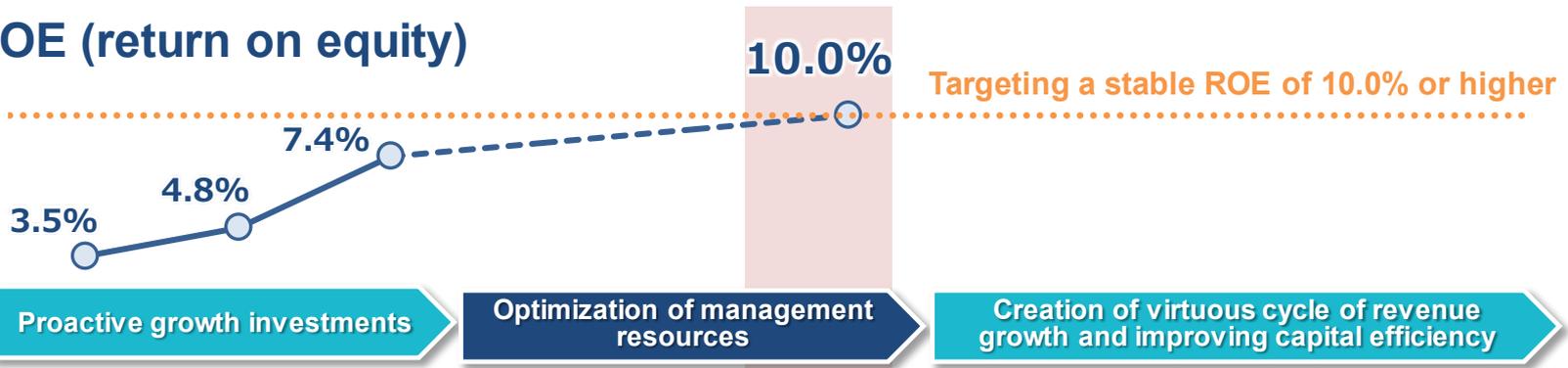
D/E ratio of **0.8x** or lower

Shareholder return

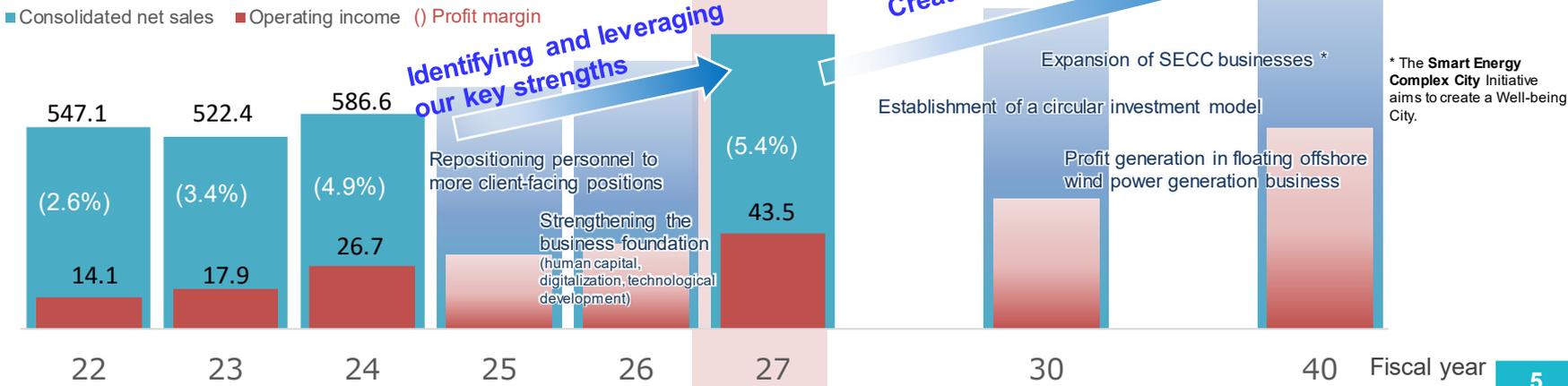
DOE of **3.5%** or higher
Total payout ratio of approx. **70.0%**

