



Living Standard
Ethical Standard
Quality Standard



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Editorial policy: This report aims to summarize information related to Takara standard Co., Ltd.'s corporate activities, focusing on matters of high importance to shareholders and investors while also conveying the company's value creation story and future outlook.

Scope: Takara standard Co., Ltd.

Reporting period: Unless otherwise specified, the financial and non-financial data in this report cover FY2023 (April 1, 2023 – March 31, 2024).
Some activity details may include information from FY2024.

Reference standards

and guidelines: International Integrated Reporting Framework (IFRS Foundation) and Guidance for Collaborative Value Creation 2.0 (Ministry of Economy, Trade and Industry of Japan)

**Caution regarding
forward-looking**

statements: Among the contents of the "Integrated Report 2024," statements that are not historical facts are forward-looking projections based on future outlooks and plans. These forward-looking projections include risks and uncertainties, and actual results and performance may differ from what is stated in the report.

Takara standard Philosophy System

Takara standard started business in 1912 as a pioneer of enameled products. Since its founding, the company has remained dedicated to enamel. In 1962, our company succeeded in developing the first enameled kitchens in the world. By continuously refining its enamel technology, the company has grown into an industry-leading comprehensive manufacturer of housing equipment that offers comfortable wet areas solutions. This growth has been driven by a strong commitment to make everyone's life more comfortable.

The current business environment surrounding the company is shaped by diverse factors, including changes in life-style habits in the post-COVID-19 era, market shifts due to geopolitical risks, the acceleration of decarbonization efforts, and advancements in digital technology. In response to these complexities and to clearly communicate our direction to stakeholders, we have decided to publish an Integrated Report starting this year as a new step forward.

This report is intended not only to deepen the understanding of our company but also to serve as a platform for deeper dialogue with stakeholders. We believe that such engagement will lead to a sustainable society and the creation of new values. Although we are still in the early stages of this initiative, we will continue our journey toward corporate growth and the realization of a sustainable society. We will continue our challenges and efforts while carrying forward the founder's vision of "To contribute to make people's life more pleasant and beautiful."

Where we started

To contribute to make people's life more pleasant and beautiful

Corporate Philosophy

The three standards valued by Takara standard

Living Standard

Takara standard supports enhancing people's life through evolution of wet areas household facilities and HORO technology.

Ethical Standard

Takara standard aims to achieve sustainable profit growth focusing on three bases – "harmony with society" "happiness of employees" and "consideration for environment".

Quality Standard

Takara standard considers the customer trust as the most valuable asset, and focuses on quality improvement of products and services.

Long-Term Vision

Becoming a brilliant and most attractive company together with HORO*

A company that pursues uniqueness to provide special value

A company that ventures into new business fields and creates new customers

A company where employees feel motivated and rewarding

A company that is trusted and respected by society

* HORO by Takara standard

High Gloss Surfaces

Enamel crafted through a marriage of metal and glass. We have sought to perfect both form and functionality.

Originality in Design

The beauty of the original designs you've selected is made to last with enamel.

Resistant Material

Ideal materials that retain their beauty through high resistance to dirt, water and heat.

One and Only Technology

Quality that can only be achieved through our technical prowess, pride and unparalleled precision in all of our processes.

Supporting people’s lives through enamel

Takara standard has developed new products and markets centered around the proprietary technologies in enamel production, contributing to a more comfortable lifestyle for many people.

Moving forward, with creative and challenging spirit, we are committed to pursue pleasant and beautiful life through continued exploration of the potential of enamel.

