







Materiality theme	Our initiatives	Related issues	Explanation of initiatives	KPI			Related materials	
				Management indicators	Targets	Current status		
 Environment Manufacturing and construction in harmony with the natural environment	Development of press-in machines compatible with electrification Promotion of the use of renewable materials	[Climate change] [Biodiversity]	We are promoting the development of electrified products and use of renewable materials such as biofuels to reduce greenhouse gas emissions, thereby contributing to the realisation of a sustainable society.	GIKEN Group supply chain CO ₂ emissions	FY Aug 2031 Scope 1 and 2: 1,889 t-CO ₂ Scope 3: 175,763 t-CO ₂	FY Aug 2023 Scope 1 and 2: 2,239 t-CO ₂ Scope 3: 208,479 t-CO ₂ ・ Initiatives toward carbon neutrality: Compatibility with biofuels, modal shift and cost reduction, and introduction of renewable energy	Approach to TCFD Recommendations GIKEN LTD.	
	Visualisation of product environmental impact	[Life cycle assessment]	We are visualising the environmental impact of our products through life cycle assessment (LCA) and implementing improvement measures.				Commitment to Carbon Neutrality GIKEN LTD.	
 Social Providing construction that supports sustainable community development	Improvement of productivity at press-in construction sites	[Sustainability of cities and communities]	We are aiming to improve productivity at construction sites through automation and labor-saving technologies in response to the declining working-age population, thereby contributing to the sustainability of cities and communities.	Adoption of models and ICT devices that improve productivity	Undisclosed; results will be disclosed in sequence	*	Development Policy	
	Development of GRIN Base™-EC		We are rolling out GRIN Base™-EC mechanical bicycle parking facilities in community development and transportation infrastructure development, contributing to community development that is culturally rich and providing safety, security, and comfort to local residents.	GRIN Base™-EC delivery results			GRIN Base™-EC delivery results	Application GIKEN LTD.
	Popularisation of press-in method in Japan and overseas	[Maintenance and renewal of social infrastructure]	We are expanding the market for the press-in method, thereby contributing to the maintenance and renewal of efficient social infrastructure.	Construction method usage results			Construction method usage results	Construction method usage results
		[Disaster prevention and countermeasures in cities]	We are contributing to rapid post-disaster recovery work, as well as preventing disasters in advance and preventing repeated disasters, in cities and other areas through the use of the Implant™ Method.					
	[Urbanisation in emerging countries]	We are securing partners to propose and promote the press-in method to local governments and other entities and creating opportunities through ODA and other means for local stakeholders to recognise the advantages of press-in technology in order to eliminate construction pollution and other issues that are surfacing in emerging countries undergoing rapid urbanisation.						
 Social Responsible supply chain management and partnership	Expansion into overseas markets	[Partnerships]	We are actively developing partnerships in overseas markets.	Collaboration status in overseas markets	Undisclosed; results will be disclosed in sequence	Collaboration status in overseas markets	Collaboration status in overseas markets	
	Promotion of international industry-academia-government collaboration	[Partnerships]	We are creating and utilising a platform that promotes the sharing of technology and knowledge and the exchange of human resources throughout the construction industry via industry-academia-government collaboration in order to scientifically clarify and promote the press-in method as a leader in the press-in industry.	Number of technology/research frameworks created or participated in through industry-academia-government collaboration			*	International Press-in Association (IPA)
	Formulation of procurement policies and guidelines	[Procurement practices, Human rights and labor practices]	We are formulating procurement policies and guidelines that take human rights and the environment into consideration to improve transparency and strengthen the entire supply chain.	Formulation of supplier guidelines			*	*
 Social Creating an organisation where diverse human resources can thrive	Creation of an environment where diverse human resources can play an active role and be promoted	[D&I]	We are creating an environment that encourages employees to aspire to promotion to management positions.	Percentage of female employees in management positions (GIKEN LTD. unconsolidated)	FY Aug 2027 12.0% (Scope: GIKEN LTD.)	FY Aug 2024 10.2% (Scope: GIKEN LTD.)	Promotion of Active Female Participation GIKEN LTD.	
		[Realisation of diverse working styles]	We are establishing a system and environment for accepting diverse human resources.	Number of foreign employees (GIKEN LTD. and GIKEN SEKO CO., LTD.)	FY Aug 2027 10 hires (Scope: GIKEN LTD. and GIKEN SEKO CO., LTD.)	FY Aug 2024 11 currently employed (Scope: GIKEN LTD.)		
	Investment in human capital	[Human resource development]	We are investing in human capital to create corporate value and achieve sustainable growth based on a human resources strategy that is linked to our management strategy.	*	*	*	*	
	Development of an environment for innovation	[Creation of innovative human resources]	We are working to create an environment that fosters innovation by creating opportunities to take on challenges through cross-company activities and exchanges with other industries.					
	Implementation of KENKO Investment for Health	[Employee health]	We are thoroughly promoting KENKO Investment for Health in accordance with our Strategy Map of KENKO Investment for Health and managing occupational health and safety.	Rate of detailed examination	FY Aug 2027 50% (Scope: GIKEN LTD.)	FY Aug 2024 27.8% (Scope: GIKEN LTD.)	KENKO Investment for Health GIKEN LTD.	
 Economy Pursuing a construction revolution through technological development	Initiatives to develop elemental technologies	[Technological innovation]	We are working to develop innovative and creative elemental technologies to expand into new markets and create new businesses.	*	Undisclosed; results will be disclosed in sequence	*	Development Policy	
	Enhancement of added value through the use of digital technologies	[Digitalisation/digital transformation]	We are working to enhance the added value of our press-in equipment and methods through the use of digital technology.	Market introduction status		Introduced G-Lab™ series to the market	DX at GIKEN	
 Governance Advancing governance and thoroughly ensuring compliance	Strengthening of governance system	[Fair trade] [Corporate governance]	We are strengthening our governance structure to expand corporate value.	Disclosure of governance information	Disclosure of governance information	Disclosure of governance information	Corporate governance GIKEN LTD.	
	Thorough compliance among executives and employees	[Anti-corruption]	We are strictly enforcing compliance among our officers and employees.	Implementation of education and training	Compliance training at least once per year	Conducted training for all employees (yearly since 2022)	*	