



CORPORATE PROFILE



Maeda Corporation

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<https://www.maeda.co.jp/english.html>



MAEDA CORPORATION is a member of the INFONEER Holdings Group.



Drawing towns to weave our future

Buildings and commercial facilities color our life. Roads and bridges support our society. In the landscape surrounding us, the thoughts and stories of people that have protected and nurtured it have been passed down unremittingly from generation to generation. We are hoping to further develop such a landscape, and pass on a much better future to the next generation.

MAEDA CORPORATION intends to continue to draw sustainable towns by solving problems faced by communities while making the most of our Civil Engineering and Building Construction business, which we have forged through our history of over a century, and our Infrastructure Management business, which is aimed at adding new values to infrastructure through free thinking, with a view to weaving a future where the happiness of all people will still be guaranteed 10 and even 100 years from now.

MAEDA CORPORATION is a Comprehensive Infrastructure Services Company.



A Comprehensive Infrastructure Services Company that solves social problems by fusing a traditional “contracting” business and a “de-contracting” business together



MAEDA CORPORATION was founded in Fukui in 1919 to embark on mountainous civil engineering works. Since then, the company has expanded its business into various fields, first to urban civil engineering, then to building, overseas and de-contracting.

Our strength is the willingness to take on new challenges, which has been continuously inherited from the time of our founding to the present day. Now that we are at a turning point in the current era, we recognize the characteristics of our business that are susceptible to economic fluctuations with a proper sense of crisis. For that reason, we are promptly responding to changes in the business environment while implementing reforms.

One such challenge is the “de-contracting” business launched in 2011. We have established a business model that allows us to manage upstream and downstream in the value chain with one-stop service. As a result, we have built up achievements in public-private partnership concessions and renewable energy projects. In 2021, our company, together with MAEDA ROAD CONSTRUCTION and MAEDA SEISAKUSHO, established INFRONEER Holdings. The purpose is to strengthen our management base by responding to major environmental changes such as the declining population, falling birthrate and aging population, deterioration of social infrastructure, shortage of manpower, climate change, and trend of digitalization.

For the “contracting” business, which is our long-standing core business,

we have built a trusting relationship with customers by providing our services, realizing fair price and fair construction periods, instead of getting involved in price competition. We sought differentiation by engaging in the project from the planning stage as a design and construction company, in addition to strengthening our technical and proposal-making capabilities. As a result, the synergistic effects of combining “contracting” and “de-contracting” business in the form of winning projects that require technical capability and comprehensive capability, such as the AICHI ARENA, which is Japan’s first Build/Transfer + concession scheme, in addition to large-scale redevelopment projects and wooden architecture construction, were generated.

In this way, we have built a business model that is less susceptible to the external environment by operating our business with focus placed on “contracting” business, which have been in our conventional business model, and “de-contracting” business, which are our new revenue source.

In addition, we started placing value-added productivity at the center of KPI even before adopting the holding company system, and have made human capital investment in addition to working to raise salaries based on the philosophy of including the personnel expense in the added values.

Our company intends to take the lead in pursuing the creation of a

structure for various working methods such as a flextime system and teleworking, the training of human resources and the sharing of duties to solve manpower shortage, and after confirming the results and problems of such initiatives, we aim to spread them to other organizations such as business companies of the INFRONEER Group. We intend to continue to reform our present culture into a corporate culture in which we adhere to human capital investment and develop human resources.

To date, we have boldly taken on challenges from a medium- to long-term perspective by sensitively capturing social changes with a sound sense of crisis. However, further hastening of the reform will not be achieved by MAEDA CORPORATION alone, and collaboration with companies inside and outside the Group will be essential. By strengthening the collaboration with INFRONEER Holdings, MAEDA ROAD CONSTRUCTION and MAEDA SEISAKUSHO, we intend to advance so that we can live up to the expectations of society as a Comprehensive Infrastructure Services Company.

SOJI MAEDA
President and Representative Director

Corporate Motto, enacted in January 1968

“Integrity”

As long as a company remains in business, it has to produce a profit. However, focusing only on profit prevents the company from continuing. Only when the company has integrity and interacts with clients, will the business last and develop. Integrity is fundamental to a business.

“Willingness”

Work, it requires a strong self-discipline. Without confidence that we are the best in technology, pricing and scheduling and without willingness to push ourselves to overcome difficulties, any work could not be completed. The point is willingness. Willingness to work strengthens our minds and is indispensable to both our business and personal life.

“Technology”

Maeda features its technology. We are strongly hoping that our workmanship instantly reveals that the work was done by Maeda. It is our technology that others want to learn from Maeda and not that Maeda has learned from others. This is our advantage.

Founding Philosophy

Gaining customers’ trust by doing a good job

Maeda’s founding philosophy, which is also our policy on quality, is “Gaining customers’ trust by doing a good job.” Establishing a relationship of trust with our customers and the society as a result of our devotion to construction with integrity will pave the way to the next step.

“Creativity” and “comprehensive capability” lead the innovation of MAEDA CORPORATION

ICI General Center - our development base for people, knowledge and culture



With the philosophy of the “Mother of Innovation - Together, make fantasy reality,” an integrated innovation platform called the ICI General Center was established in Toride-shi, Ibaraki. This is the center where MAEDA CORPORATION’s knowledge is accumulated and from which values are created. It consists of the “ICI Lab,” a base for technological development intended to solve social problems, the “ICI Camp,” a base for human resources development utilizing an abolished school, and the “ICI Studio,” a base for cultural and art creation composed of the former residence of Jinkichi Watanabe - a masterpiece of residential

architecture in the early Showa era - and W-ANNEX. At this platform consisting of these three facilities, we aim at cultivating human resources who will lead the next-generation society, in addition to creating and fostering innovative business, by conjoining with various co-creation partners such as private companies, universities and local governments. The ICI General Center serves to provide opportunities for open innovations full of the joy of participating in co-creation and new challenges, by discovering new ideas, fostering them in a diverse network, and implementing them in society.



