

Tokyo Stock Exchange (Prime Market) Securities Code : 7438

FY2025 **Financial Results** May 14, 2025

Notes on forward-looking statements

This document contains forward-looking statements and business plans. These statements were made based on economic environment and business policies at the time of the release. Actual results may differ materially from these forward-looking statements due to various factors and changes.

Contents



1.	Highlights of FY2025 Financial Results	P. 4
2.	Company Overview	P. 7
3.	Main Products and Merchandise	P. 18
4.	FY2025 Financial Results and Analysis	P. 24
5.	FY2025 Financial Results and Analysis by Segment	P. 30
6.	FY2026 Financial Forecast	P. 40
7.	Sustainability	P. 43
8.	Growth Strategies	P. 50
9.	Shareholder Return	P. 59
10	Highlights of Results	P. 62

1. Highlights of FY2025 Financial Results

Summary of FY2025 Consolidated Financial Results



- Net sales increased due to capturing demand for large-scale properties.
- Operating income and ordinary income decreased due to higher personnel expenses and freight costs as well as an increase in SG&A expenses associated with the acquisition of UEDA CONSTRUCTION CO., LTD. despite maintaining a flat gross profit margin YoY.

Net sales	79,175 million yen	YoY	+3.0%
Operating income	4,465 million yen	YoY	∆ 4.4%
Ordinary income	4,679 million yen	YoY	∆ 4.0%
Profit attributable to owner of parent	3,272 million yen	YoY	+ 0.2 %
EBITDA	6,580 million yen	YoY	+ 1.2 %

%Note: EBITDA= Income before income taxes + Interest expenses + Depreciation + Amortization of goodwill

Topics in FY2025



Opening of Hokkaido Office and completion of Sapporo Factory No. 3

- In April 2024, we have opened the Hokkaido Office to further expand our business in the Hokkaido region.
- We have built the new third factory, which has began operations in April 2024 to meet growing construction demand in Japan.

Purpose of opening Hokkaido Office

Strengthen sales force in the Hokkaido region and establish a system that can immediately respond to user needs with the aim of expanding our share.

Office name in Hokkaido	Segment
Sapporo Branch	Industrial Materials
Hokkaido Office	Structural Steel Materials

Purpose of opening Sapporo Factory No. 3

Strengthen our production capacity by expanding the scale of production sites.

Hokkaido Office · Sapporo Factory No. 3

(on the premises of Sapporo Branch and Sapporo Factory)



UEDA CONSTRUCTION CO., LTD.

Acquisition of UEDA CONSTRUCTION CO., LTD.

- In October 2024, Nippon Scaffolding Holdings Co., Ltd., has acquired all shares of Ueda Construction Co., Ltd. engaged in scaffolding installation for plant construction sites in the Hokkaido region, making it a subsidiary of Nippon Scaffolding Holdings (a second-tier subsidiary of Kondotec).
- We will strive for sustainable growth and mid- to long-term corporate value enhancement by expanding scaffolding installation business through collaboration with scaffolding group companies.

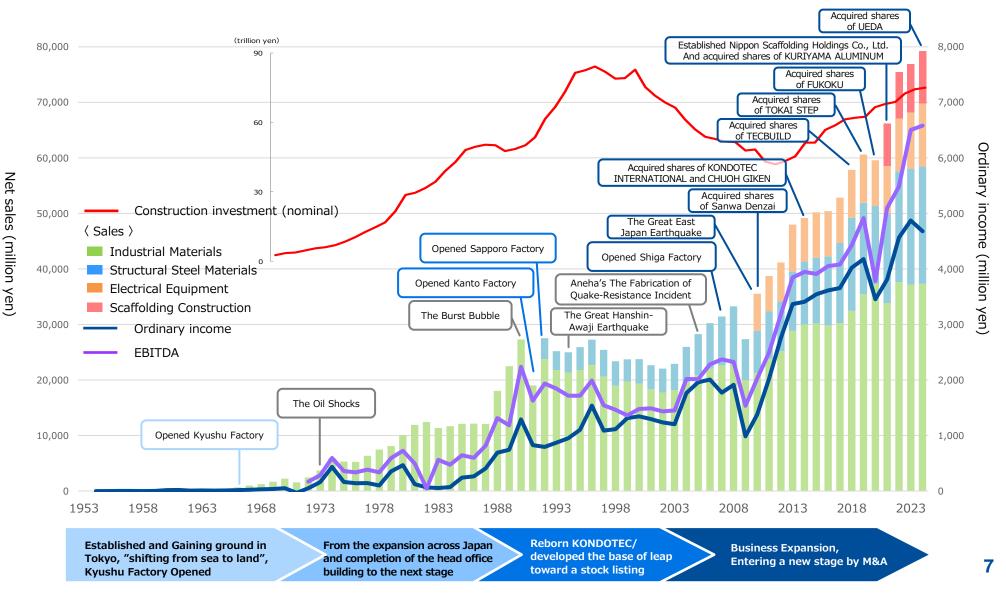
Company overview Company UEDA CONSTRUCTION CO., LTD. name Location Tomakomai, Hokkaido ·Scaffolding construction service for civil Business engineering and architecture areas •Machine and equipment installation work Capital 3 million yen (as of March 2024) stock Past installation projects Wharf construction site Biomass power plant (hanging scaffolding) construction site

2. Company Overview

Performance Trends



Since establishment in 1953, we have not incurred an ordinary loss as a result of efforts to supply products and merchandise to various industries in response to changes of the times and customer needs.



Company Overview



Company name	KONDOTEC INC.
Group companies	Sanwa Denzai Co., Ltd. KONDOTEC INTERNATIONAL (THAILAND) CO., LTD. CHUOH GIKEN Co., Ltd. Nippon Scaffolding Holdings Co., Ltd. TECBUILD CO., LTD. TOKAI STEP CO., LTD. FUKOKU, Ltd. KURIYAMA ALUMINUM Co., Ltd. UEDA CONSTRUCTION CO., LTD. (as of March 31, 2025)
Established	January 1953
President and Representative Director	Noboru Hamano
	2-2-90 Sakaigawa, Nishi-ku, Osaka 550-0024 Japan
Head office	Tokyo Headquarters : 1-9-3 Minami Suna, Koto-ku, Tokyo
Number of employees	Consolidated:1,423 Parent:815 (as of March 31, 2025)
Capital stock	2,666 million yen
Listed stock market	Tokyo Stock Exchange (Prime Market) (Securities Code :7438)
Business areas	 Manufacturing, procurement and sales of industrial materials mainly for hardware retailers, wholesalers, manufactures. Manufacturing, procurement, and sale of structural steel materials mainly for steel fabricators. Procurement and sales of electrical equipment for electrical construction contractors and electronics retailers. Procurement, sale and rentals of temporary scaffolding materials and providing scaffolding construction services for building contractors and medium-sized general contractors.
Major items handled	 Products Turn buckles, braces, scaffolding chains, screws, anchor bolts, closed-die forged products, construction materials, machinery, equipment, and aluminum extrusions etc. Merchandise Hardware, chains, wire ropes, screws, construction materials, lighting equipment, panel board, air-conditioning equipment, and eco items etc.

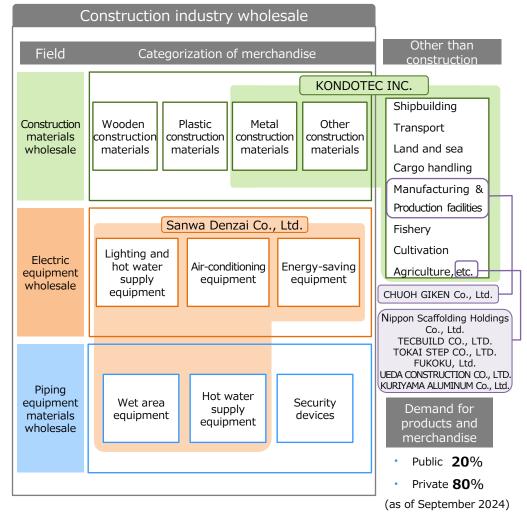
Company History and Business Areas



Company history

January 1953	Established Kondo Shoten Co., Ltd.
January 1989	Changed the company name to KONDOTEC INC.
April 1995	Listed on the Second Section of the Osaka Stock Exchange
July 1999	Listed on the Second Section of the Tokyo Stock Exchange
April 2010	Acquired shares of Sanwa Denzai Co., Ltd.
April 2011	Designated as the First Section stock by the Tokyo Stock Exchange and the Osaka Stock Exchange
May 2011	Established a representative office (Bangkok, Thailand)
November 2012	Established KONDOTEC INTERNATIONAL (THAILAND) CO., LTD.(Joint venture)
August 2014	Turned KONDOTEC INTERNATIONAL (THAILAND) CO., LTD. into a consolidated subsidiary and acquired shares of CHUOH GIKEN Co., Ltd.
February 2019	Acquired shares of TECBUILD CO., LTD.
February 2020	Acquired shares of TOKAI STEP CO., LTD.
January 2021	Acquired shares of FUKOKU, Ltd.
April 2021	Established Nippon Scaffolding Holdings Co., Ltd.
October 2021	Acquired shares of KURIYAMA ALUMINUM Co., Ltd.
April 2022	Shifted to the Prime Market from the First Section under the previous Tokyo Stock Exchange structure.
October 2024	Acquired shares of UEDA CONSTRUCTION CO., LTD.
	January 1989 April 1995 July 1999 April 2010 April 2011 May 2011 May 2011 November 2012 August 2014 February 2019 February 2020 January 2021 April 2021 October 2021

Business areas



Sales by Segment (FY2025)

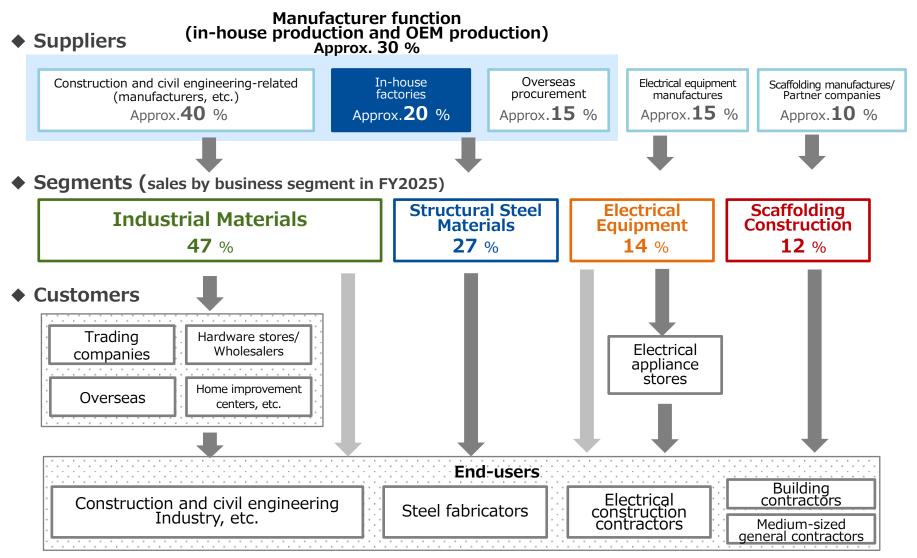


Industrial I	Materials		Structural	Steel Materials	
\mathbf{O}	Net sales 37,328 million ye	Sales weighting en 47 %	O	Net sales 21,131 million	Sales weighting yen 27 %
Customers Products/	Hardware stores, Wholesalers,	, Home improvement centers	Customers Products/	Steel structure fabricato	ors
Merchandise	Turn buckles Shackles Sca	and ffolding chains Screws more	Merchandise	Turnbuckle braces Anchor	Self-supporting and bolts Kon-pieces more
Merchandise Electrical E		Kalding alasing Cousing		Turnbuckle braces Anchor	Self-supporting and bolts Kon-pieces more
		ffolding chains Screws more			Sales weighting

Distribution Channels



• By offering in-house products with added value and sourcing products and merchandise from various suppliers, we have adopted a structure that allows it to meet the diversifying needs of customers.