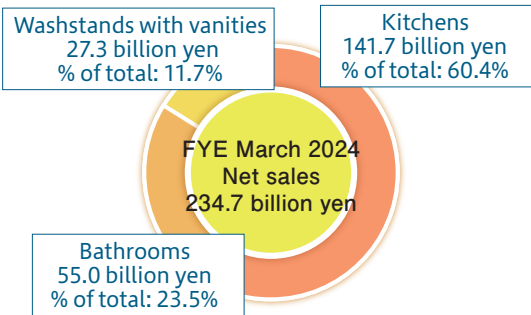
Company profile (as of March 31, 2024)

●Company name: Takara standard Co., Ltd. ●Head office: 1-2-1 Shigino-higashi, Joto-ku, Osaka 536-8536, Japan ●Established: May 30, 1912 ●Capital: 26,356 million yen ●Listing: Prime Market, Tokyo Stock Exchange (securities code: 7981) ●Employees (consolidated): 6,616

Net sales	Operating profit	Operating profit ratio	ROE
234.7billion yen	12.4billion yen	5.3%	5.2%

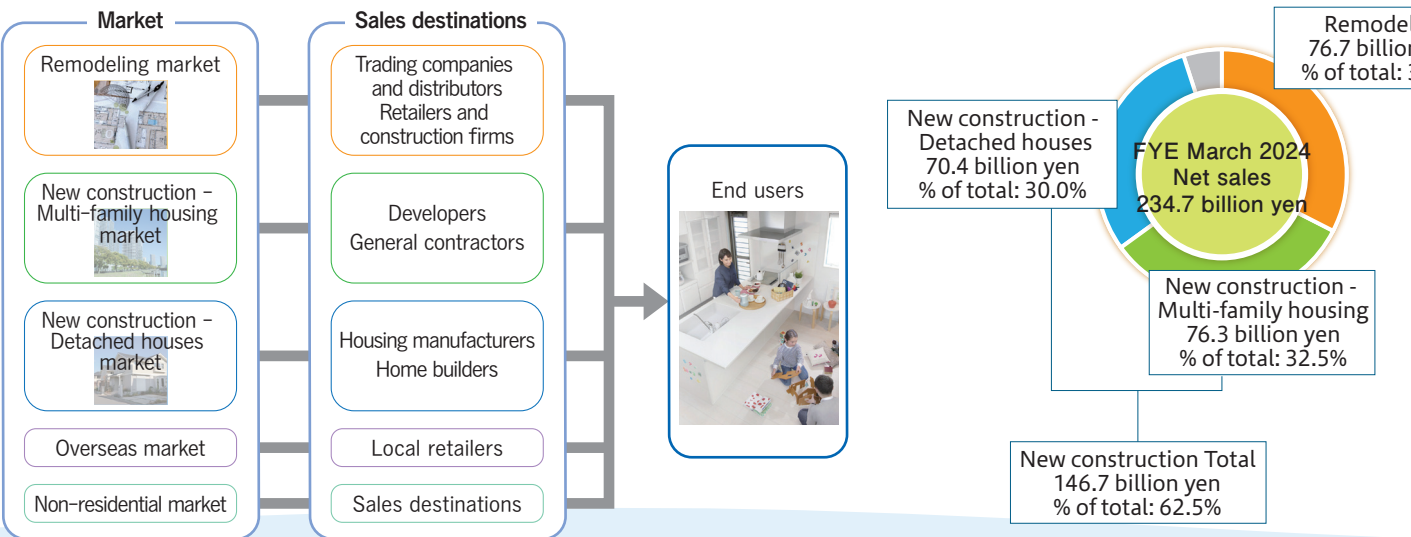
Product lineup

An extensive lineup to create a comfortable lifestyle.



Market and sales channels

Our business focuses on the remodeling market, new construction – multi-family housing market, and new construction – detached houses market. We are also expanding overseas and strengthening the non-residential segment with wall panels.



Founded
112 years ago

Established in May 1912. The company has contributed to improving people's lives, including developing the world's first enamel-coated kitchen.



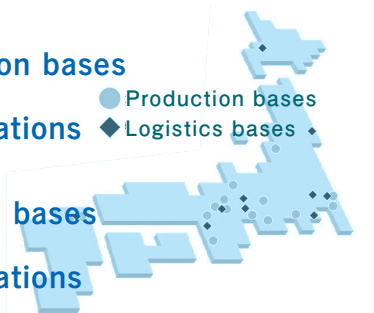
Number of domestic showrooms
161 locations

Showrooms are available to allow customers to see and touch the products before purchasing with confidence. We value direct communication with our customers.