ICI Lab
This technology research laboratory consists of three buildings: the “Exchange Building,” designed to promote intercultural exchange, the “Nest Building,” intended to generate inspirations, and the “Garage 1 & 2,” which have world-level experiment facilities.

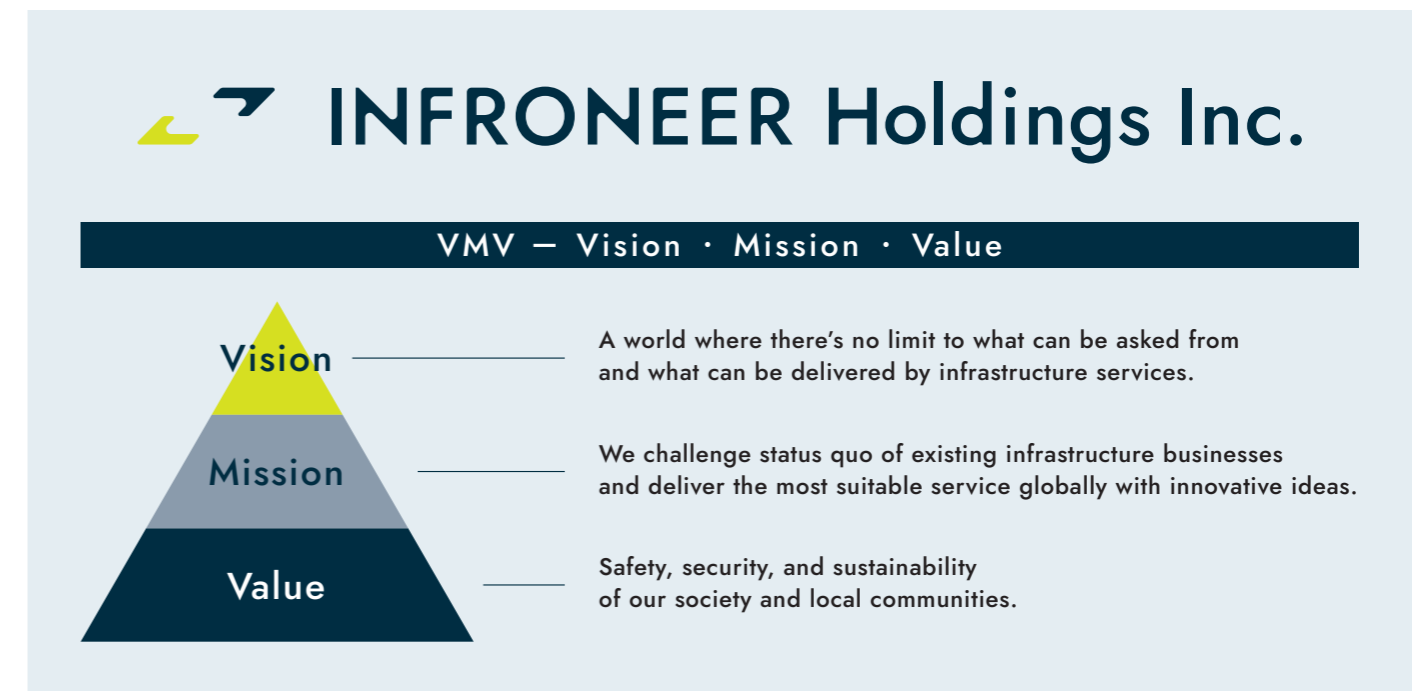


ICI Camp
This facility is equipped with various seminar rooms and meeting rooms, has accommodation with capacity for approximately 200 people and a sophisticated dining room, and is optimal for training, research and development.



ICI Studio
This studio is a creation base for technologies, culture, art and humans that consists of the former residence of Jinkichi Watanabe, and W-ANNEX, which is adjacent to the residence, and is intended to realize exchange with partners from various fields and activities with them.

INFRONEER Holdings challenges the status quo



In October 2021, we established INFRONEER Holdings, a joint holding company of MAEDA CORPORATION, MAEDA ROAD CONSTRUCTION and MAEDA SEISAKUSHO. As a “Comprehensive Infrastructure Services Company,” the holding company intends to challenge established notions of the market by exploring ideas without adhering to the conventional concepts of “creating” and “building.” Our missions are, for example, to increase the value of infrastructure as sustainable solutions and to continue to protect them by making efforts to build public-private infrastructure services, curb excessive construction costs, and make earnings and operation

models transparent. For that purpose, INFRONEER Holdings undertakes not only construction, but also any other process throughout a project, from project planning in the upstream, to operation, maintenance and management in the downstream. We aim at realizing a society where people can choose an infrastructure service that best suits the nation or community. Our purpose is to improve infrastructure essential for our life such as roads, bridges and tunnels to provide optimal services to all people, by making the most of our technical capability, which we have cultivated for over a century, and through various partnerships across industries.



Civil Engineering

Dams and hydro power plants, which are the core of our civil engineering business, and railroads, expressways, large bridges, airports and seaports. Our sturdy track record and engineering capability acquired through our engagement in the construction of various infrastructure facilities for more than 100 years are MAEDA CORPORATION's very strength. We intend to support essential utilities for people and society with "Integrity", which we have upheld as the core of our business since the foundation.