Segment Overview : Industrial Materials



Business areas

The Industrial Materials Segment manufactures, procures, and sells civil engineering and construction materials (primarily metal fittings through retail).

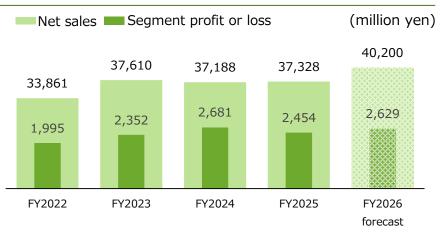
Strengths

By selling products and merchandise to a wide range of industries, the segment has built up a diverse customer base that is not skewed toward any particular industry, it is able to generate stable earnings that do not hinge on any particular customer.

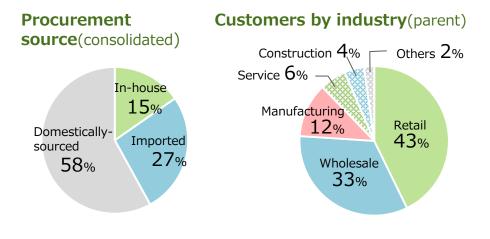
Number of operating sites	Number of customers	Number of employees
34	Approx. 16,000	362
Number of I	※ As of end March 2025	
1,744	1,295 million yen	

 $\ensuremath{\mathbbmu}$ Note: Figures show sum of this year and previous year's results.

Results in the past 5 years



Ratio of segment sales FY2025



Initiatives

- Cultivate new customers, expand sales channels and expand product lineup
- Capture the demands for renewable energy and large-scale projects such as urban redevelopment projects.
- Develop new aluminum products in response to the need for lightweight materials.

Segment Overview : Structural Steel Materials



Business areas

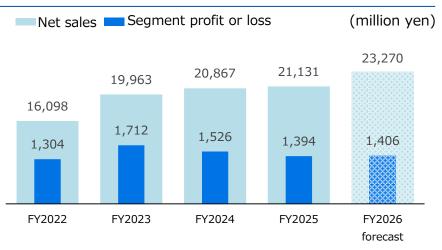
The Structural Steel Materials Segment manufactures, procures, and sells construction-related materials to nationwide steel structure fabricators.

Strengths

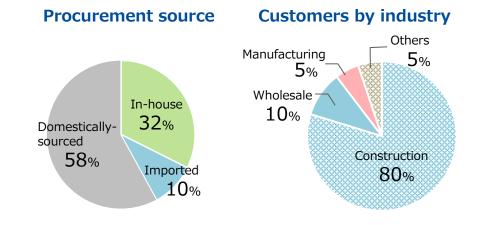
High-margin business maintained through supply of high market share products with a high percentage of in-house production.

Number of operating sites	Number of customers	Number of employees			
19	Approx. 6,000	154			
Number of new customers * * As of end March 2025					
730 1,253 million yen					
× Note: Figures show sum of this year and previous year's results.					

Results in the past 5 years



Ratio of segment sales FY2025



Initiatives

- Cultivate new customers and expand product lineup
- Plan to open new operating sites seeking to capture the demands in unexplored areas.
- Expand anchor bolt installation business.

Segment Overview : Electrical Equipment



Business areas

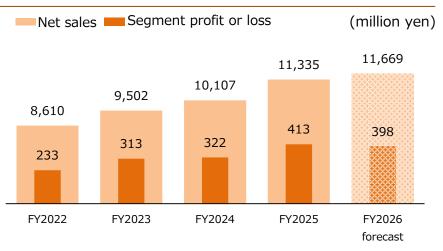
The Electrical Equipment Segment procures and sells electrical equipment to consumer electrical appliance stores and electrical construction contractors.

Strengths

The segment generates steady earnings through providing a wide range of merchandise from electrical materials to building materials to various industries.

Number of operating sites	Number of customers	Number of employees			
12	Approx. 5,000	144			
Number of	Number of new customers % * As of end March 2025				
398					
* Note: Figures show sum of this year and previous year's results.					

Results in the past 5 years



Merchandise category **Procurement source** Lighting fixtures 19% Others 28% Domestically-**Electrical** wires sourced 18% Circuit breakers/ 100% wiring devices 8% Air-conditioning equipment / Piping equipment ventilation fans 9% 18%

- Initiatives
 - Cultivate new customers and expand merchandise lineup
 - Expand the electrical work-related construction business and capture demands from end users(such as electrical construction contractors).
 - Enter into new fields such as factory automation and equipment engineering.
 - Expand sales of Eco-friendly and environmentrelated merchandise.

Ratio of segment sales FY2025

Segment Overview : Scaffolding Construction



Business areas

The Scaffolding Construction Segment provides scaffolding construction services and procures, sells and rents out temporary scaffolding materials to building contractors and medium-sized general contractors

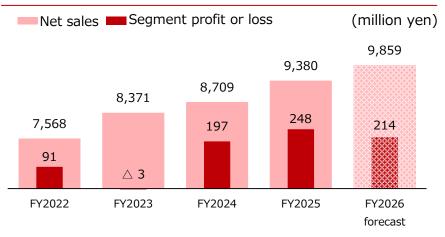
Strengths

The segment provides a wide range of construction services from residential buildings and medium-rise properties to civil engineering structures (such as bridges)

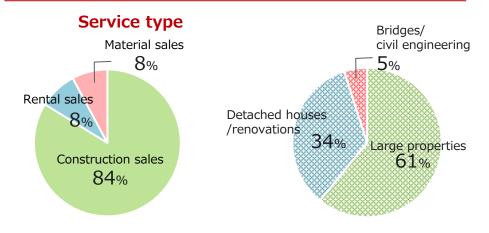
Number of operating sites	Number of employees		
38	387 (construction workers: 173)		
Capex scaffolding r			
564 million yen		1,022 million yen	
※ As of end March 2025			

 $\ensuremath{\mathbbmm}$ The amount of investment as of end March 2025

Results in the past 5 years



Ratio of segment sales FY2025



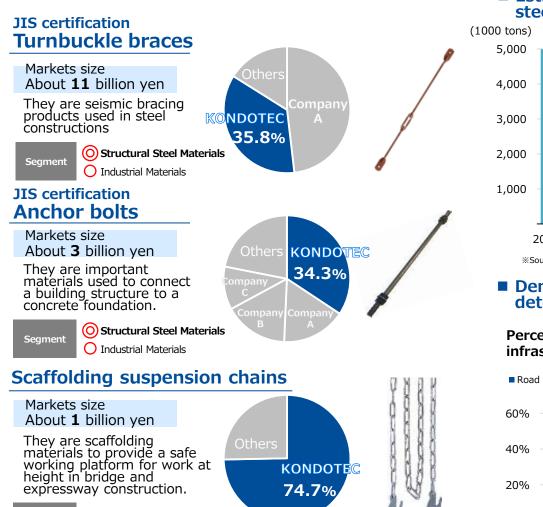
Initiatives

- Step up orders with higher unit prices for plant construction sites, large properties such as medium-rise buildings, and civil engineering projects.
- Expand sales of scaffolding materials and sales of scaffolding rental.
- Expand customer base through developing new customers.

Market Size for Main Products and Merchandise



Market size for main products, merchandise and corresponding market shares (FY2024)

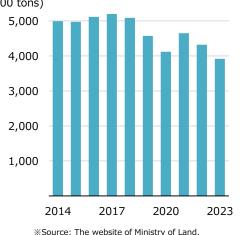


O Industrial Materials

Segment

Market overview and initiatives

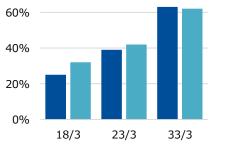




Infrastructure, Transport and Tourism Demand for maintenance and repair of deteriorating social infrastructure

Percentage of 50+ year old infrastructure

Road bridges Water control structures



Source: The website of Ministry of Land, Infrastructure, Transport and Tourism

> Market overview

The demand is gradually recovering after the COVID pandemic.

The robust demand for large lowrise properties such as logistics facilities, data centers and factories is expected to continue.

initiatives to maintain and expand the market share

- Strengthen upstream sales
- Expand anchor bolt installation work
- Plan to open new operating sites
- Market overview

The number of 50-plus-year-old infrastructure is expected to increase exponentially in the next decade.

initiatives to maintain and expand the market share

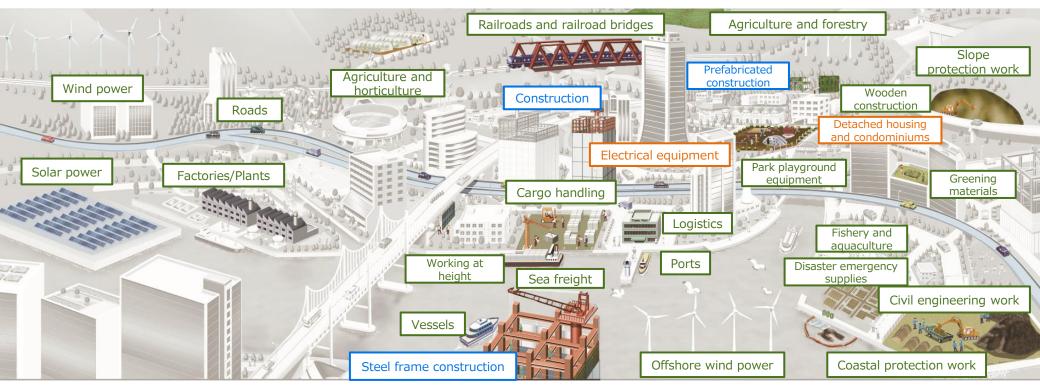
- Develop new products (such as lightweight chains)
- Expand sales of products and merchandise through cooperation between Industrial Materials and Scaffolding Construction segments.

3. Main Products and Merchandise





We supply roughly 50,000 products and merchandise to various industries in response to changes of the times and customer needs.



Construction

The construction field is one of the biggest sales field. Materials for Steelframe structures such as turnbuckle braces and round separators for reinforced concrete buildings are main products manufactured in-house. We obtained Z-mark certification and Xmark certification in wooden construction field. We offer various temporary scaffolding materials used in a wide range of constructions.