Production bases
15 locations

● Production bases
◆ Logistics bases

Logistics bases
10 locations



The company has 15 production bases and 10 logistics bases, ensuring the capability to handle large-scale projects requiring mass deliveries within a short period, such as condominiums. By distributing bases across various locations, the company also mitigates risks such as natural disasters. This stable supply capability is highly regarded in the market, and the company boasts an 80% market share in the area of modular kitchen production for newly built condominiums.

Market share of modular kitchens for newly built condominiums

Approximately **80%**

Number of employees
6,616



The number of employees exceeds 6,000, and each individual utilizes their strengths while working together toward shared goals.

Female management ratio
5.2%

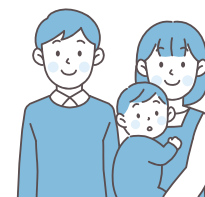
By providing active development initiatives and career advance opportunities, we aim to ensure a workplace where female employees can continue their career and thrive.

Parental leave utilization rate

Male: **79.1%**

Female: **100%**

Certified as a "Kurumin" company for childcare support. We are working toward achieving a 100% parental leave utilization rate for male employees as well, just like for female employees.



Employee satisfaction
75.2%

Awarded a "Kurumin" certificate – which is given by the government to companies that bolster the next generation by supporting child rearing. Our goal is to achieve 100% of male utilization.

CO₂ emissions reduction rate
4.8%

To realize a sustainable society, we are committed to reducing environmental impact, preserving the environment, and preventing pollution through our business activities.

(As of March 31, 2024)

Takara standard – continuing to take on challenges with er

Since its founding, Takara standard has been devoting itself in refining its expertise in enamel technology. With its world-class high-grade enamel, which surpasses competitors, the company has grown into a leading c of housing equipment, offering total solutions for comfort in wet areas.

There has been relentless efforts and passion of our leaders, engineers and sales team, to bring us to where we The chronology showcases the milestones in our 110-year-long journey alongside enamel.

1912▶

Established Japan Enamel Co., Ltd. Began manufacturing and selling enameled ironware.



1962

Successfully developed the world's first enamel-coated kitchen.



1970

Exhibited as the Takara Group at the Japan World Exposition.



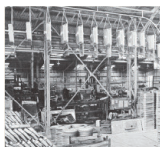
1982

Commercialized Japan's first stainless steel integrated unit bath.



1957.

Successfully press-formed Japan's first stainless steel sink. Began manufacturing and selling products under the "Takara" trademark.



1985▶

Launched the Emawall, an wall panel.

1985

Commercialized enar



1950s

Began manufacturing and selling stainless steel sinks.

Orders increased due to the housing construction boom, but competition gradually intensified. Aiming to create value-added products that competitors could not imitate, the company leveraged its long-standing enamel technology to develop enamel-coated sinks.

Net sales trend

Since 1912

Takara standard at its founding

Yasugoro Kitabatake, the founder of the company's predecessor, Japan Enamel, encountered enamel in Germany while studying abroad. He invited German engineers to Japan and succeeded in producing enamel that rivaled Western quality. When World War I disrupted European supply routes, Japan Enamel gained a monopoly, leading to the company's growth.

1960s

Birth of the enamel-coated kitchen

In 1962, the world's first enamel-coated kitchen was born. In 1967, the company launched the full-scale enamel-coated cabinet sink E-Series, featuring an innovative design that solidified Japan Enamel's dominance. Its durability and luxurious feel gained popularity, firmly establishing our position in the industry.

1970s

Expanding market share while keeping the consumer's perspective in mind.

The success of enamel kitchens and participation in the Japan World Exposition helped establish the "Takara" brand. In 1971, the company changed its name to Takara standard Co., Ltd. Strengthening its research system, it succeeded in coloring enamel cabinets, attracting attention from global enamel academic societies

1980s

Focusing on wet areas, becoming a professional in enamel

During this period, the company established a unique market in the wet areas sector through enamel technology. Modular kitchens rapidly gained popularity nationwide, leading to the launch of the Enamel modular Kitchen C-Series and other related product lines. The company expanded its product lineup to include washstands with vanities and modular bathrooms.