Group-wide strategy | (4) Performance target roadmap

ROE (return on equity)



Consolidated net sales/ Operating income (billion yen)



Group-wide strategy | (5) Performance targets by business

Boosting operating income through construction revenue growth and strategic activities

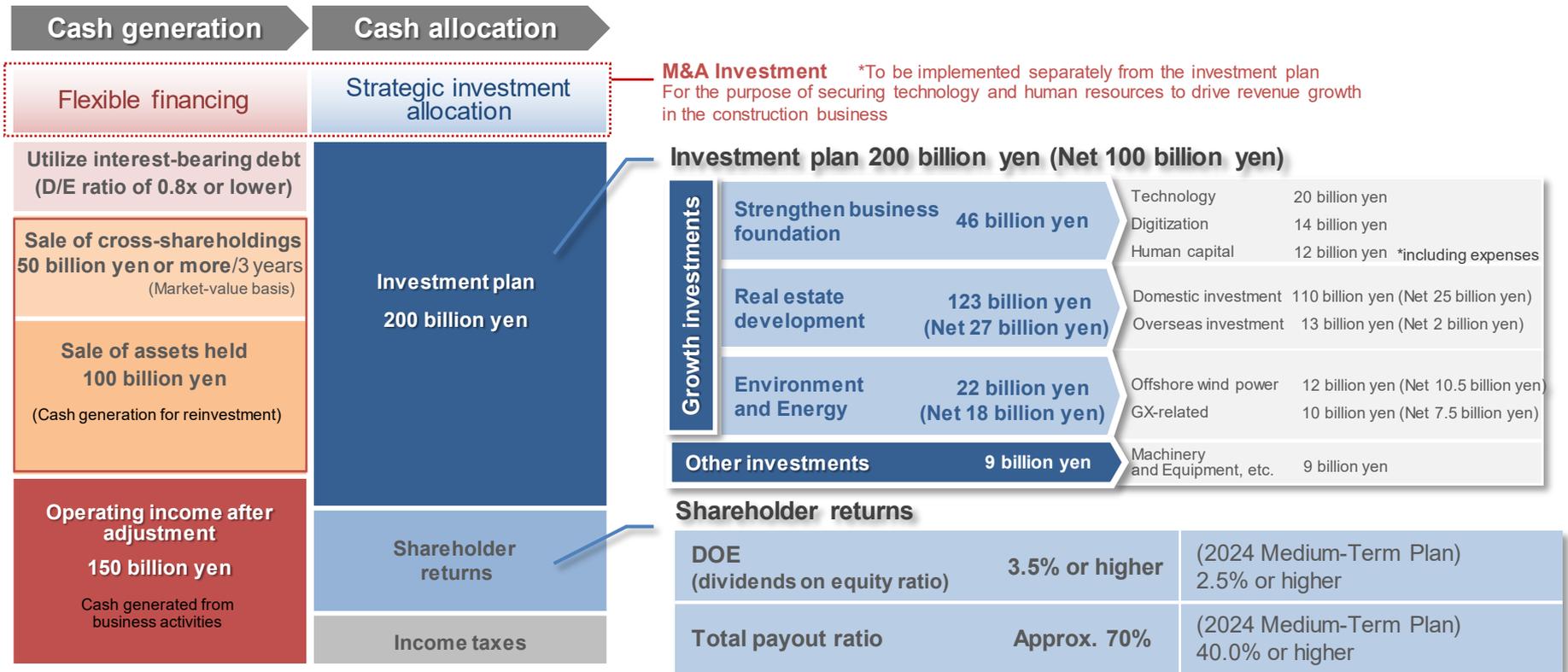
		Net sales (Billion yen)			Operating income (Billion yen)			
		FY2024 Results	FY2027 Forecasts	% change compared to FY2024	FY2024 Results	FY2027 Forecasts	Operating profit margin	% change compared to FY2024
construction business	Architectural construction	359.1	430.0	19.7%	16.6	22.0	5.1%	31.9%
	Civil engineering	125.9	150.0	19.1%	7.2	9.0	6.0%	23.3%
Strategic businesses	Domestic investments	47.8	50.0	4.4%	6.0	6.0	12.0%	(1.6)%
	Global	57.6	90.0	56.0%	1.8	3.5	3.9%	86.2%
	GX (Green transformation)	1.4	7.0	368.1%	(0.9)	0.5	7.1%	-
	Domestic Group companies	59.2	80.0	35.1%	3.4	3.5	4.4%	2.7%
Consolidated total		586.6	800.0	36.4%	26.7	43.5	5.4%	62.4%