Railroads

Lifting equipment

Turnbuckle braces

Steel frame materials

Foundation materials

Formwork materials

Architectural hardware

•

•

When railroad construction has specific requirements that differ from other constructions, we offer specific products to Japan Railways Group and other railway companies.

Thora

 Screws
 T

 Lifting equipment
 p

 Materials for river
 ir

 improvement and
 rc

 slope protection
 D

٠

There are various fields with growth prospects in civil engineering including infrastructure-related projects (such as road construction and port engineering), slope protection and river engineering. Demand for materials for urgent postdisaster reconstruction is growing along with the increasing frequency of natural disasters in recent years. We keep inventory at all of our operating sites to facilitate quick delivery in the event of a disaster.

Civil engineering

- Street materials and greening materials
- Materials for river improvement and slope protection
 Lifting equipment
- Worksite equipment
- Nets and sheets
- Port materials
 - teriais

Turnbuckle Braces



- Turnbuckle braces are connected cornerwise to prevent the collapse of buildings exposed to lateral pressure.
- Turnbuckle braces are used as seismic bracing products in prefabricated steel-frame houses and steel
 constructions such as shopping centers, factories and warehouses. They can also be seen in everyday locations,
 including on ceilings of railway station platforms.



Anchor Bolts



• Anchor bolts are important materials used to connect a building structure to a concrete foundation. Their main purpose is to prevent the building connected to the concrete foundation from tilting and falling over.



Anchor bolts

Anchor frame (Kon-base Eco)

Container Bags



Container bags are used in a wide range of settings such as 1) transportation and storage of feedstuff, fertilizer, plastic pellets, and industrial waste; 2) rubble disposal and decontamination work; and 3) post-disaster reconstruction work (used as large sandbags).



Scaffolding Installation

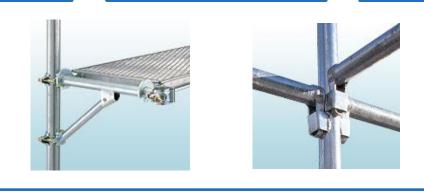
 Our group provide scaffolding services for various projects – from houses to medium-rise buildings and civilengineering works such as bridges.

Overpass repair



Condominium construction







4. FY2025 Financial Results and Analysis

FY2025 Consolidated Financial Results

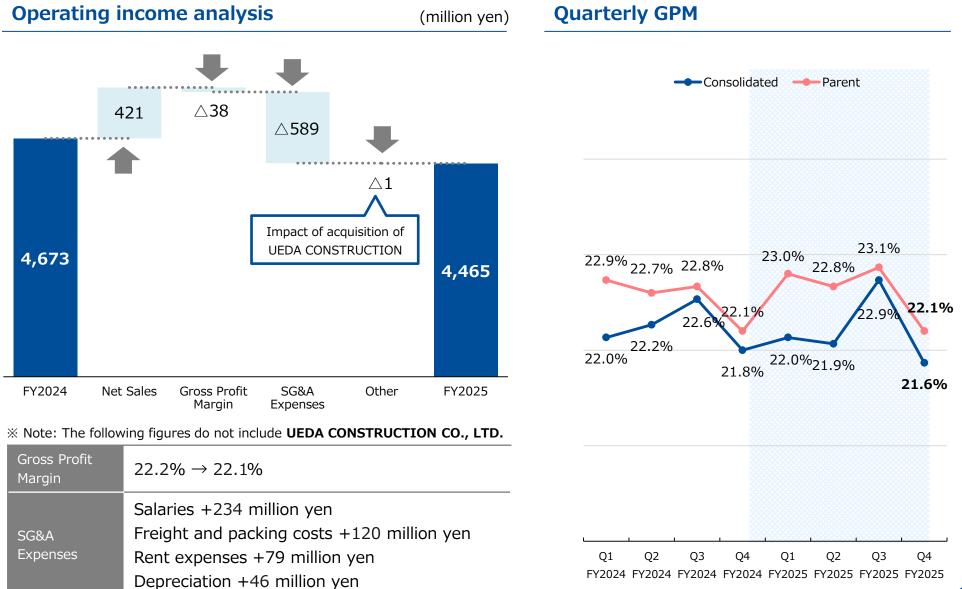


Vs. FY2024				(million yen)
			ΥοΥ	
	FY2024	FY2025	Amount	%
Net sales	76,873	79,175	+2,302	+3.0%
Gross profit	17,035	17,517	+481	+2.8%
SG&A expenses	12,362	13,051	+689	+5.6%
Operating income	4,673	4,465	△207	∆4.4%
Ordinary income	4,872	4,679	∆193	∆4.0%
Profit attributable to owner of parent	3,265	3,272	+7	+0.2%
EBITDA	6,503	6,580	+77	+1.2%

Note: EBITDA= Income before income taxes + Interest expenses + Depreciation + Amortization of goodwill

Operating Income Analysis (Consolidated)





25

FY2025 Consolidated Financial Results



Vs. Forecast **Operating income analysis** (million yen) (million yen) Change FY2025 FY2025 Forecast Actual Amount % Net sales 81,500 79,175 △2,324 △2.9% \triangle 521 498 **Gross profit** 18,300 17,517 △782 △4.3% $\triangle 260$ SG&A 13,550 △498 4,750 13,051 △3.7% expenses 4,465 Operating 4,750 $\triangle 284$ △6.0% 4,465 income Ordinary 4,950 $\triangle 270$ $\triangle 5.5\%$ 4,679 income Net Sales Gross Profit SG&A FY2025 FY2025 Margin Forecast Expenses Actual Profit attributable 3,300 3,272 $\triangle 27$ △0.8% Gross Profit Forecast 22.5% Actual 22.1% to owner of Margin parent



				(million yen)
		FY2024	FY2025	Change
	Cash and deposits	11,836	15,476	+3,639
ç	Notes and receivable-trade, and contract assets	13,642	11,578	∆2,064
Current assets	Electronically recorded monetary claims operating	4,993	4,828	△164
asse	Inventories	7,758	8,227	+469
ţ	Other	534	628	+94
	Total current assets	38,766	40,740	+1,974
Non	Property, plant and equipment	16,792	18,991	+2,199
Non-current assets	Intangible assets	4,003	3,861	△141
ent as	Investments and other assets	1,413	1,654	+240
sets	Total non-current-assets	22,208	24,507	+2,298
Total	assets	60,975	65,247	+4,272

27

Consolidated Balance Sheet [Liabilities and Net Assets]



				(million yen)
		FY2024	FY2025	Change
Current liabilities	Notes and accounts payable-trade	4,769	4,685	△83
	Electronically recorded obligations-operations	9,618	9,648	+30
	Breakdown Electronically recorded obligations-operations	11,053	10,933	△120
	Repayment before maturity	∆1,435	△1,284	+150)
	Short-term loans payable	3,610	3,605	△5
	Income taxes payable	1,079	763	△316
	Other	3,432	4,699	+1,266
	Total current liabilities	22,509	23,401	+892
Non-o	current liabilities	2,545	3,494	+949
Total	liabilities	25,054	26,896	+1,841
	Shareholder's equity	35,063	37,316	+2,253
Net assets	Accumulated other comprehensive income	∆1,166	∆ 988	+177
	Non-controlling interests	2,022	2,022	riangle 0
	Total net assets	35,920	38,350	+2,430
Total	liabilities and net assets	60,975	65,247	+4,272

5. FY2025 Financial Results and Analysis by Segment

FY2025 Financial Results by Segment



(million yen)

		FY2024	FY2025	Change (%)	Full-year forecast	Progress
Industrial Materials	Net sales	37,188	37,328	+0.4%	39,578	△5.7%
	Segment profit or loss	2,681	2,454	△8.5%	2,939	△16.5%
	EBITDA	2,960	2,819	∆4.8%	-	_
z St	Net sales	20,867	21,131	+1.3%	22,347	≙5.4%
Structural Steel Materials	Segment profit or loss	1,526	1,394	△8.7%	1,396	∆0.2%
	EBITDA	1,566	1,463	△6.6%	-	_
Electrical Equipment	Net sales	10,107	11,335	+12.1%	10,739	+5.5%
	Segment profit or loss	322	413	+28.4%	312	+32.5%
	EBITDA	374	471	+25.7%	-	_
Scaffolding Construction	Net sales	8,709	9,380	+7.7%	8,834	+6.2%
	Segment profit or loss	197	248	+25.7%	131	+88.7%
	EBITDA	894	1,027	+14.9%	_	_

※ Note: Segment profit or loss has been adjusted with operating income on the semi-annual consolidated financial statements.
 ※ Note: EBITDA= Segment profit or loss + Depreciation + Amortization of goodwill

Industrial Materials

Net sales and segment profit or loss



Factors affecting net sales

Net sales increased by about 140 million yen YoY.

Sales increased due to strong public investment and large-scale projects such as redevelopment projects in urban areas.

Increased/decreased amount in net sales (million yen)				
Products (approx.)	△580	JIS wire ropes	∆293	Sales decreased due to switching to outside procurement of low value-added products.
Merchandise (approx.)	+720	worksite equipment	+285	Sales increased due to a rise in the number of large-scale projects.

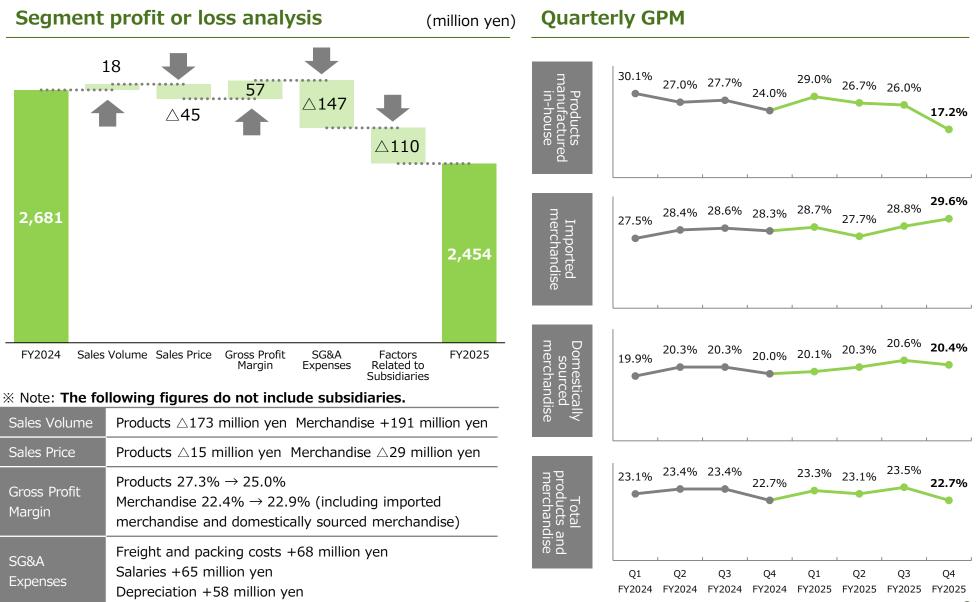


(million yen)

595

Q4

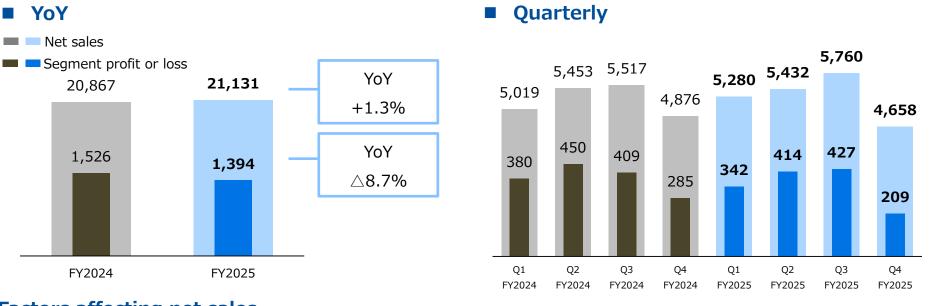
Industrial Materials





Structural Steel Materials

Net sales and segment profit or loss



Factors affecting net sales

Net sales increased by about 260 million yen YoY.