Enamel

Comprehensive manufacturer

are.

1992▶

Launched the Enamel Kitchen Panel.



Enamel-coated modular kitchens

1999▶

Launched the industry's first custom-fit modular bathroom.



2007

Launched Emaille Flat, an easy-to-replace enamel-coated modular kitchen.



2008

Launched the Timoni series of residential toilets.



2012▶

100th anniversary of the company's founding.

100th anniversary



2022

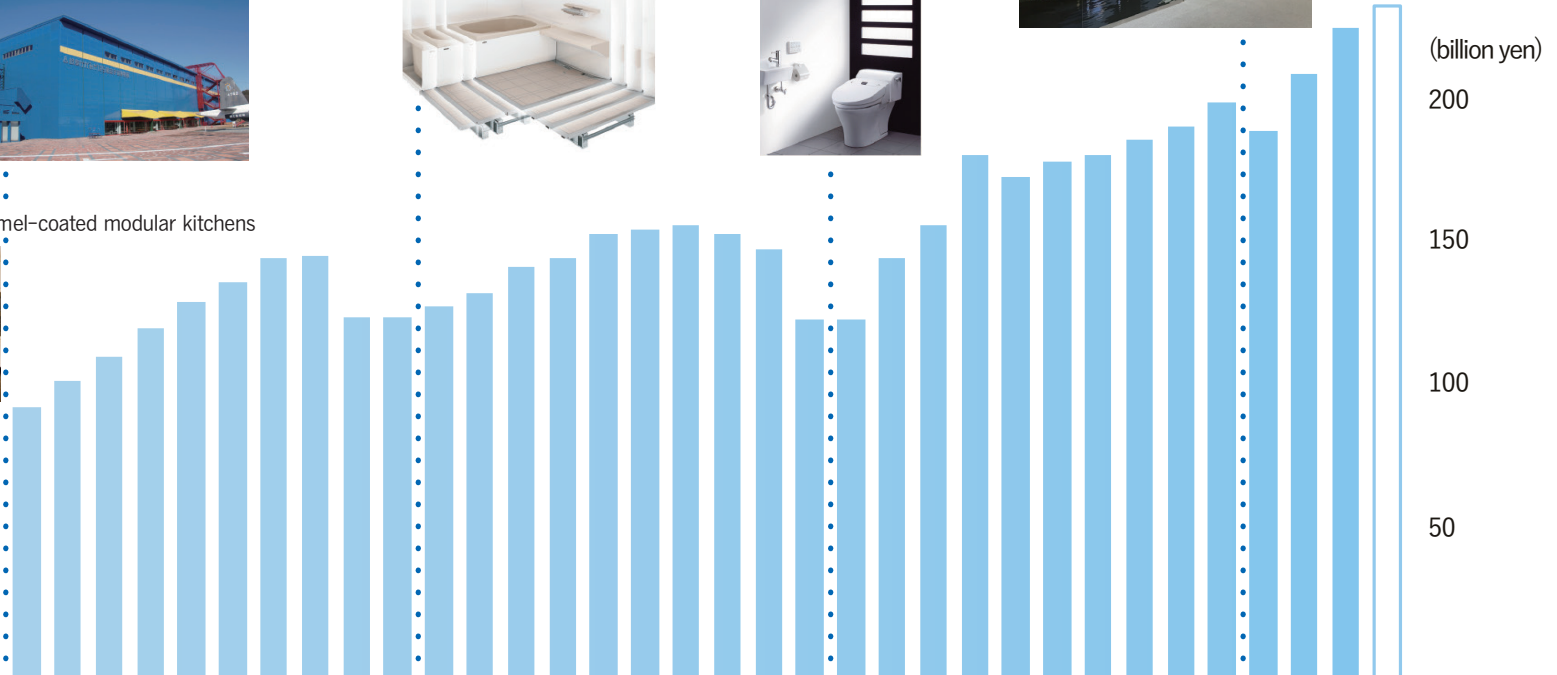
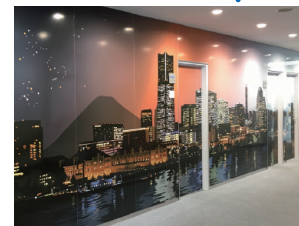
110th anniversary of the company's founding.