- Expansion of the construction business through strategic project selection and concentration, talent acquisition (approx. a 10% increase), and the repositioning of personnel into more client-facing roles.
- Securing revenue from strategic businesses fueled by the growth of domestic and overseas subsidiaries (such as in Indonesia) and the renewable energy sector.

* Eliminations are included in consolidated total

Group-wide strategy | (6) Cash allocation (3-year total)

Strengthening cash generation, growth investments, and shareholder returns through the sale of cross-shareholdings and assets

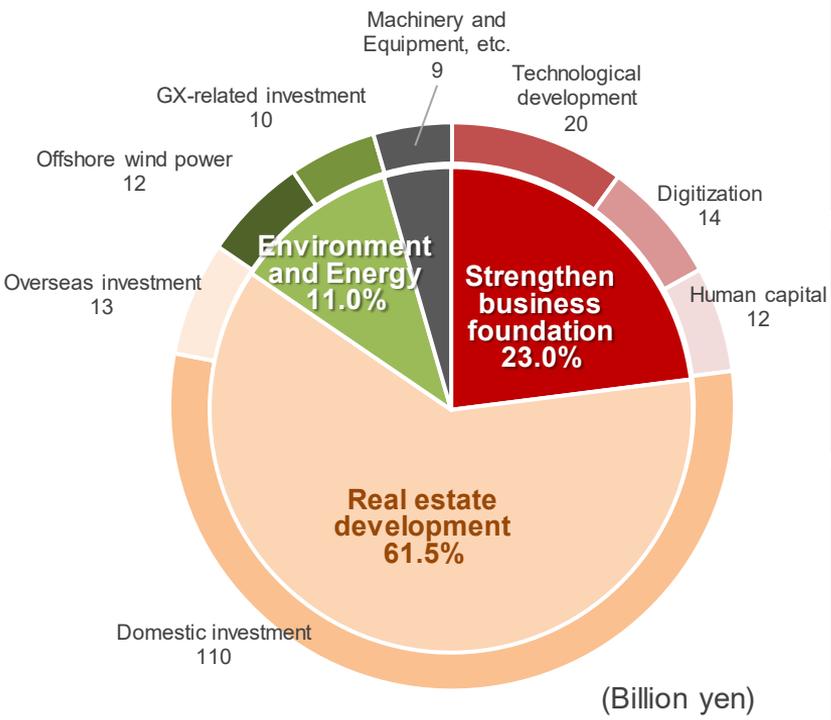


*Operating income after adjustment = Operating income - real estate for sale gross profit + Depreciation + Investments in business foundation (expenses)
 DOE = Total dividends / Shareholders' equity; Total payout ratio = (Total dividends + Total share buybacks) / Net income

Group-wide strategy | (7) Investment plan (3-year total)

Further investing in our business foundation (human capital/ digitization/ technological development)

Investment plan (3-year total) 200 billion yen (Net 100 billion yen)



Lower section represents 2024 Medium-Term Plan results

Strengthen business foundation

46 billion yen *including expenses
25.5 billion yen

- Strengthen investments in human capital, digitization, and technological development
- Investments in human capital include initiatives aimed at enhancing employee benefits and overall well-being