While sales to large properties were robust, demand for small- and medium-sized properties remained stagnant with the slump in sales volume. As a result, sales increased on the back of higher selling prices owing to an increase in the ratio of large-scale projects amid ongoing robust demand as well as a sales contribution from Hokkaido office opened in FY2025.

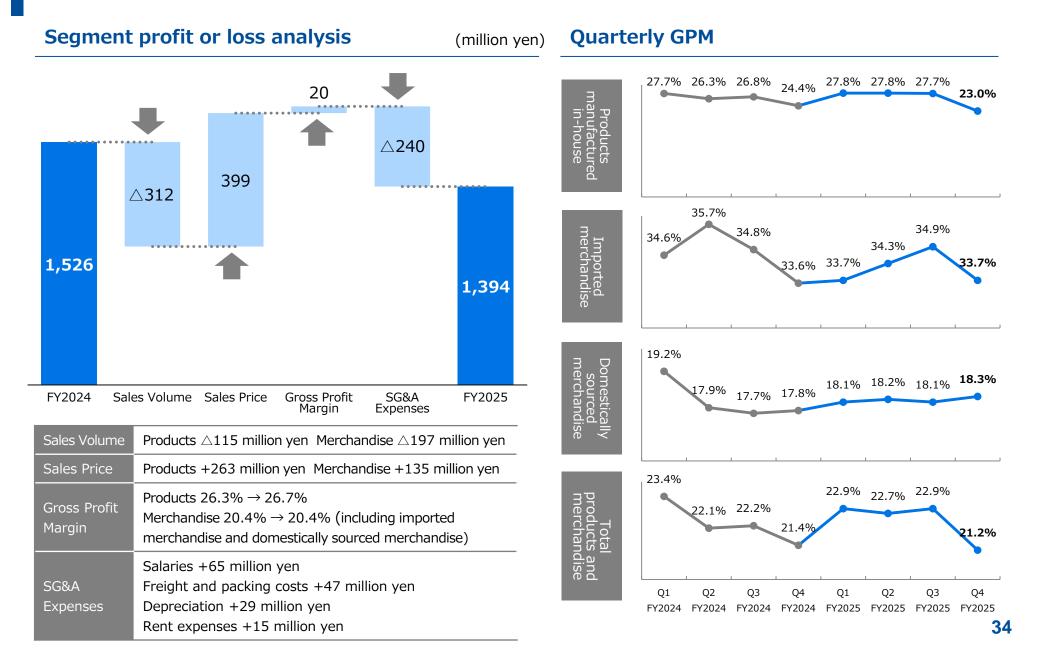
Increased/decreased amount in net sales (million yen)				
Products (approx.)	+560	Braces	+633	Orders increased due to a rise in the number of large properties.
Merchandise (approx.)	∆300	Steel frame materials	∆379	Orders decreased due to the drop in the number of properties made using steel frames.



(million yen)

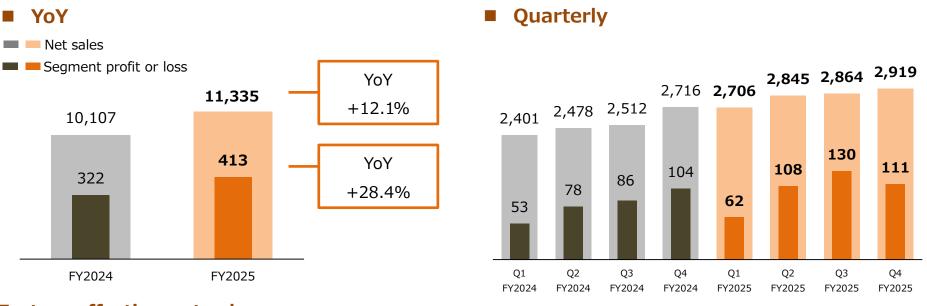
Structural Steel Materials





Electrical Equipment

Net sales and segment profit or loss



Factors affecting net sales

Net sales increased by about 1,230 million yen YoY.

Sales increased due to robust sales of lighting fixtures, electrical wires, and air-conditioning equipment on the back of a strong sales of room air conditioners owing to high temperatures in addition to increases in large-scale project orders for solar power generation facilities, electrical wires, and piping equipment and higher unit prices due to price hikes by manufactures.

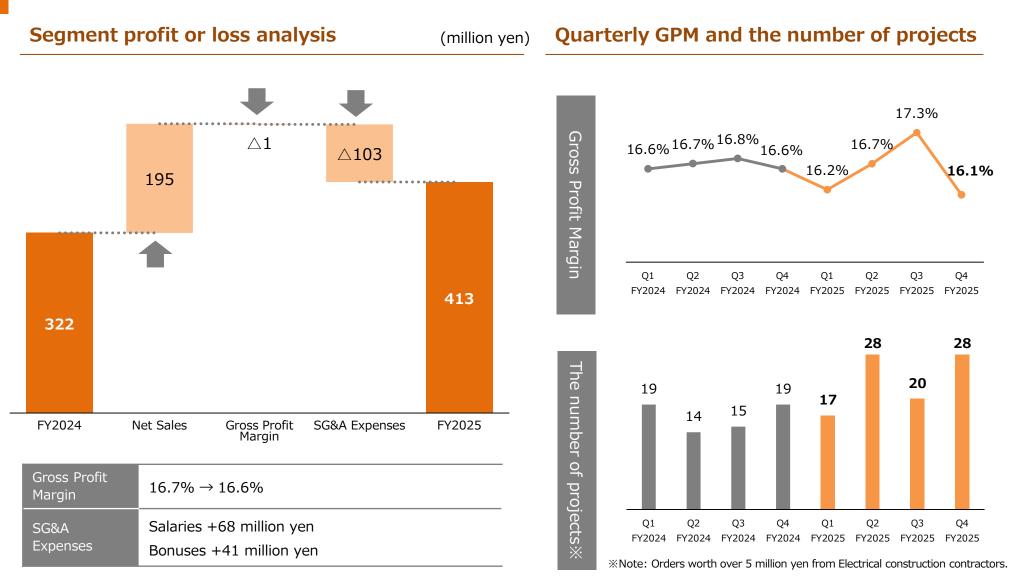
Increased/decreased amount in net sales (million yen)				
Lighting fixtures +316		Orders increased due to a rise in large-scale LED installation projects.		
Air-conditioners Ventilation fans	+305	Sales increased due to increased orders for room air conditioner and some large- lot projects.		



(million yen)

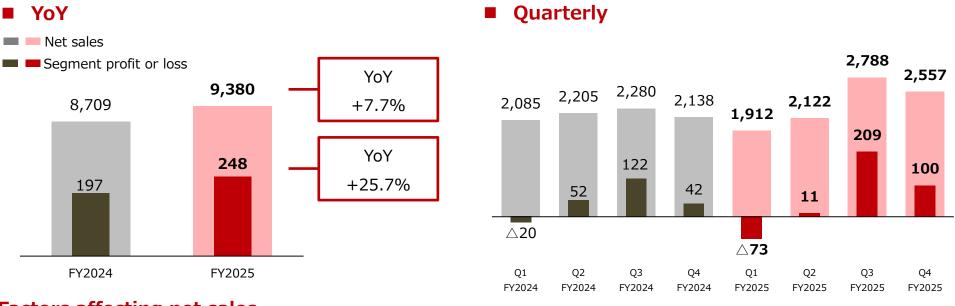
Electrical Equipment





Scaffolding Construction

Net sales and segment profit or loss



Factors affecting net sales

Net sales increased by about 670 million yen YoY.

Despite a decrease in material sales amid rising scaffolding material prices, sales increased due to higher construction sales for large properties, supported by solid public investment and private-sector capital investment as well as a sales contribution from making UEDA CONSTRUCTION a subsidiary in 2024.

Increased/decreased amount in net sales (million yen)

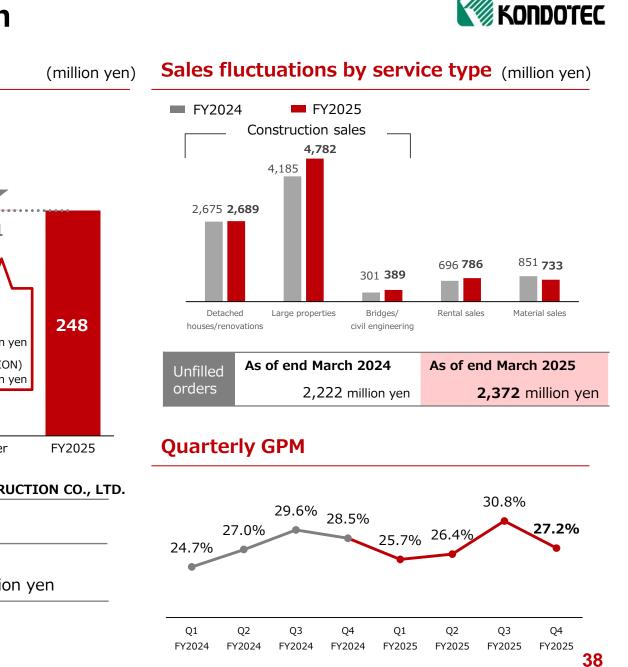
Material sales	△117	Sales decreased due to a reluctance to make purchases of scaffolding materials amid soaring material prices.
Construction sales	+296	Sales increased due to a rise in large-scale projects on the back of solid public and private-sector construction investment.
Acquisition of a new subsidiary	+401	The acquisition of UEDA CONSTRUCTION contributed to sales growth.

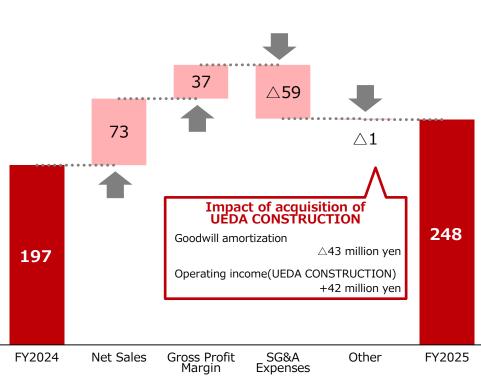


(million yen)

Scaffolding Construction

Segment profit or loss analysis





% Note: The following figures do not include UEDA CONSTRUCTION CO., LTD.