Created the 110th-anniversary logo, reflecting the company's commitment to evolution and transformation while valuing its unchanging principles.

2016▶

Successfully developed enamel inkjet technology.



1990s

Further advances in enamel technology

Leveraging newly developed kiln-transformed enamel technology, the company launched the modular kitchen Lemure in 1990, achieving a level of beauty comparable to fine craftsmanship. Additionally, the Enamel Kitchen Panel, released in 1992, became highly popular for its heat resistance and ease of maintenance, further expanding the potential of enamel.

2000s

Advancing enamel technology

As the number of new construction starts declined, there was an increasing demand for high-quality residential designs that emphasized aesthetics, functionality, and comfort. In response, the company targeted the remodeling market, introducing various remodeling-oriented products, including enamel-based solutions.

2010s

Toward the next 100 years

In 2012, as Takara standard marked its 100th anniversary, the company reaffirmed its commitment to strengthening product capabilities centered around high-grade enamel, striving to create a richer lifestyle for customers.

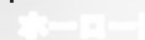
High-grade enamel—The Ideal Material for Wet Areas

To be a longtime "favorite" in our customer's everyday life, the answer we have reached is "High-grade enamel", a material that surpasses general enamel.

Enamel is highly resistant to stains, moisture, and odors, making it an ideal material for wet area products.

Since kitchens and bathrooms are high-value home investments, we wish to ensure immaculate condition even after years of use.

That is the reason Takara standard is committed to developing high-quality products focusing on our signature, premium enamel materials.



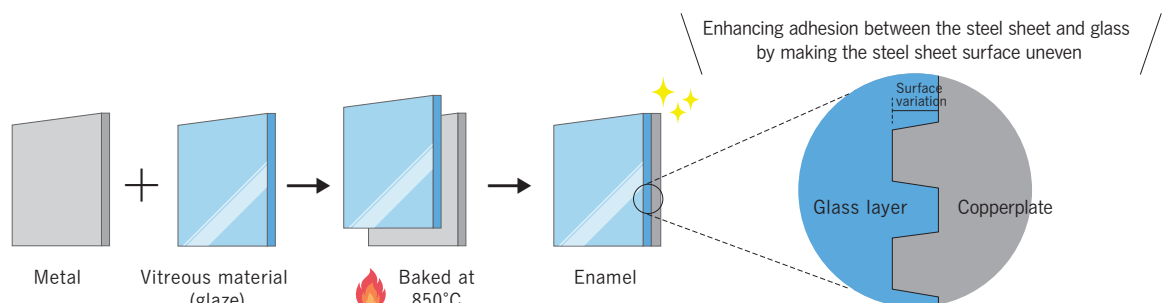
What is enamel?

The ideal material for wet areas in the house.

Enamel is composed of metal and glass. While glass is a beautiful material resistant to water, heat and odors, it is fragile. However, by integrating with metal it becomes a dream material – an extremely durable form of glass that compensates for the weaknesses of glass.

Do you think enamel is prone to crack? Takara standard takes pride in its crack-resistant technique.

The quality of enamel depends not only on the raw materials but also on the technique to integrate and adhere of two different materials: steel and glass. Takara standard's high-grade enamel enhances adhesion by creating a textured surface on the steel plate, making it significantly more durable than the enamel often used for cookware.



The appeal of high-grade enamel with its various features

10 reasons to choose enamel

With strength, beauty, and a variety of excellent features, high-grade enamel is the ideal material for wet area products. Here are its remarkable advantages.



1 Easy maintenance

Stains do not penetrate, keeping it clean for years.



2 Moisture resitant

No stains, mold, or corrosion—ensuring long-lasting durability.



3 Impact resistant and hard to chip

Enamel may be considered easy to chip, but in fact it is highly resistant even against heavy impact.



4 Can play with magnets

Magnets can be easily attached and removed, allowing for customizable decorations.



