

Sukedachi Launches its Sustainability Website
Identifying Materiality (key issues) and Promoting ESG Management

Sukedachi Inc. (location: Shinjuku-ku, Tokyo; President and CEO: Yoichi Wagatsuma; hereinafter, “we/the Company”) operators of Sukedachi, a matching platform that supports all people engaged in the construction industry, has incorporated the opinions of outside experts (*1) to identify Materiality (key issues) in order to increase its emphasis on ESGs and sustainability and meet the demands and expectations of its wide range of stakeholders. We aim to achieve our mission of “making construction sites desirable places to work” through the promotion of ESG- and sustainability-oriented management over the medium to long term.

Identifying materiality and promoting
ESG management

Sustainability website launch



Sustainability Site.



■ Sukedachi’s Views on Sustainability

Construction is a huge industry in Japan, with approximately 5 million workers and a market size of over 60 trillion yen, but the workforce is aging and the number of craftsmen continues to decline. In addition, because the distribution rate of workers to construction sites is low due to the industry’s multi-layered subcontracting structure, the level of remuneration tends to be insufficient and the number of new workers entering the industry continues to decline. As a result, the construction industry suffers from a chronic labor shortage.

In response to issues such as these, we will contribute to solving this labor shortage by providing a business matching platform for the construction industry. We are committed to developing the construction industry into an attractive industry that young people aspire to work in by realizing a society in which all parties, including craftsmen working on site, can find the work and business partners they desire and in which everyone can work not only with better pay but also with satisfaction and pride.

In addition, we aim to realize our mission of "making construction sites desirable places to work" by pushing forward with ESG- and sustainability-oriented management in the promotion of our business.

■ Materiality Identification Process

STEP 1: Narrowing down the relevant issues

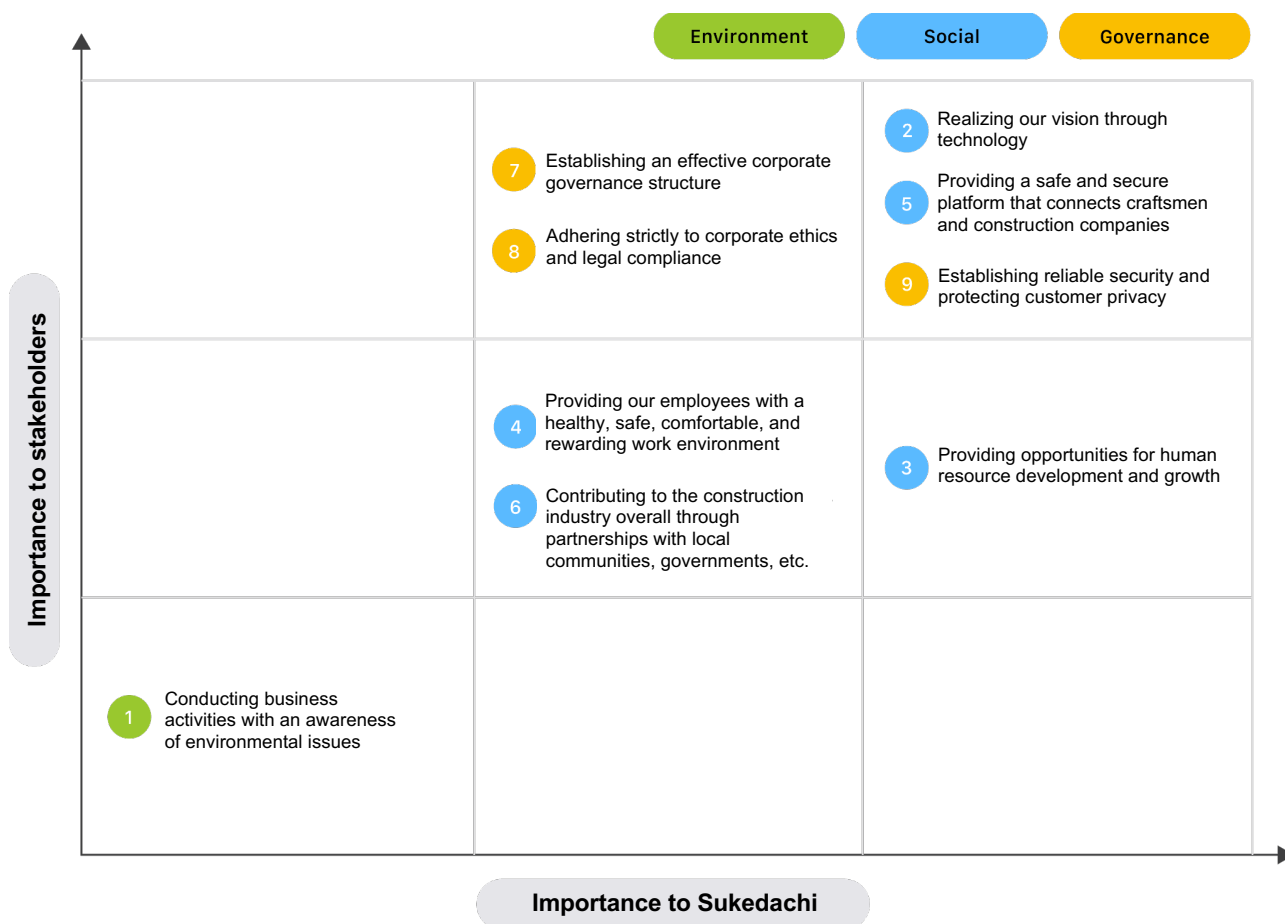
By incorporating the opinions of outside experts (*1) in addition to international guidelines (*2) and the requirements of external ESG evaluation organizations (*3), we have identified 14 items as "materiality factors" based on the recognition of issues of concern to the construction, IT, and human resource service industries.