Gross Profit Margin	27.5% → 27.9%
SG&A	Salaries +24 million yen
Expenses	Commission expenses +24 million yen

6. FY2026 Financial Forecast

FY2026 Consolidated Financial Forecast



(million yen)

	FY2025	FY2026	Change	
	Actual	Forecast	Amount	%
Net sales	79,175	85,000	+5,824	+7.4%
Gross profit	17,517	19,400	+1,882	+10.7%
SG&A expenses	13,051	14,800	+1,748	+13.4%
Operating income	4,465	4,600	+134	+3.0%
Ordinary income	4,679	4,800	+120	+2.6%
Profit attributable to owner of parent	3,272	3,350	+77	+2.4%

FY2026 Financial Forecast by Segment



(million yen)

					(
		FY2025	FY2026	Chan	ge
		Actual	Forecast	Amount	%
Indu Mate	Net sales	37,328	40,200	+2,871	+7.7%
Industrial Materials	Segment profit or loss	2,454	2,629	+175	+7.1%
Structu Steel Materia	Net sales	21,131	23,270	+2,138	+10.1%
Steel Materials	Segment profit or loss	1,394	1,406	+12	+0.9%
Elec Equip	Net sales	11,335	11,669	+334	+3.0%
Electrical Equipment	Segment profit or loss	413	398	△15	∆3.7%
Scaff Const	Net sales	9,380	9,859	+478	+5.1%
Scaffolding Construction	Segment profit or loss	248	214	∆33	∆13.6%

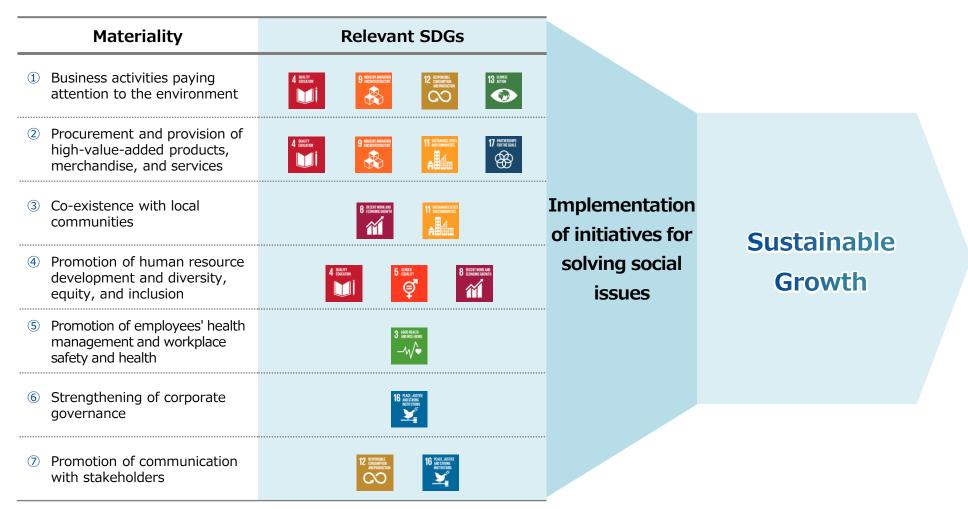
41

7. Sustainability

Materiality



- In engaging in corporate activities, we recognize that management that takes social sustainability into consideration leads to the sustainable growth.
- We have identified our materiality and link it to sustainable corporate growth by incorporating it in the management strategy.



Initiatives Business Activities Paying Attention to the Environment



Provision of optimal products and merchandise for environment measures

Oil hunter

This is an eco-mark certified oil absorption mat using recycled materials. It is used for the disposing of oil at the time of marine pollution caused by oil spills and at factories which use oil.



Mash-up cover

Joints in building materials intentionally create rust to fix building materials to each other through friction bonding. For this reason, masking tape or other means that was used on surfaces as covering to prevent paint from coating the joints. Our development of the mash-up cover makes this covering possible without generating tape waste.



Initiatives for reducing environmental burdens

Acquisition of ISO14001

We obtained ISO14001 certification for all parent factories. We will continue to work on business activities with full consideration for environmental preservation.



Initiatives for environmental conservation

- As part of efforts to reduce CO2 emissions, KONDOTEC has begun plans to replace Company cars with EVs, and to switch to renewable energy sources to power company facilities.
- As one of our initiatives to reduce waste, from 2023 we are running a trial program to circulate wooden pallets used in-house among our locations.

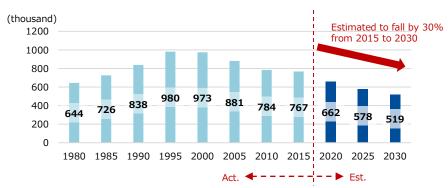


Initiatives Initiatives for Maintaining Rapid-Delivery System



The 2024 problem in the logistics industry

- Logistics function is as an important element to maintain our rapid-delivery system, one of the KONDOTEC's strengths.
- Regulations on truckers' overtime went into effect in 2024. The regulations are expected to cause problems in the logistics industry, including truck driver shortages.



Number of drivers in the road haulage industry

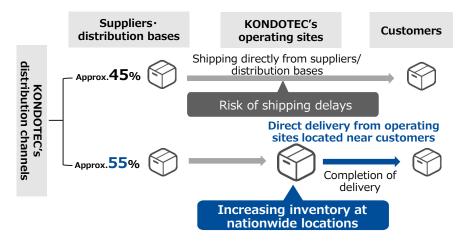
Source: "Logistics Concepts 2030" (Japan Institute of Logistics Systems, February 2020)

Introduction of regulations to limit overtime for drivers in the logistics industry



Response to the 2024 problem in the logistics industry

 In response to the 2024 problem in the logistics industry, we plan to expand inventory at all of our nationwide locations to facilitate rapid delivery of products and merchandise against potential risks such as shipping delays.



Our initiatives

- We will expand inventory of long products that are considered more difficult than previously to transport.
- Also, we will expand existing warehouses and storage spaces of long-products.



▲Example of long product: Alpaca (collaborative product with KURIYAMA ALUMINUM Co., Ltd.)



 Inventory space for long objects

Initiatives Human Resource Development and Diversity



• We aim to create a working environment in which employees with diverse backgrounds fully demonstrate their respective abilities and are motivated to work.

Diversity indicators and targets

- Based on our recognition of the need to ensure diversity, particularly among the managerial-position staff who play central roles in management, we have set the following besteffort targets in managerial positions.
- In hiring employees, we respect the diverse characteristics of individuals, including age, gender, and nationality. Moreover, with the introduction of year-round recruitment, we have been hiring employees with various careers and experience.

Indicator	As of end March 2024	Target	Target completion date
Rate of experienced hires in management positions	31.4%	$20\% \sim 40\%$	March 2025
Rate of women with job titles (excluding management positions)	9.6%	15% or more	March 2030

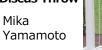
Male-female ratio of new employees with main career track (X as of and March 2025)

				(* as o	r end March 2025)
Year of employment	Male	Female	Total	Nationality of international student	Number of turnover (※)
April-2025	11 persons	5 persons	16 persons		0 person
April-2024	10 persons	8 persons	18 persons	China	0 person
April-2023	13 persons	6 persons	19 persons	China	2 persons
April-2022	8 persons	5 persons	13 persons		2 persons
April-2021	10 persons	10 persons	20 persons		2 persons

Support for athletes

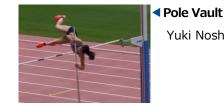
We have been supporting our employees in competitive sports.

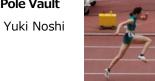






 Hammer Throw Sara Fujimoto







Mio Tsujii Joined in Apr. 2025



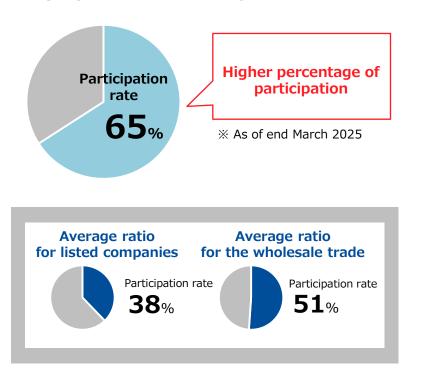
Please check latest updates and Track & Field Club's activity reports on our website.

Initiatives Initiatives for Enhancing Employees' Motivation



- We have introduced an employee restricted stock program. By issuing shares as an incentive to employees, we encourage
 employees to boost their motivation and morale toward enhancing performance.
- We target DOE of at least 4.0% and looks to pay continuously raise dividends. We have not lowered dividend since listing, and increased dividend for the 14th consecutive year. This target serves as a benchmark aimed at improving employee incentives, which improves employee awareness of stock price.

Percentage of participation in employees shareholding association



Shareholding status (excluding the founding family)

- The shareholding ratios of executive members, employees and former employees exceeded the average ratios for listed companies and the wholesale trade.
- KONDOTEC has not lowered its dividend since its listing, and plans to increase its dividend for the 14th consecutive year. Dividends can serve the same function as pensions for former employees.

		Executive members Excluding the founding family	Employees Including the employees shareholding association	Former employees	Total
Sharehol ratio	KONDOTEC	1.0%	7.6%	11.3%	19.9 %
eholo ratio	Average ratio for listed companies	_	1.0%	_	1.0%
ding	Average ratio for the wholesale trade	_	1.2%	_	1.2%

% As of end March 2025

- % Shareholding ratio is calculated based on all outstanding shares (treasury stock is not included).
- ※ For details on average ratio/participation rate for listed companies and the wholesale trade, refer to "Summary of 2023 Employee Stock Ownership Plan," published by Japan Exchange Group, Inc., February 2025.

Initiatives Strengthening of Corporate Governance



• KONDOTEC recognizes that strengthening and enhancing corporate governance through increasing soundness, transparency and efficiency of management and maximizing corporate value is one of the most important management objectives.