Upper Kotmale Hydro Power Plant (Sri Lanka)



Sihanouk Ville Port Multi Purpose Terminal Building (Cambodia)



Ryugubashi Bridge (Toyota-shi, Aichi)



National Route 45 Shinkuwadai Tunnel (Ofunato-shi, Iwate)



Tadami Hydro Power Plant (Tadami-machi, Minamiaizu-gun, Fukushima)



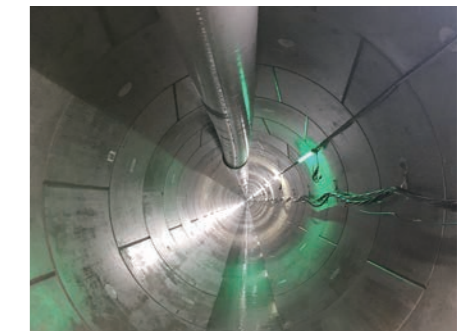
Redevelopment of the Yamasubaru Dam (Misato-cho, Higashiusuki-gun, Miyazaki)



Hokuriku Shinkansen Kawakita-tachibana Viaduct (Hakusan-shi, Ishikawa)



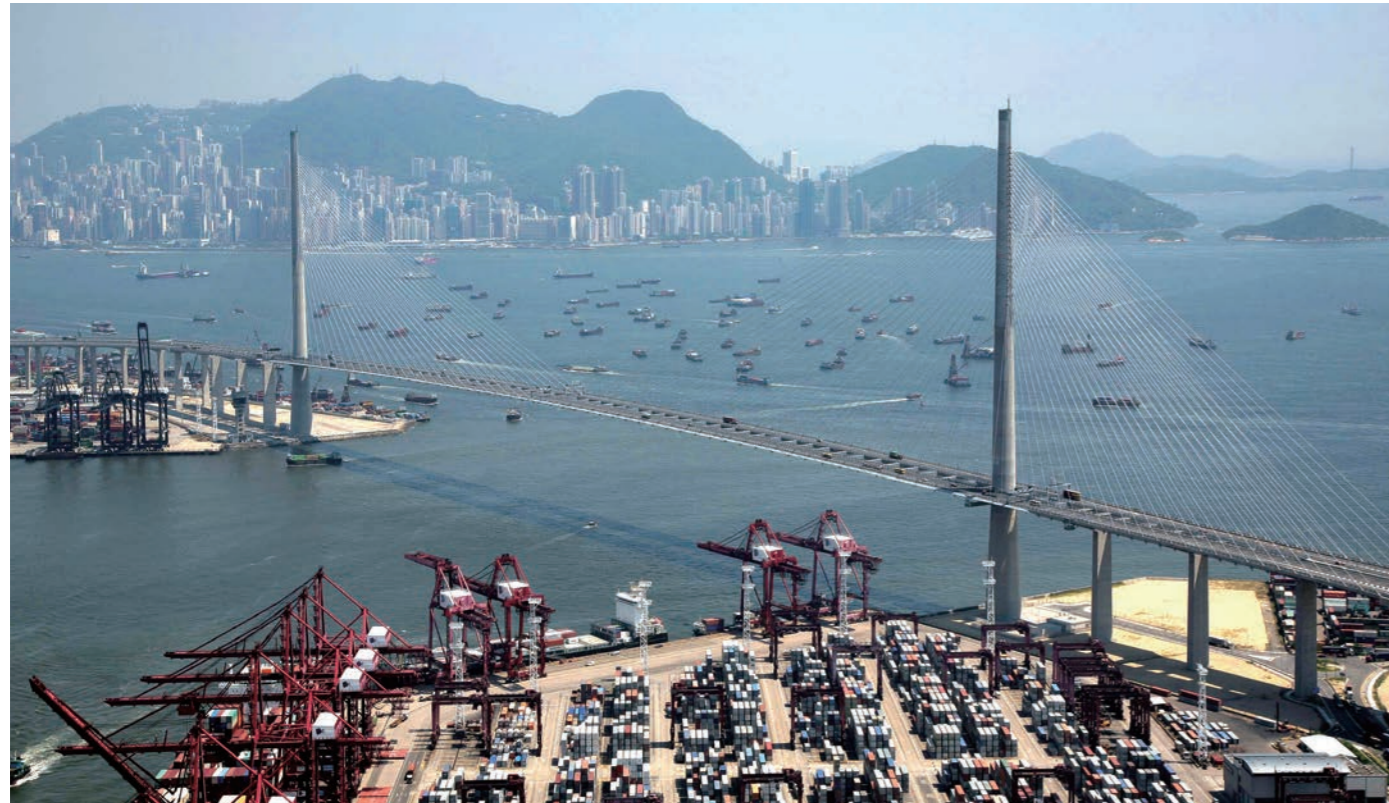
Kakibara Tunnel (Awarashi, Fukuji)



Headrace channel for water quality conservation for the water source of the Toyohira River waterworks (Sapporo-shi, Hokkaido)



Joban Expressway Futaba Interchange (Futaba-machi, Futaba-gun, Fukushima)



Stonecutters Bridge (Hong Kong)



Higashi-Kyushu Expressway Otoshi Tunnel (Hyuga-shi, Miyazaki)



Da Mi Hydro Power Plant (Vietnam)



Kanose Hydro Power Plant (Aga-machi, Higashikambara-gun, Niigata)



Kamiketto Hydro Power Plant (Tsunan-machi, Nakaonuma-gun, Niigata)



Recovery from a river disaster in the Unosumai area (Kamaishi-shi, Iwate)



Akaiwa Power Plant (Akaiwa-shi, Okayama)



Hokuriku Shinkansen Asuwagawa Bridge (Fukui-shi, Fukui)



Shin-Meishin Expressway - from Ibuchi, Inagawa-cho, Kawabe-gun, Hyogo to Tamase, Takarazuka-shi, Hyogo (from Inagawa-cho, Kawabe-gun, Hyogo to Takarazuka-shi)



Kaohsiung Subway Orange Line (Taiwan)

Building Construction

We have worked on a number of projects such as urban redevelopment and skyscraper construction by utilizing our technologies and experience, which we have accumulated over many years. What lies there is our desire not only to construct buildings, but also to encourage the development of the town that surrounds them. MAEDA CORPORATION aims at “town development” that is diversified and will enrich people’s lives.



