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Kajima Group Medium-Term Business Plan (FY2024-2026) Further Strengthening the Core Business and Building the Future

TOKYO, May 14, 2024 — Kajima Corporation announced today that its Board of Directors has adopted a resolution approving the new Kajima Group Medium-Term Business Plan (FY2024-2026).

I. Our Goals

In formulating the new Kajima Group Medium-Term Business Plan, we have set out the goals of the Kajima Group clearly and concretely, reflecting the opinions of employees and executives, and based on our corporate philosophy, corporate culture and values that have been passed down.

Our aim is to contribute to our customers and the broader society, by linking our people and our expertise/technology, which together are the source of value creation.



II. Overview of Kajima Group Medium-Term Business Plan (FY2024-2026) Further Strengthening the Core Business and Building the Future

Under the Medium-Term Business Plan (FY2024-2026), we plan to further strengthen our core domestic construction, real estate development and overseas businesses, while remaining committed to Our Goals. In addition, as a technology-based company, we will create new value by expanding our value chain and promoting R&D and innovation, and in so doing build the future by working together with society and our customers.

1. Strategies for growth

(1) Enhance Domestic Construction Business

- ① Strengthen proposal, design-build, and engineering capabilities to provide added value to customers and society
- ② Improve productivity and operational efficiency by promoting digital transformation
- ③ Create safe work sites that are desirable workplaces

(2) Expand Growth Areas

- ① Increase profits and improve investment efficiency in the real estate development business
- ② Enhance global platforms
- ③ Diversify revenue sources by expanding the value chain

(3) Create New Value as a Technology-Based Company

- ① Strengthen the global R&D system
- ② Create new value by promoting innovation
- ③ Create new businesses unique to Kajima

(4) Sustainability

[Global Environment]

- ① Promote Kajima Environmental Vision 2050plus
- ② Ensure social and corporate sustainability in the case of natural disasters

[Human Resources, Compliance, Human Rights]

- ① Develop people and create systems that will promote growth and change
- ② Maintain and strengthen the supply chain and secure future workforce
- ③ Thorough compliance and respect for human rights

* The details of “Kajima Environmental Vision 2050plus” are published separately.

2. Financial Targets

Consolidated net income attributable to owners of the parent: 130 billion yen or more for FY2026 (150 billion yen or more for FY2030)

ROE: Continuously above 10%

3. Stockholder returns

The basic policy is to pay dividends with a target payout ratio of 40%, as well as to flexibly contribute to stockholder returns by acquiring own shares and other means, with consideration of business performance, financial condition and business environment. (Plans to acquire 30 billion yen of own shares in FY2024, and will continue to flexibly acquire own shares going forward)

Details of the Kajima Group Medium-Term Business Plan (FY2024-2026) and Kajima Environmental Vision 2050plus are available online.

Kajima Group Medium-Term Business Plan (FY2024-2026)

URL	https://www.kajima.co.jp/english/ir/newplan/index.html
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Kajima Environmental Vision 2050plus

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Disclaimer: This document is an English translation of the announcement titled “Kajima Group Medium-Term Business Plan (FY2024-2026) Further Strengthening the Core Business and Building the Future” which is filed with Stock Exchanges in Japan on May 14, 2024. The Company provides this translation for your reference and convenience only without any warranty as to its accuracy. In case of any discrepancy between the translation and the Japanese original, the latter shall prevail.