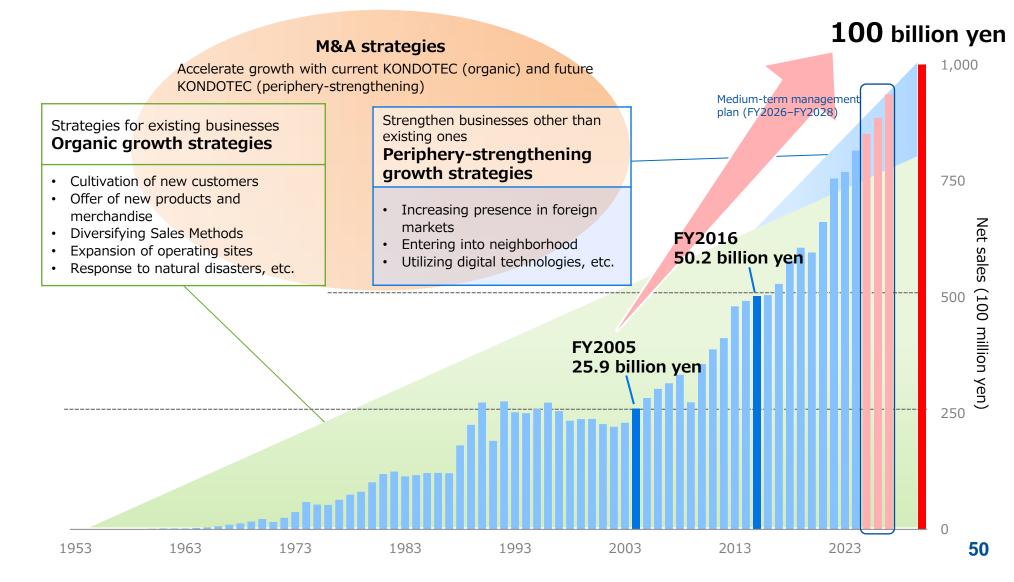
Determination of compensation for executive members	KONDOTEC has introduced a restricted stock compensation plan to promote its shared values with its shareholders and increase the contribution of its Directors (excluding Outside Directors and Directors who are Audit & Supervisory Committee Members) and Executive Officers to performance and enhancement of corporate value.
	KONDOTEC works to ophance corporate governance and corporate value by increasing
Establishment of Audit & Supervisory Committee	KONDOTEC works to enhance corporate governance and corporate value by increasing soundness and transparency of management. Furthermore, we grant voting rights for the Board of Directors to Directors who are Audit & Supervisory Committee members with the aim of strengthening supervisory functions.
Formulation and announcement of management strategy and management plan	The KONDOTEC Group has established a long-term vision, "We deliver five inspirations," to become a company that delivers these inspirations to the five targets to realize sustainable growth and improvement in long-term corporate value, while responding to changes in the business environment. The company accurately tracks its cost of capital (Weighted Average Cost of Capital [WACC]), formulates a medium-term management plan for achieving the long-term vision, and releases targets for sales, operating profit, ROE, and DOE on its website and other platforms. In addition, it explains concrete measures for achieving its targets at financial results briefings. The company reviews its medium-term plan each year in light of earnings and anticipated social and economic trends. In cases when the company revises its plans, it explains the changes and the reasons for them at financial results briefings.

8. Growth Strategies

Towards Achieving 100 Billion Yen Sales Target



• We target consolidated **sales of 100 billion yen** in the 2020s by strengthening the earnings capability of existing core businesses and expanding into fields with growth prospects.

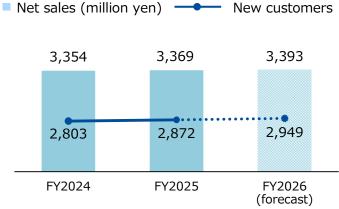


Organic Growth Cultivation of New Customers



- We achieve a monthly average of one new customer per sales representative. In addition, we exploit a yearly average of 10 dormant customers per sales representative. These activities from the source for 20,000 sales customers.
- We are working to expand into markets with growing demand, such as Home improvement centers and railroad companies, in addition to the existing sales routes.
- We have in place a sales force dedicated to the Tokyo metropolitan area to accommodate bulk purchasing from large trading companies and headquarters of general construction companies from which orders have been increasing in recent years.

Cultivation of new customers



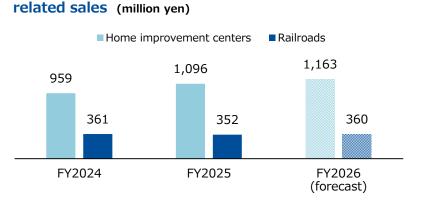
Cultivation of dormant customers

Net sales (million yen)

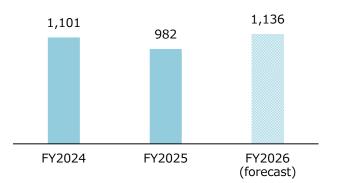


> Home improvement centers · railway companies-

Cultivation of distribution routes



> Tokyo metropolitan sales (million yen)



51

Organic Growth Offer of New Products and Merchandise/Diversifying Sales Methods and Services **KONDOTEC**

Offer of new products and merchandise

• For the purpose of developing new merchandise, joint New Products and Merchandise Committee meeting are held between the sales division and the manufacturing division periodically to discuss requests from customers and proposals for improvement. We will continue to develop and cultivate products and merchandise with even higher added value in order to offer such products and merchandise.

Net sales (million yen)	FY2024	FY2025
KONDO furring bolts	424	451
Square shaped hook bolts for railroad tie	154	152
Lightweight clamps (# HI TEN CLAMPS)	59	113
Heavy duty chain	9 44	23

Diversifying sales methods and services

Launch of website, "Tsurikata" for lifting equipment inspection

We operate the "Tsurikata" inspection site for lifting equipment to simplify the individual management and inspection of merchandise centered on cargo handling equipment. We will continue to not only sell products and merchandise but to also provide high-value-added services.



Engaging in anchor bolt installation work

By engaging in anchor bolt installation work and thus gaining early-stage access to construction sites, we are able to rapidly collect information on required construction materials and leverage it in sales.

1,574 1,441 1,650 FY2024 FY2025 FY2026 (forecast)

Net sales of anchor construction work (million yen)

Organic Growth **Expansion of Operating Sites**



History of operating site network expansion

• We strive for expansion of operating sites which maintained a local-community-oriented sales structures in order to respond quickly to customer needs. Recently, we have opened the Hokuriku Office and established Environment & Energy Group in April 2025. We will continue to execute quick deliveries in an effort to realize customer-focused management.

Industrial Materials 34 2006 Akita Office, Fukushima Office Structural Steel Materials 19 Tohoku Office 2012 Electrical Equipment 12 2015 Morioka Office Scaffolding Construction 38 Nagano Office, Kumamoto Office 2016 <Operating sites> **Industrial Materials** <Relocation> 2017 Shizuoka Office, Tokai Office Structural Steel Materials Industrial and Structural Steel Materials Sanwa Denzai Co., Ltd. 2017 **Electrical Equipment** Aihoku Office Scaffolding Construction **Okayama Office** 2018 Factory New operating site <Relocation> 2021 Chukyo Branch 2022 Gunma Office Sanwa Denzai Co., Ltd. 2023 Nagoya-Higashi Branch 2024 Hokkaido Office <Relocation> 2024 Kyushu Office

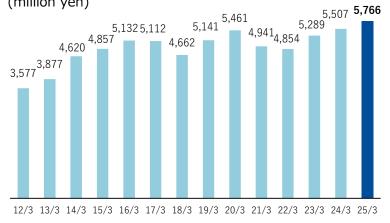
Expanding sales network: 103 operating sites (as of end March 2025)

Organic Growth ③ Response to Natural Disasters



Response to natural disasters

- We have established a structure that allows it to rapidly respond to demand for products and merchandise that are generally urgently required for reconstruction work in the wake of natural disasters that affect various regions throughout Japan, such as earthquakes or abnormal weather conditions, including extremely heavy rainfall.
- We will respond to the demand for materials that are urgently needed for supporting infrastructure repair and restoration in the areas affected by the 2024 Noto Peninsula Earthquake.
- Net sales of disaster-related products and merchandise (million yen)



Related merchandise

Flexible container bags Tarpaulins, Sandbags etc. Net, Sheet etc.



Response to "New stage" published by Ministry of Land, Infrastructure, Transport and Tourism

- The Ministry of Land, Infrastructure, Transport and Tourism has acknowledged that rainfall patterns are clearly changing and is therefore calling on companies to remain alert and prepare for a "new stage" of disaster prevention/mitigation measures.
- To respond to the "New Stage", we will also focus on advance preparation to minimize damage.

Extraordinary climate in recent years

Heavy rains with hourly rainfall exceeding 50mm have increased across Japan, raining locally, intensively and severely

 \rightarrow Recognized as a "New Stage"

August 2014 heavy rain	Heavy rainfall in a wide range of areas from west to eastern Japan (Landslide disaster occurred in Hiroshima prefecture)
July 2018 heavy rain	Record-breaking heavy rainfall in a wide range of areas across Japan centered on western Japan
October 2019 Typhoon No.19	Rain storm centered on eastern Japan
July 2020 heavy rain	Heavy rainfall in a wide range of areas centered on northern Kyushu

To respond to the "New Stage", we need mitigate damage to infrastructures as much as possible and make advance preparations for early recovery.

Source: The website of Ministry of Land, Infrastructure, Transport and Tourism

Periphery-Strengthening Growth Increasing Presence in Foreign Markets



- Based on our view that increasing presence in foreign markets where growth is expected will contribute to enhancing our earning capability, we established a subsidiary in Thailand in November 2012. We executed a capital increase in August 2014, acquired all shares from the two joint venture companies and subsidiary.
- Currently, we are moving ahead with activities to expand our business in ASEAN countries with Thailand as our base location.
- We will further strengthen our sales & marketing capabilities by widening our sales network and reinforcing manpower with a view to increasing the ratio of net sales from our overseas business.

Subsidiary in Thailand

Company name	KONDOTEC INTERNATIONAL (THAILAND) CO.,LTD.
Location	Bangkok, Thailand
Business areas	Import, export, and local sales of industrials, structural steel materials and electrical equipment, etc. in Thailand
Paid-in capital	102 million baht (approximately 316 million yen)
Date established	November 1, 2012



(million yen)	FY2024	FY2025	FY2026 (Forecast)	
International Sales Division	41	97	119	
Local Subsidiary in Thailand	209	233	330	
Total	251	330	449	

XNote: Amounts of inter-company transaction are not included.

Percentage of sales by country (FY2025)

ASEAN	71 %	•	Thailand	26%
East	1.00/	-	Indonesia	20%
Asia/China	18%	-	Singapore	19%
Near and Middle East	11%		Vietnam	5%
Other countries	0%		Malaysia	1%

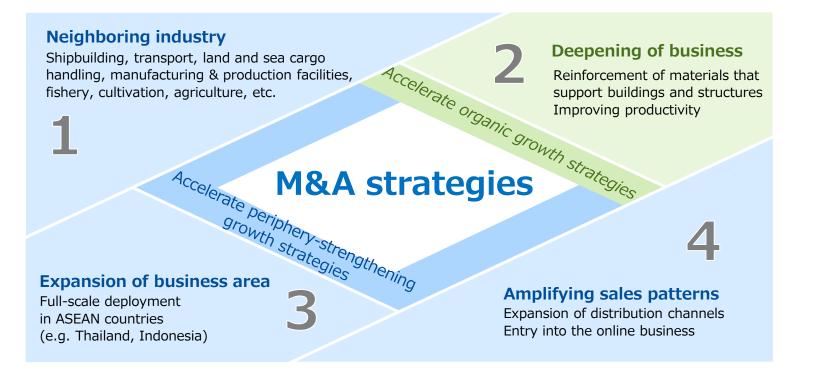


Toward Accelerating Organic Growth Strategies and Periphery-Strengthening Growth Strategies **M&A Strategy** (Corporate Acquisitions and Capital/Business Tie-Ups)



• We view that pursuing corporate acquisitions and capital/business tie-ups is an important strategy to strengthen our business platform.