Real estate development

123 billion yen (Net 27 billion yen)
184 billion yen (Net 119.8 billion yen)

- Create synergies between the construction business and Group company businesses
- Develop projects and facilitate sales to private REIT and funds to realize the “circular investment model (net zero)”

Environment and Energy

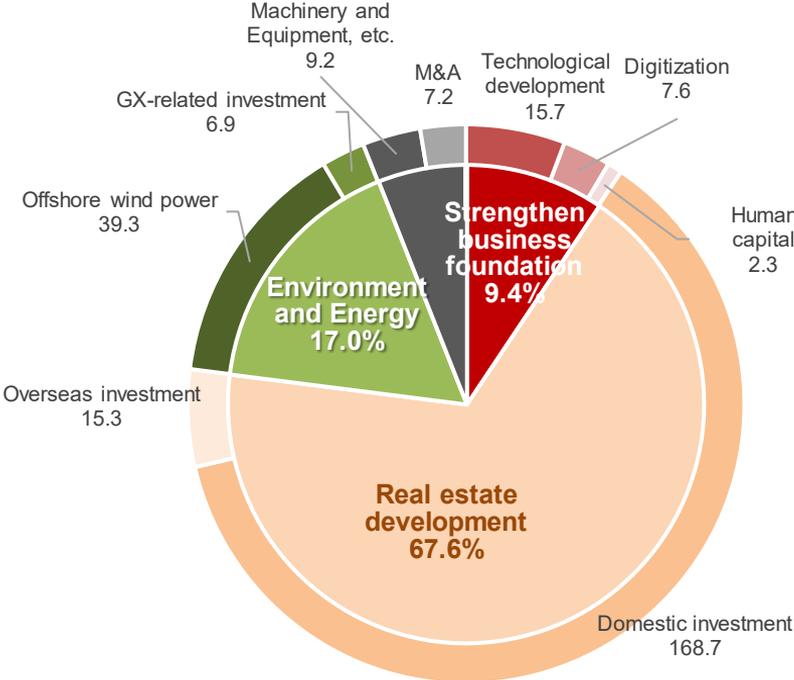
22 billion yen (Net 18 billion yen)
46.2 billion yen (Net 46 billion yen)

- Launch operations for the Floating Wind Power Generation Project off the Coast of Goto City from January 2026
- GX-related investments will be made in onshore wind power in Brazil, biomass power generation, and more

Reference: Investment plan (comparison with 2024 Medium-Term Plan)