Liner Mill Project in Ba Ria-Vung Tau Province (Vietnam)



Halekulani Okinawa (Onna-son, Kunigami-gun, Okinawa)



Hoshino Resorts KAI Poroto (Shirai-cho, Shirai-gun, Hokkaido)



Otsuchi-cho Cultural Exchange Center “Oshacchi” (Otsuchi-cho, Kamihei-gun, Iwate)



Z1 COMMERCIAL-SERVICE-APARTMENT COMPLEX (Vietnam)



HOTEL VISON [AQUAIGNIS Taki] (Taki-cho, Taki-gun, Mie)



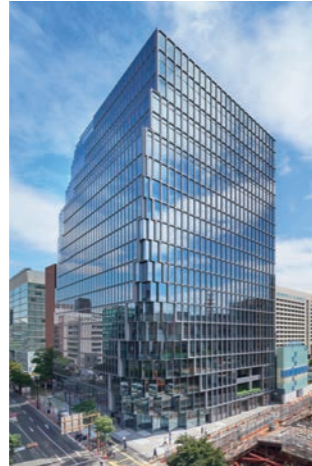
Hirakata Performing & Visual Arts Center (Hirakata-shi, Osaka)



Toho Gakuen Munetsugu Hall (Chofu-shi, Tokyo)



Sumitomo Realty & Development Azabujuban Building (Minato-ku, Tokyo)



Tenjin Business Center (Fukuoka-shi, Fukuoka)



Redevelopment of a category 1 urban district in the north block near the West Exit of Tokorozawa Station (Tokorozawa-shi, Saitama)



hitoto Hiroshima The Tower (Hiroshima-shi, Hiroshima)



Hong Kong International Airport passenger terminal building (Hong Kong)



Iguacu Vietnam Soluble Coffee Manufacturing Plant (Vietnam)



SHISUI PREMIUM OUTLETS (Shisui-machi, Imba-gun, Chiba)



Yatsushiro City Hall (Yatsushiro-shi, Kumamoto)



YAMAZAKI MAZAK Inabe Plant (Inabe-shi, Mie)



Redwood Nanko Distribution Center (Osaka-shi, Osaka)



KAMEIDO CLOCK (Koto-ku, Tokyo)

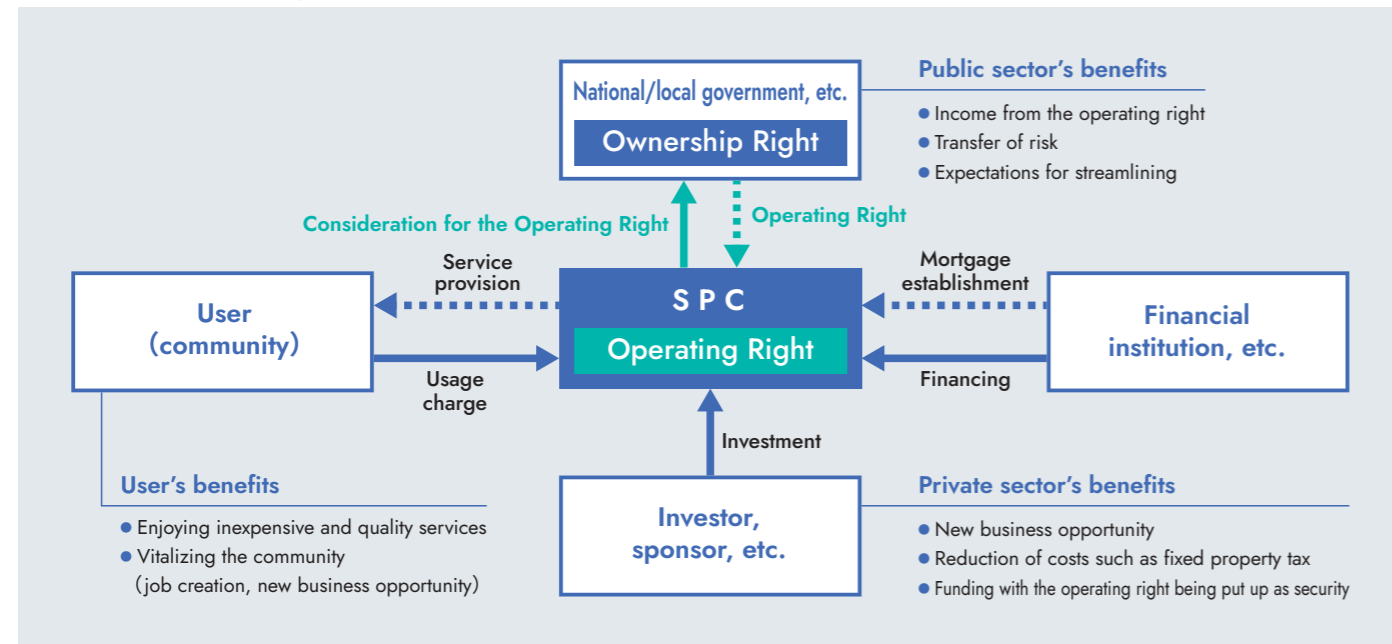


ARIAKE GARDEN (Koto-ku, Tokyo)

Infrastructure Management

The solutions that MAEDA CORPORATION presents to solve problems, namely, financial aggravation at the national and local governments, and increase of the maintenance and renovation costs anticipated in the future due to the aging of infrastructure facilities, are concession projects, renewable energy projects, and Comprehensive Private Sector Outsourcing of the management that is rooted in communities. We intend to accumulate a wide variety of knowhow for solving problems and vitalize communities by making efforts to create new business.