Four perspective in pursuing M&A



1. Neighboring industry

Pursue M&A with companies associated with industries other than the construction industry and promote business expansion. Actual case :

Sanwa Deazai Co., Ltd. KURIYAMA ALUMINUM Co., Ltd.

2. Deepening of business

Pursue M&A with material manufactures, etc.

 Actual case : CHUOH GIKEN Co., Ltd. TECBUILD CO., LTD. TOKAI STEP CO., LTD.
 Ltd. FUKOKU, Ltd.
 NEW UEDA CONSTRUCTION CO., LTD. 3. Expansion of business area

Pursue M&A with companies that maintain overseas sites to promote business area expansion.

4. Amplifying sales patterns

Pursue M&A with companies that operates different sales patterns from those of KONDOTEC, such as retail, catalog-based selling, and online sales.

M&A Strategy Latest Acquisition Acquisition of UEDA CONSTRUCTION CO., LTD. in October 2024

• The KONDOTEC Group will strive for sustainable growth and mid- to long-term corporate value enhancement by expanding scaffolding installation business through collaboration with scaffolding group companies.

Overview of UEDA CONSTRUCTION CO., LTD.

Company overview

Company name	UEDA CONSTRUCTION CO., LTD.						
Location	Tomakomai, Hokkaido						
Business areas	 Scaffolding construction service for civil engineering and architecture Machine and equipment installation work 						
Capital stock	3 million yen (as of March 2024)						

Recent fin	(million yen)		
Net sales	486	Operating income	15
Ordinary income	14	EBITDA	26

%EBITDA=Operating income + Depreciation

Past installation projects

Wharf construction site (hanging scaffolding)

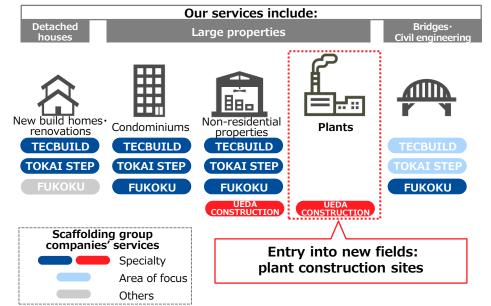




Focusing on large property projects

- Since entry into scaffolding industry, we have increased scaffolding installation ratio for large properties, bridges, and civil engineering structures, for which we expect the project demand to increase.
- We will expand scaffolding installation business and increase scaffolding installation ratio for large properties by entering into new field of plant construction sites through the acquisition of UEDA CONSTRUCTION.

Our Group's range of scaffolding installation services



9. Shareholder Return

Dividends and Shareholder Incentive Plan



• We target ROE of 10% or more and DOE of 4.0% or more with the aim of continuing to increase dividends.

Transition in dividends

Since initial listing: No decrease in dividends Plan to increase dividends 52yen (forecast) for the 15th consecutive period Ordinary dividend 46yen Increase in ordinary dividend Commemorative dividend 40yen Performance indicators for dividend X Closing price on April 30 : 1,431 yen 34yer Dividend Dividend yield including 31yen shareholder incentive plan vield **4.1%**~ 3.6% 23y 20yen 14yen 13yen 10yer 6ven 5yen 1995 1999 2003 2007 2011 2015 2019 2023 Note: Dividend per share have been retroactively adjusted to reflect the impact of the

stock split effective January 1, 2012.

Shareholder incentive plan

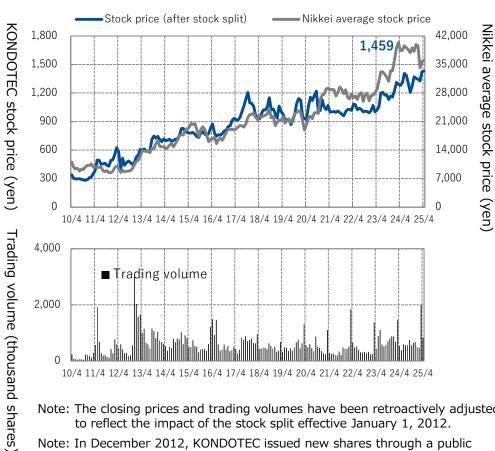
 Shareholders can redeem reward points for over 4,000 choices (including food, appliances, electronics, travel, activities and much more) through the Premium Special Club PORTAL. 								
+ Point +								
Amass	Redeem points							
points	for gifts							
Number of shares held	Reward points							
500 to less than 600	3,000 points							
600 to less than 700	4,000 points							
700 to less than 800	5,000 points							
800 to less than 900	6,000 points							
900 to less than 1,000	7,000 points							
1,000 or more	10,000 points							

%Note: 1 point is worth 1 yen.

Transition of Stock Price



Transition of stock price



Note: The closing prices and trading volumes have been retroactively adjusted to reflect the impact of the stock split effective January 1, 2012.

Note: In December 2012, KONDOTEC issued new shares through a public offering and third-party allotment.

Closing price on April 30 1,431 yen PER: 10.9 PBR: 1.0

EPS: 130.91 yen (FY2026 forecast)

BPS: 1,419.62 yen (as of end March 2025)

Ranking among listed companies

Among 4,060 listed companies ···

ROE	1,549th
Profit attributable to owner of parent	1,217th
Ordinary income	1,218th
Net assets	1,417th
Market capitalization	1,419th
PBR	2,116th
PER	2,301st

Source: Mizuho Securities Co., Ltd. (as of March 31, 2025)

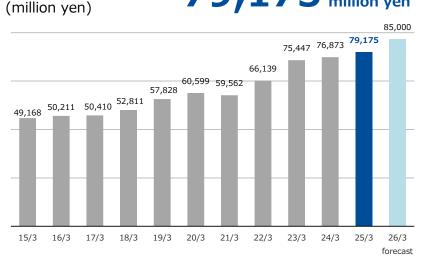
10.Highlights of Results

Highlights of Consolidated Financial Results



Net sales

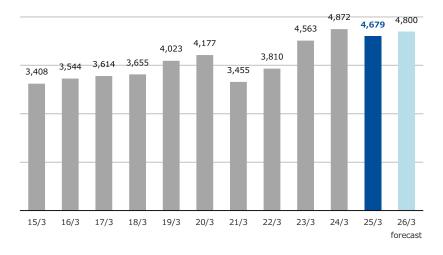
79,175 million yen

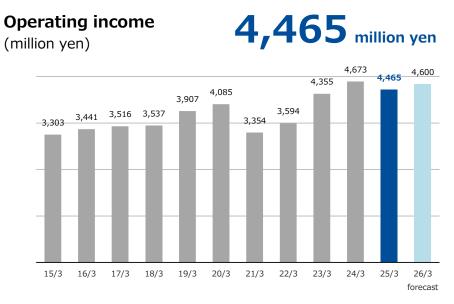


Ordinary income

(million yen)

4,679 million yen

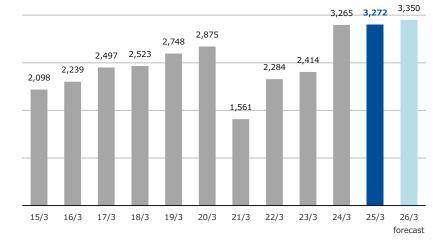




Profit attributable to owner of parent

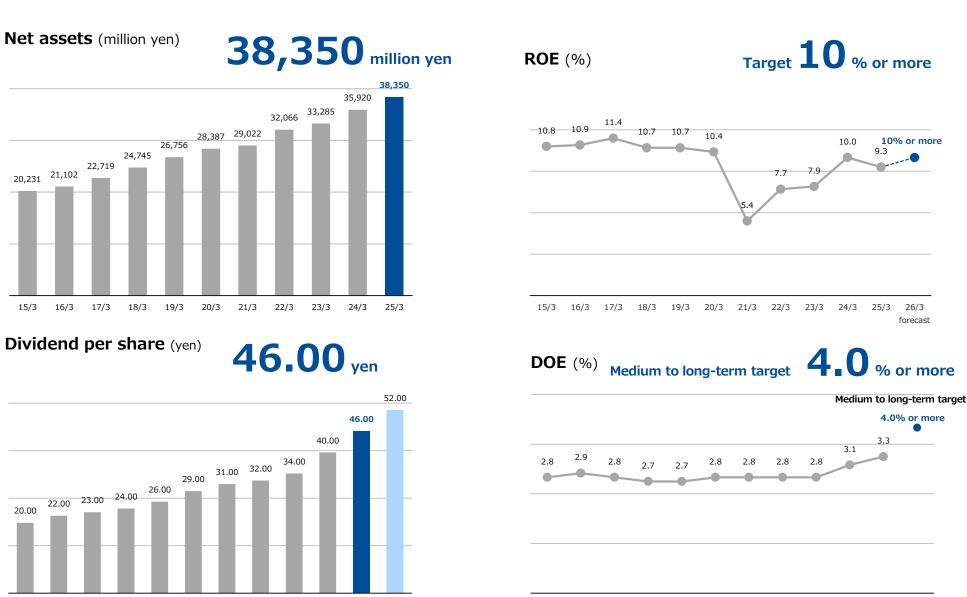
(million yen)

3,272 million yen



Highlights of Consolidated Financial Results





15/3 16/3 17/3 18/3 19/3 20/3 21/3 22/3 23/3 24/3 25/3

26/3 forecast

16/3

17/3

18/3

19/3

20/3

15/3

21/3

23/3

22/3

24/3

25/3

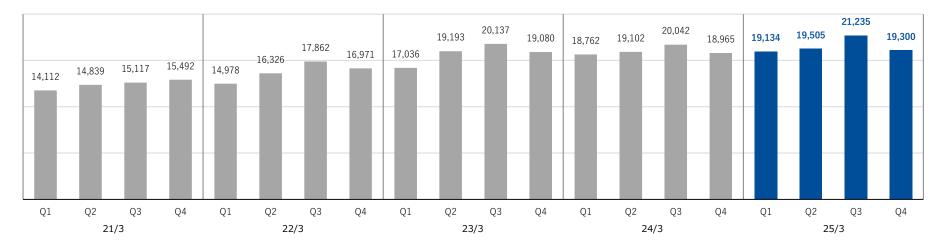
Highlights of Consolidated Financial Results