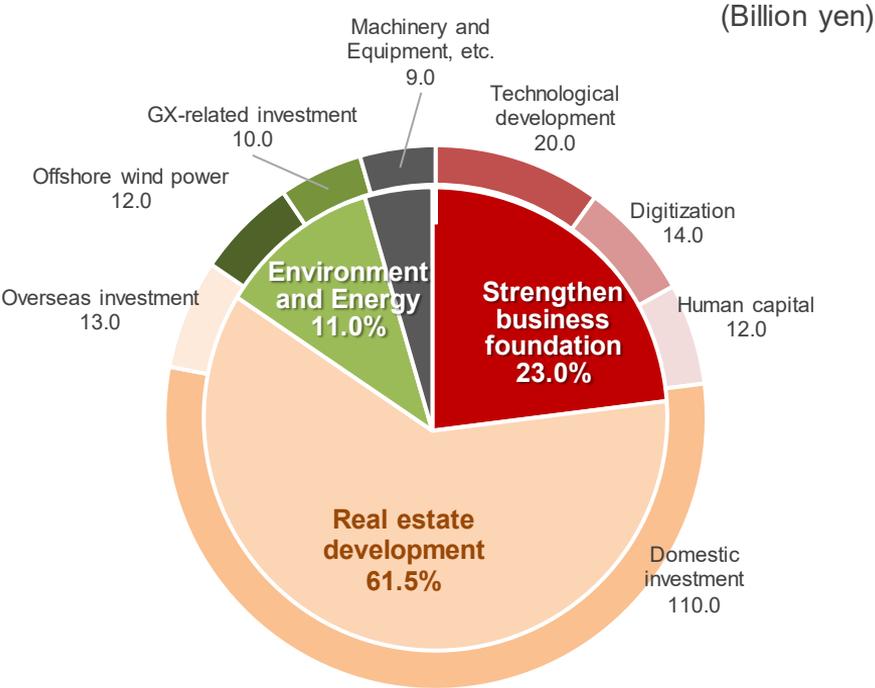
2024 Medium-Term Plan results

272.3 billion yen (Net 207.8 billion yen)



Medium-Term Management Plan 2027

200 billion yen (Net 100 billion yen)



Strengthening shareholder returns and enhancing capital efficiency

Shareholder return policy

■ We will aim to deliver **direct shareholder returns by driving medium- to long-term stock price growth**, targeting a DOE (dividends on equity ratio) of at least 3.5% and a total payout ratio of approximately 70.0%.

2024 Medium-Term Plan
(FY22-24)

DOE
2.5% or higher

Total payout ratio
40.0% or higher

Medium-Term Management Plan 2027
(FY25-27)

DOE
3.5% or higher

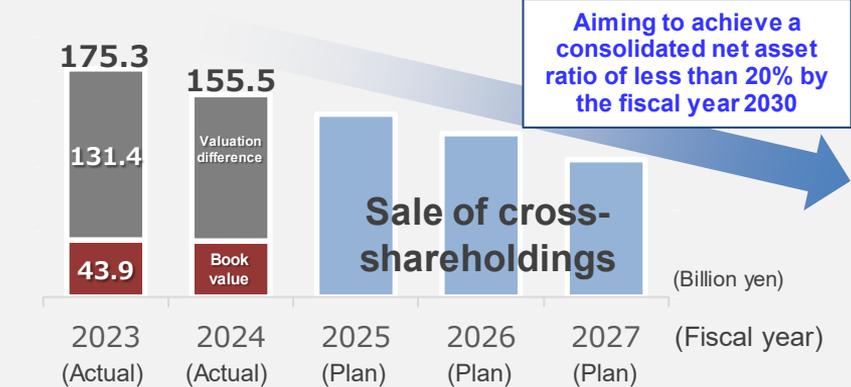
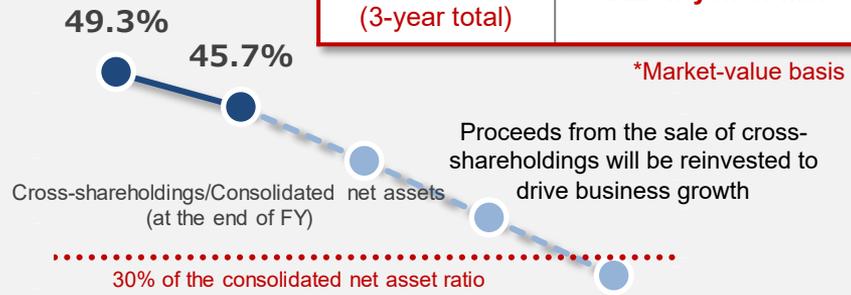
Total payout ratio
approx. 70%