Concession project



Sendai International Airport (Natori-shi, Miyagi)



Aichi Prefectural Toll Road (Aichi)



The new Aichi prefectural gymnasium (Nagoya-shi, Aichi)

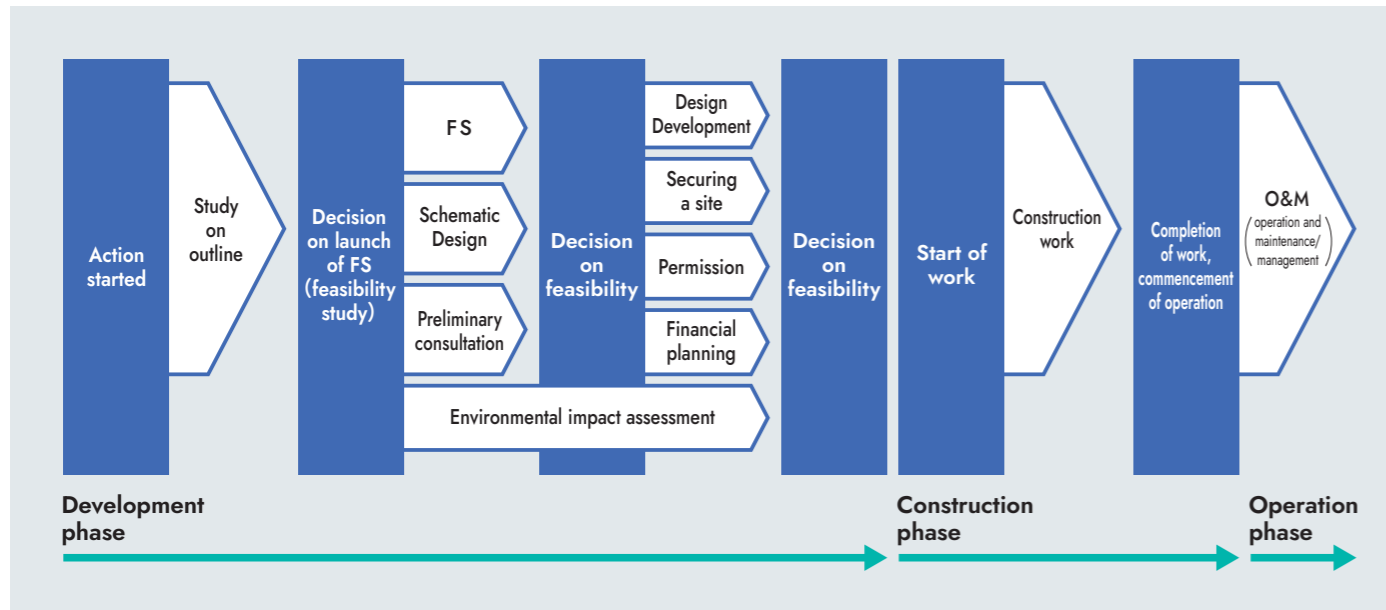


Osaka City Industrial Water Supply Specified Operation Project (Osaka-shi)



Aichi Sky Expo [Aichi International Convention & Exhibition Center] (Tokoname-shi, Aichi)

Renewable energy project



Happo Wind Farm (Happo-cho, Yamamoto-gun, Akita)



Goyozan Solar Power Plant (Ofunato-shi, Iwate)



Tsukuba Solar Power Plant (Tsukuba-shi, Ibaraki)



Mine Solar Power Plant (Mine-shi, Yamaguchi)



Kitaibaraki Solar Power Plant (Kitaibaraki-shi, Ibaraki)

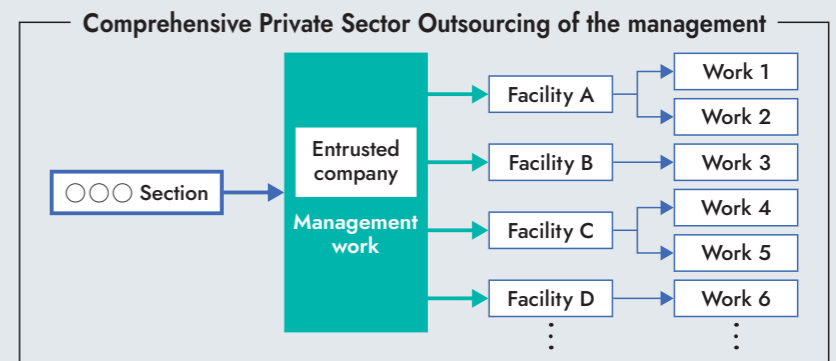
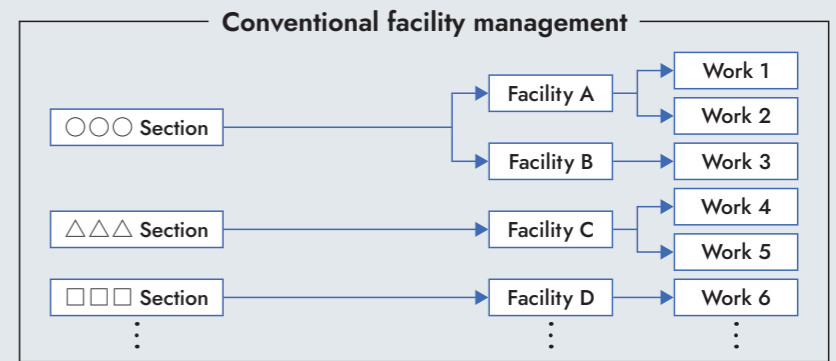
Comprehensive Private Sector Outsourcing of the management



Comprehensive management of roads, etc. in Fuchu (Fuchu-shi, Tokyo)
 < from April 2021 to end of March 2024 >



Comprehensive management of public facilities in Joso (Josho-shi, Ibaraki)
 < from April 2020 to end of March 2025 >




Toward the next century History of promoting innovation as challenger

Starting with the contract business of mountainous civil engineering works in 1919, our company has advanced in a number of stages into the urban civil engineering, building, overseas, and de-contracting fields. In 2021, INFRONEER Holdings was established, and we have been venturing into various fields as a Comprehensive Infrastructure Services Company. It is such a history colored with challenges that represents MAEDA CORPORATION's approach. We will continue to take on new challenges in the future in order to serve as a bridge between people and society.