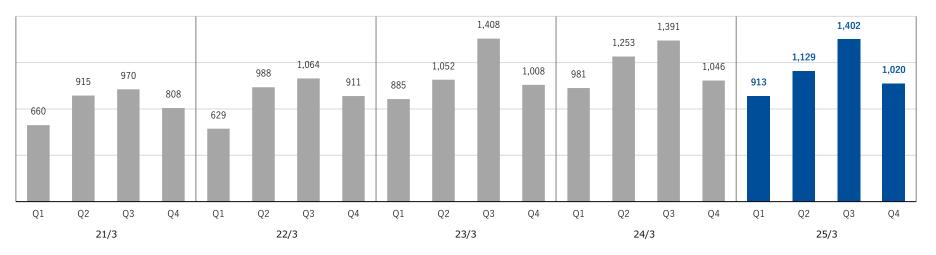
	15/3	16/3	17/3	18/3	19/3	20/3	21/3	22/3	23/3	24/3	25/3	26/3 (forecast)
Result of Operations (million yen)												
Net sales	49,168	50,211	50,410	52,811	57,828	60,599	59,562	66,139	75,447	76,873	79,175	85,000
Operating income	3,303	3,441	3,516	3,537	3,907	4,085	3,354	3,594	4,355	4,673	4,465	4,600
Ordinary income	3,408	3,544	3,614	3,655	4,023	4,177	3,455	3,810	4,563	4,872	4,679	4,800
Profit attributable to owner of parent	2,098	2,239	2,497	2,523	2,748	2,875	1,561	2,284	2,414	3,265	3,272	3,350
EBITDA	3,948	3,910	4,052	4,079	4,425	4,916	3,783	5,095	5,482	6,503	6,580	-
Capital investment	403	842	695	423	981	917	1,097	1,694	1,453	2,728	3,325	-
Depreciation	449	405	438	423	404	697	897	1,091	1,134	1,181	1,310	-
Financial Position (million yen)												
Total assets	35,186	34,645	36,524	39,313	43,820	46,335	49,426	56,009	58,163	60,975	65,247	-
Net assets	20,231	21,102	22,719	24,745	26,756	28,387	29,022	32,066	33,285	35,920	38,350	-
Interest-bearing debt	636	508	501	500	853	1,106	3,875	5,315	4,513	4,880	6,061	-
Cash Flows (million yen)												
Cash flows from operating activities	1,818	1,945	2,737	2,429	2,699	4,385	4,196	1,227	3,961	4,214	5,840	-
Cash flows from investing activities	828	△ 829	△ 646	△ 506	△ 1,551	△ 5,205	△ 2,264	△ 2,373	△ 1,389	△ 2,054	△ 1,693	-
Cash flows from financing activities	△ 699	△ 1,092	△ 1,032	△ 703	△ 915	∆ 992	1,060	△ 22	△ 2,025	△ 1,083	△ 531	-
Cash and cash equivalents, end of year	7,626	7,594	8,660	9,893	10,133	8,305	11,317	10,164	10,733	11,836	15,476	-
Per Share Information (yen) Profit attributable to owners of parent	75.91	81.01	93.29	94.25	102.65	107.46	59.60	87.26	94.75	128.02	128.02	130.91
per share Net assets per share	730.49	774.18	846.59	922.62	996.99	1,071.09	1 110 01	1,170.84	1 227 81	1,327.57	1 419 62	
Dividend per share	20.00	22.00	23.00	24.00	26.00	29.00	31.00	32.00	34.00	40.00	46.00	52.00
Financial Indicators	20.00	22.00	23.00	24.00	20.00	29.00	51.00	32.00	54.00	40.00	40.00	52.00
Operating profit margin (%)	6.7	6.9	7.0	6.7	6.8	6.7	5.6	5.4	5.8	6.1	5.6	5.4
ROE (%)	10.8	10.9	11.4	10.7	10.7	10.4	5.4	7.7	7.9	10.0	9.3	10% or more
	57.4	60.8	62.1	62.8	61.0	61.2	58.7	53.7	53.8	55.6	55.7	1070 01 11010
Equity ratio (%) DOE (%)	2.8	2.9	2.8	2.7	2.7	2.8	2.8	2.8	2.8	3.1	3.3	
Stock Price Index	2.0	2.9	2.0	2.7	2.7	2.0	2.0	2.0	2.0	5.1	5.5	
	786	834	933	939	1,006	929	1,069	1,017	1,002	1 200	1,424	
Stock closing price (yen)					·····		1,069		·····	1,290	·····	-
Price earnings ratio (times)	10.4	10.3	10.0	10.0	9.8	8.6	17.9	11.7	10.6	10.1	11.1	-

Consolidated

Net sales (million yen)



Operating income (million yen)

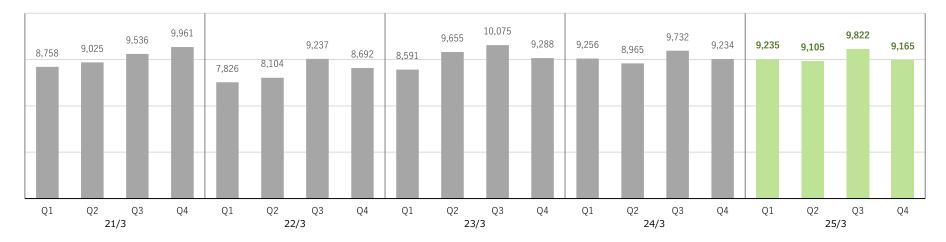




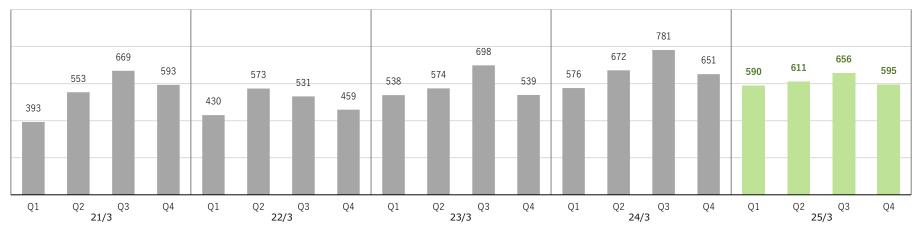


Industrial Materials

Net sales (million yen)



Segment profit or loss (million yen)



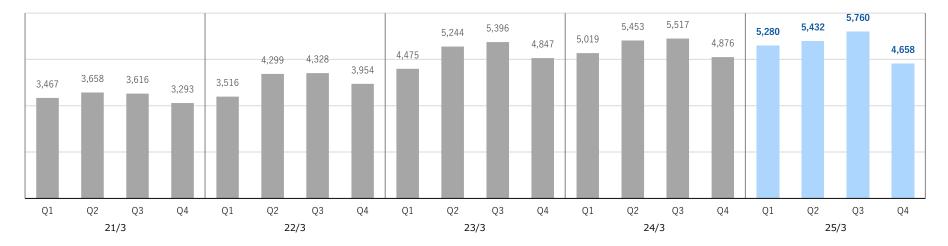
% Figures for sales and segment profit or loss are calculated based on new segments since FY2022.



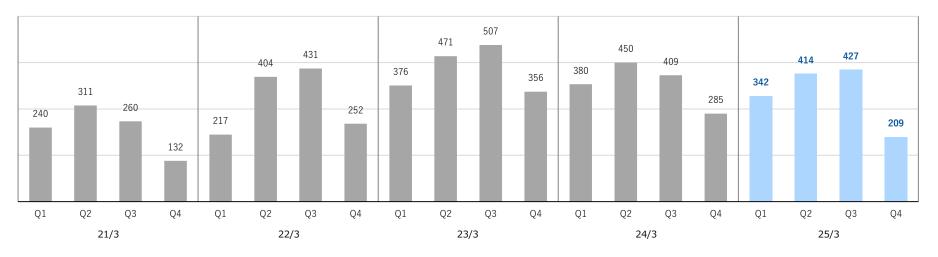
67

Structural Steel Materials

Net sales (million yen)



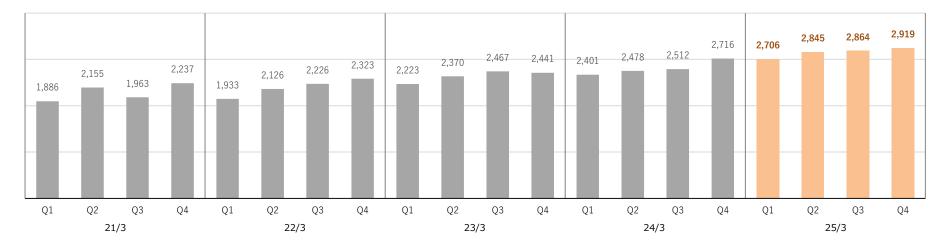
Segment profit or loss (million yen)



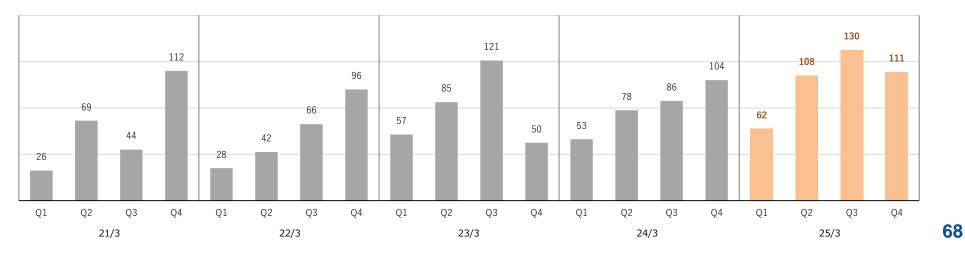


Electrical Equipment

Net sales (million yen)



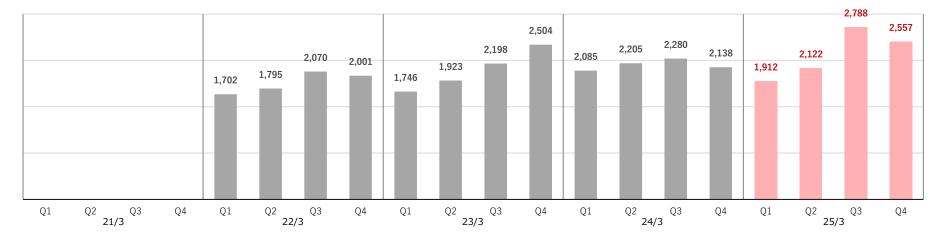
Segment profit or loss (million yen)



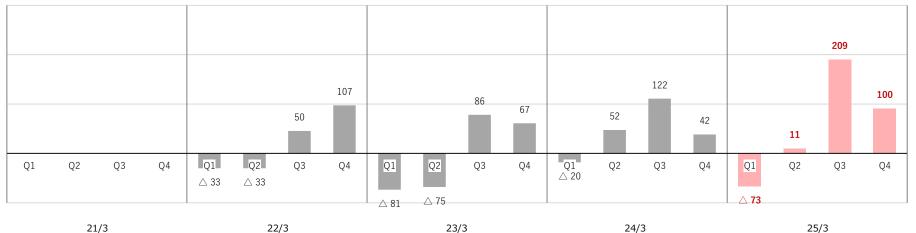


Scaffolding Construction

Net sales (million yen)



Segment profit or loss (million yen)



% Figures for sales and segment profit or loss are calculated based on new segments since FY2022.

Official SNS accounts

KONDTEC opened official Instagram and Facebook accounts. Please follow us to get to know us better and for information and updates on our products and merchandise.



Instagram

URL : https://www.instagram.com/kondotec_official/



Facebook

URL : https://www.facebook.com/kondotec.official/



2-2-90 Sakaigawa, Nishi-ku, Osaka 550-0024 Japan Telephone: +81-6-7654-6597 Website: <u>https://www.kondotec.co.jp</u> E-mail : kikaku@kondotec.co.jp