Enhance shareholder returns

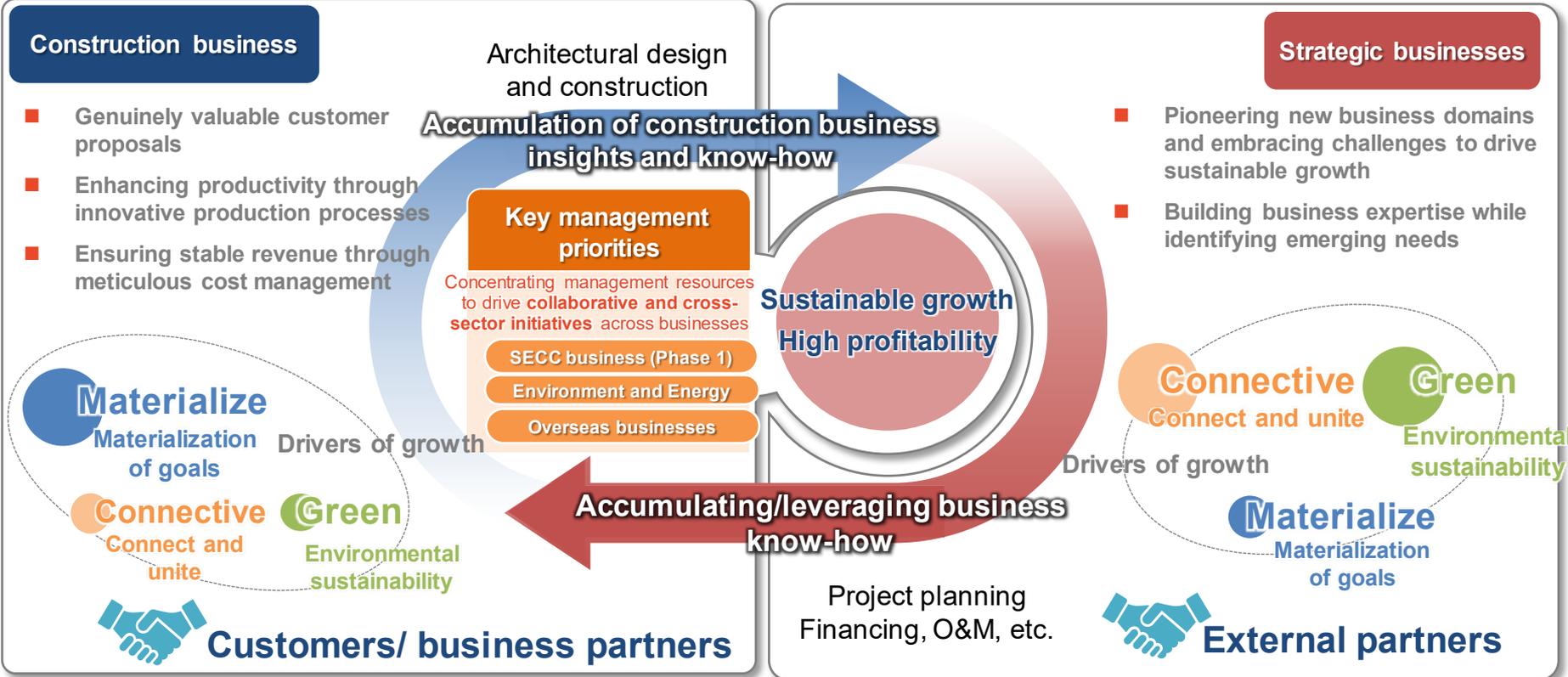
*Total payout ratio = (Total dividends + Share buyback amounts) / Net income attributable to owners of the parent
 *DOE (dividends on equity ratio) = Total dividends / Shareholders' equity (at the end of FY)

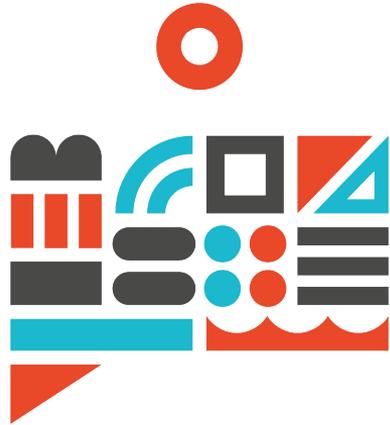
Sale of cross-shareholdings (enhance asset efficiency)

Share sale amount: (3-year total)
50 billion yen or more



Strengthening each business's core advantages while fostering new value creation through collaboration and cross-sector initiatives (key management priorities)





**TODA
CORPORATION**