1919

- Matabee Maeda establishes Maeda Office under the Tobishima Gumi umbrella (founded on January 8, 1919)
- Electric Steel Manufacturing: Order for Kiso Fukushima No.2 Hydroelectric Power Plant (Nagano) (First project after the founding)



Kiso Fukushima No.2 Hydroelectric Power Plant

1921

- Japanese Government Railways: Order for Hokkaido Teshio Line railway roadbed construction (Hokkaido)

1922

- Toshin Electric Power: Order for Takase River No.2, 3, 4, and 5 Power Plants (Nagano)

1944

- Hokuriku Electric Power: Order for the Asuwa River Power Plant (Fukui)

1946


- Tohoku Electric Power: Order for Miyashita Power Plant (Fukushima)
- Maeda Office reorganized as Maeda Corporation (Founded on November 6, 1946)

1951

- Teito Rapid Transit Authority: Order for the Marunouchi Subway Line (Tokyo)

1955


- Electric Power Development: Order for the Tagokura Dam (Fukushima)



Tagokura Dam

1956

- Hokuriku Electric Power: Order for Arimine Dam (Toyama)




Arimine Dam

1958

- Tokyo Electric Power Company: Order for the Shinagawa Thermal Power Station (Tokyo)

1960


- Japanese National Railways: Order for the Tokaido Shinkansen Kozu Section Construction (Kanagawa)



Tokaido Shinkansen Kozu Section Construction

1960

- Maeda establishes the Building Department
- Housing and Urban Development Corporation Tokiwadaira Danchi (Chiba)



Tokiwadaira Danchi

1961

- West Nippon Expressway: Order for the Meishin Expressway Ibaraki Section Construction (Osaka)

1962

- Ministry of Construction: Order of the Tokyo Customs Government Office (Tokyo)

1963

- British Hong Kong Government: Order for the Kwai Chung Development Scheme Stage II (Hong Kong)

1964


- Imperial Household Agency: Order for the Toukagakudo Imperial Concert Hall (Tokyo)

1965

- Fukui Prefecture: Order for the Fukui Prefectural Assembly Hall (Fukui)
- Tokyo Electric Power Services: Order for the Anegasaki Thermal Power Plant (Chiba)
- Thai Ministry of Transport: Order for the Lampan-Chiang Mai Highway (Thailand)

1971


- Tokyo Electric Power Company: Order for Takase Dam (Nagano)



Takase Dam

1972

- Japan Railway Construction Public Corporation: Order for the Seikan Tunnel Yoshioka construction (Hokkaido)



Seikan Tunnel

1974

- Tokyo Electric Power Company: Order for the Fukushima Daini Nuclear Power Plant (Fukushima)

1977

- Japan Highway Public Corporation: Order for the Kan-etsu Tunnel (Gunma)

1978

- Honshu-Shikoku Bridge Authority: Order for the Kita-Minami Bisan-Seto Bridges (Kagawa)

1980

- Airports of Thailand: Order for an expansion to the Bangkok International Airport (Thailand)

1984

- Expressway Authority of Thailand: Order for the Dao Kanong-Port Expressway (Thailand)
- Ushiku City: Order for type-1 urban redevelopment of the Ushiku Station West Exit area (Ibaraki)

1985

- New Urban Life Holdings: Order for Hikarigaoka IMA (Tokyo)

1987

- Ministry of Construction: Order for the Unazuki Dam (Toyama)

1988

- Tokyo Electric Power Company: Order for the Kashiwazaki-Kariwa Nuclear Power Plant (Niigata)

1989

- Trans-Tokyo Bay Highway Corporation: Order for the Tokyo Bay Aqua-Line Expressway for the Kisarazu artificial island Umihotaru (Chiba)
- Daikyo: Order for Lions Station Tower Higashi-Sapporo (Hokkaido)

1990

- Nakagawa Special Steel: Order for Tennouzu Central Tower (Tokyo)

1991

- Fukuoka Daiei: Order for Fukuoka Dome (Fukuoka)



Fukuoka Dome (currently: FUKUOKA PayPay Dome)

1992

- Maeda Corporation: Order for Hikarigaoka J.CITY (Tokyo)



Hikarigaoka J.CITY

- British Hong Kong Government: Order for the Kap Shui Mun Bridge and the Ma Wan Viaduct (Hong Kong)
- Trans-Tokyo Bay Highway Corporation: Order for construction of the Kisarazu central tunnel for the Tokyo Bay Aqua-Line Expressway (Chiba)

1994

- Tokyo Metropolitan Government: Order for the Sumida District Incineration Plant (Tokyo)

1995

- British Hong Kong Government: Order for the Hong Kong International Airport passenger terminal building (Hong Kong)

1996

- Kitakyushu City: Order for the Kitakyushu Media Dome (Fukuoka)
- Tokyo Electric Power Company: Order for the Minamiaki Dam (Nagano)

1998

- Urban Renewal Association of Japan: Order for type-1 urban redevelopment of the west district of Shin-Koyasu Station (Kanagawa)