STEP 2: Prioritization of issues

For the 14 materiality elements identified in STEP 1, we evaluated Sokedachi's current response efforts. Issues were prioritized based on two criteria: the level of importance to stakeholders based on their expectations and requests, and the level of importance to Sokedachi based on the nature of our business.

STEP 3: Identification of materiality

Based on the results of the evaluation and prioritization of the response efforts in STEP 2, after discussion among management members, and taking into consideration consistency with our business strategy and other factors, Sokedachi's vision and values were summarized into nine materialities.



Importance to stakeholders

Importance to Sukedachi

- ① **Conducting business activities with an awareness of environmental issues**
- ② **Realizing our vision through technology**
- ③ **Providing opportunities for human resource development and growth**
- ④ **Providing our employees with a healthy, safe, comfortable, and rewarding work environment**
- ⑤ **Providing a safe and secure platform that connects craftsmen and construction companies**
- ⑥ **Contributing to the construction industry overall through partnerships with local communities, governments, etc.**
- ⑦ **Establishing an effective corporate governance structure**
- ⑧ **Adhering strictly to corporate ethics and legal compliance**
- ⑨ **Establishing reliable security and protecting customer privacy**

*1 Evaluation Office, Sustainable Impact Promotion Department, Shinsei Bank, Limited / Japan Impact Investment II Investment Limited Partnership "Hataraku Fund" / MPower Partners Fund

*2 International guidelines, etc.: ISO26000, SDGs, SASB (Sustainability Accounting Standards Board), Materiality Finder

*3 External ESG assessment requirements: MSCI (Morgan Stanley Capital International), ESG Industry Materiality Map, DJSI (Dow Jones Sustainability Indices)

■ Sustainability Website

This website describes the Company's views on social issues and how to solve them. It also discloses our materiality map as well as our current and future plans in regard to the materialities we have identified.

<http://suke-dachi.jp/company/esg/index.html>

■ About Sokedachi Inc.

With the mission of “making construction sites desirable places to work,” we operate the “Sokedachi” app, which finds new connections between craftspeople and construction companies. With over 180,000 registered businesses, we boast an overwhelming share of the construction industry’s matching domain. “Sokedachi” is a service that matches construction companies on the order side with craftspeople on the vendor side, enabling each to meet long-term business partners. In addition, the “Sokedachi Employee” service allows construction companies interested in hiring to post job ads and send scouting messages directly to craftspeople within the app. In this way, Sokedachi helps resolve labor shortages both in terms of finding sources of work and recruiting workers. Going forward, we will continue to expand our services to help solve the challenges faced by the construction industry.

Sokedachi service website: <https://suke-dachi.jp/>

Management media website: <https://media.suke-dachi.jp/>

■ Company Overview

Company name: Sokedachi Inc.

Representative: Yoichi Wagatsuma, President and CEO

Location: Sumitomo Fudosan Shinjuku Central Park Tower 14F, 6-18-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo

Founded: March 30, 2017

Capital: 89,973,571 yen

Business description: Planning, creation, and operation of Internet services

URL: <https://suke-dachi.jp/company/>

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