2000

- Maeda enters the retail business (Naoshiya Matabee opens in 2001)
- Chiba City: Order for a measurement certification complex at the Chiba Consumer Affairs Center (Chiba)
- Urban Renewal Association of Japan: Order for type-1 urban redevelopment of the Muromachi 1-chome District (Fukuoka)
- Mitsubishi Estate: Order for M.M.TOWERS 21 (Kanagawa)

2003

- Urban Renewal Association of Japan: Order for type-1 urban redevelopment of the southern district in front of the Machiya Station (Tokyo)

2004

- Hong Kong Special Administrative Region Government: Order for Stonecutters Cable-stayed Bridge (Hong Kong)



Stonecutters Bridge

- Kachiroku Redevelopment: Order for THE TOKYO TOWERS Kachidoki redevelopment project (Tokyo)



THE TOKYO TOWERS

2005

- Ministry of Land, Infrastructure, Transport and Tourism: Order for the D runway at Haneda Tokyo International Airport (Tokyo)

2006


- Department of Rapid Transit Systems, Taipei City Government: Order for the CG590A construction of the Taipei Metro Songshan-Xindian Line (Taipei)

2007

- Ceylon Electricity Board: Order for the Upper Kotmale Hydro Power Plant (Sri Lanka)

2011


- Urban Renewal Association of Japan: Order for type-1 urban redevelopment of the Iidabashi Station West Exit area (Tokyo)



Iidabashi Station West Exit Area Redevelopment

2013

- Maeda starts Infrastructure Management business
- Maeda Corporation: Start of electric sales from the Tsukuba Solar Power Plant (Ibaraki)
- Urban Renewal Association of Japan: Order for BIG FRONT Hiroshima (Hiroshima)
- Sumita Town: Order for the new Sumita Town Office (Iwate)




New Iwate Prefecture Sumita Town Office

2014

- Ho Chi Minh City Metro: Order for a Ho Chi Minh subway tunnel (Vietnam)


2015

- Special Purpose Company: Start of electric power sales from the Goyozan Solar Power Plant (Iwate)



Goyozan Solar Power Plant


- Sumitomo Realty & Development: Order for the (Tentative) Ariake Kita 3-1 District (3-1-A Block) New Construction Project (Tokyo)



City Towers Tokyo Bay

2016

- Miyagi Prefecture: Start of management for the Sendai International Airport (Miyagi) (Japan's first airport concession managed by the national government)



Sendai International Airport

- Aichi Prefecture: Start of management for the Aichi Prefectural Toll Road (Aichi) (Japan's first road concession)

2017

- Sumitomo Realty & Development: Order for the (Tentative) Ariake Kita 3-1 District (B-2 Block/C-Block Parking Structure) New Construction Project (Tokyo)

2018

- Mitsui Fudosan Residential and nine other companies: Order for the construction of 5-5 Area building for the Type-1 Urban Redevelopment Project in the West Harumi 5-Chome District (Tentative) (Tokyo)

2019

- Maeda establishes the ICI General Center
- Aichi Prefecture: Start of management for the Aichi Sky Expo [Aichi International Convention & Exhibition Center] (Aichi) (Japan's first exhibition hall concession)
- Special Purpose Company: Start of electric power sales from Happo Wind Farm (Akita)

2021

- Joint holding company INFRONEER Holdings Inc. is established

2022

- Osaka Prefecture: Start of management for the Osaka City Industrial Water Supply Specified Operation Project (Osaka)

Aiming at realizing a sustainable society

In addition to efforts in the fields of “environment,” “society,” and “governance,” which are made to support its business foundation, MAEDA CORPORATION has been pursuing “CSV Management,” aiming to solve social problems through its primary business, and the entire INFRONEER Group is working on efforts to realize a sustainable society.

<https://www.maeda.co.jp/english/csr/>

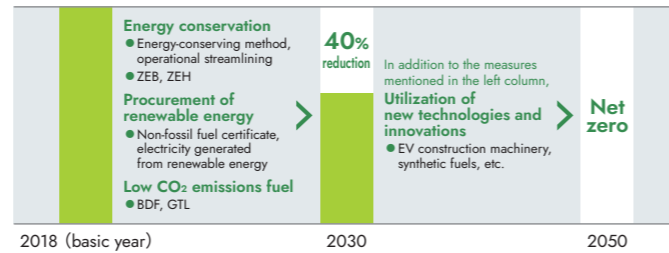


Environment

< Climate change >

Greenhouse gas emissions reduction target*1 and major reduction measures

Toward the realization of “2050 carbon neutral,” which the Japanese government has upheld, MAEDA CORPORATION has also set a CO₂ emissions reduction target to achieve “2050 carbon neutral.” In addition, for the SBT certification we acquired in 2019, we will renew the certification, taking the opportunity of the adoption of the holding company system, and will strengthen our alliance and efforts with Group companies toward the achievement of the goals. Further, as INFRONEER Holdings we joined the RE100 Initiative in May 2022, so we will also pursue the use of renewable energy.



*1: This target value shall be in Scopes 1 and 2.

Promotion of ZEB*2/ZEH*3

In promoting ZEB, our company has registered ourselves as a ZEB Leading Owner and a ZEB Planner, and has been pursuing our efforts as a comprehensive energy-saving planner that conducts design, construction, and consultation. By working on “W ZEB” (double ZEB) for new building and renovation, MAEDA CORPORATION intends to become a leading company in ZEB, contributing to the achievement of carbon neutral. In building condominiums, the company is also pursuing the design and construction of ZEH-M*4 with a focus on the “floor chamber air-conditioning system,” a newly developed technology to realize a comfortable residential environment, and has been registered and certified (C registration) as one of the “ZEH developers,” who play a central role in promoting ZEH-M. MAEDA CORPORATION will actively connect its ZEH-M proposals to their design and construction, and work on their distribution.



Renovation of the existing building into ZEB (Hitokuchizaka Chuo Building)

*2 ZEB: abbreviation of Net Zero Energy Building
*3 ZEH: abbreviation of Net Zero Energy House
*4 ZEH-M: condominium version of ZEH

< Recycling-based society construction >

Promotion of waste plastics recycling

At field offices, the suppression of waste generation, the recycling/discharging by separation on-site are being promoted as measures against construction byproducts. The total recycling rate has remained approximately 97% in recent years. However, to achieve a recycling rate of 100%, it is necessary to review measures for each item. For field offices, we are pursuing direct shipment to

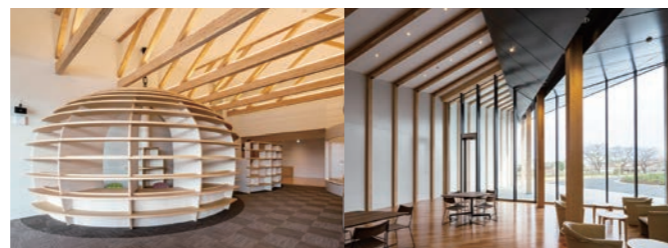
recycling facilities and wide-area certification facilities. For branches, we are focusing on the checking of the contents of the processing and recycling rate at intermediate processing facilities and the recommendation of good facilities. Through the ICI General Center, we are also working on the study of the use of new materials as alternatives to plastics.

< Biological diversity >

Promoting the use of Japanese wood and preserving forests

Considering that it is important to improve the cycles of damaged forests by making active use of wood, our company is promoting the use of domestic wood for all our construction works. Creating values with various partners in the forest’s sustainable cycle of “cutting, using, planting, and growing,” we conduct activities to implement the values for society.

MAEDA CORPORATION x Wood “Let’s build something made of wood”
<https://kidetatetemiyou.com/>

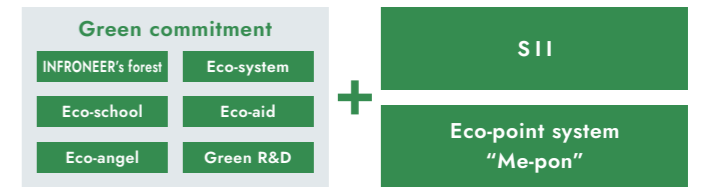


In the Nest building in the ICI Lab

< Dividends to the earth >

The contents of dividends to the earth

Regarding the “earth” as an important stakeholder, our company has been providing 2% of our consolidated net profits as “dividends to the earth” since 2010, and has promoted an environmental preservation program. These “dividends to the earth” consist of three systems of the green commitment, the eco-point system “Me-pon,” and SII*5. *5 SII: Social Impact Investment



Forest preservation activities at INFRONEER's Forest

Since fiscal 2010, we have provided continuous support, after concluding an agreement on “INFRONEER’s Forest Takamori” (Takamori-machi, Aso-gun, Kumamoto) through a corporate forest-making system established by local governments. The company conducts forest preservation activities in cooperation with the local NPO. In addition, in the forest maintenance activity conducted every year, the company expands the circle of forest-making in cooperation with employees and their families. The company’s years of efforts such as contributing to curbing the global warming through activities including forestation and weed removal, and contributing to interaction with locals through volunteer activities, have been appreciated. As a result, the company won a Kumamoto Prefectural Governor award in 2022.



INFRONEER’s Forest Takamori

Social

Pursuit of diversity-based management

We seek to build “a workplace where everyone can work at ease and with job satisfaction,” which respects the diversity of individuals and enables each employee to express their individuality and ability to the fullest regardless of the gender, age, or nationality. We have been working on activities such as “building a system for helping employees to maintain a balance between their work life and family life” and “promoting female employees’ active participation and advancement in the workplace,” and acquired “Eruboshi (Cheering Mark) Certification” and “Kurumin (Childcare Support) Certification.” Since 2022, we have also been seeking to enhance our support for male employees to acquire childcare leave. Currently, we are working to realize diversity in the entire INFRONEER Group.



Working practice

To enable our diversified human resources as our greatest asset to express their ability to the fullest, we are making various efforts such as compliance with labor-related laws and regulations. In the correction of long working hours (elimination of overwork) in particular, each department manager contributes

ideas to their policy implementation plan, and conducts periodical follow-ups. In addition, in the improvement of job satisfaction and working environment, we have introduced a teleworking system and a flextime system (no core time in principle), and are working on the promotion of a more flexible working style.

Human rights

The “MAEDA Corporate Conduct Charter” specifies that we not only respect international rules and local laws on labor standards, the environment, and so on, but also respect the religions, cultures, and customs of every country and contribute to their development. It also specifies that all executive officers and employees working at our Group observe that spirit in performing their daily activities. In the revision in April 2020, we stipulated “Respect for Human

Rights.” In July 2021, we assented to and signed the United Nations Global Compact. We changed our membership to INFRONEER Holdings in April 2022, and established the “INFRONEER Group’s Human Rights Policy” in June 2022.

<https://www.maeda.co.jp/english/csr/hrd/hr/>



Governance

To maintain a sound business environment, it is important to clarify the compliance structure. With the aim of increasing the efficiency, soundness, and transparency of our management, we have implemented actions such as streamlining the managerial structure, and have pursued open management through which we can gain the understanding and empathy of stakeholders including the shareholders

and customers. We comply with laws and regulations, take the lead in practicing fair and free competition and appropriate transactions, maintain an appropriate relationship with the government and administration, and seek to familiarize all executives and employees with our corporate ethics.

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