5 Can be a space to communicate

It also serves as a convenient family message board because oil-based markers can be wiped off with water.



6 Variety of designs and tones

Original colors and patterns are achieved through proprietary inkjet printing technology.



7 Heat resistant

Unlike wood or synthetic resin, it does not deform or discolor from heat.



8 Scratch resistant

The glass surface layer provides strong protection against scratches and impacts.



9 Odor resistant

It resists the absorption of pet and tobacco odors, ensuring everyday comfort.



10 Environmentally friendly

A safe material that does not release harmful substances such as formaldehyde.

"Providing quality products to customers" represents the craftsmanship of Takara standard.

Visit our website to explore the craftsmanship story of Takara standard.



Takara standard is committed to quality, ensuring that we create products that customers will always love. That is why we value craftsmanship, carefully inspecting products with our eyes and hands to ensure quality.

Each stage of the production process is passed on like a relay baton from one person to another until the product is complete. Involving many hands in the process is the key to maintaining high quality. Enamel is like a living material. Processing conditions must be adjusted daily in response to factors such as temperature and humidity. Such subtle adjustments are difficult for machines but possible only by skilled artisans.

It is our mission to always pursue the highest quality, for customers to enjoy our products for a long time.



We strive to realize a "Brilliant and most attractive company" through advancing enamel (HORO) technology and executing the growth strategy

Masaru Komori
President

Responding to the growing needs for better quality of life is our task as a housing equipment manufacturer (focused on wet areas), and will lead to a higher market share.

When examining the market environment surrounding our company, we see that the housing industry continues to be affected by population decline, leading to a steady decrease in the number of households. The market itself is inevitably shrinking, as evidenced by the declining trend in new construction starts. On the other hand, supported by a large stock of existing houses, demand for home remodeling is gradually increasing. As a housing equipment manufacturer specializing in wet areas, we aim to expand our market share by responding to customers' desire for a more enriched lifestyle. Additionally, the COVID-19 pandemic highlighted the risk of supply chain disruptions. Given the continued global instability, it is crucial to hedge risks from a geopolitical perspective. Moreover, securing personnel to ensure the reliable delivery of our products to customers is an urgent priority. We must also focus on streamlining production and promoting labor-saving and efficiency improvements.

Accelerating efforts to address environmental issues

Among environmental issues, decarbonization is an urgent global priority. In continuing our business activities, manufacturing with consideration for environmental impact is a significant challenge. We believe that accelerating efforts to address environmental issues is our responsibility as a manufacturer. Our company has set targets in its medium term management plan to reduce CO₂ emissions by 15% by FY2026 and 30% by FY2030, compared to FY2020 levels, with the ultimate goal of achieving carbon neutrality by 2050.

Until now, we have not fully highlighted our sustainability efforts. However, recognizing environmental issues as a critical management challenge, we estab-

lished a new Sustainability Committee in 2024. In addition to introducing internal carbon pricing, we plan to invest in energy-saving equipment for factories and offices and adopt renewable energy sources such as solar power. Furthermore, we aim to actively engage in eco-friendly manufacturing by collaborating with other companies to develop decarbonization technologies and make enamel recycling a reality. This year has been dedicated to declaring our approach to environmental issues, including our first-ever Integrated Report. From next fiscal year, we will shift to the execution phase and communicate our progress.

➡P.25 Environmental Initiatives

With a strong business framework that was successfully established by our predecessors, we strive to update a system to further expand our market share and improve profit structure.

Despite a decline in new construction starts, revenue and profit increased in FY2023 for our existing businesses. Achieving revenue and profit growth in a shrinking market is a significant accomplishment. This success was driven by our nationwide network of approximately 160 showrooms and our commitment to maintaining supply even during the COVID-19 pandemic. We believe this result is due to the effective functioning of the business framework established by our predecessors, including locally rooted showrooms and company-owned factories and logistics bases. On the other hand, the remodeling business is currently facing challenges due to price increases resulting from rising raw material and labor costs. Despite this situation, we are working to expand our market share by strengthening sales capabilities to offer optimal proposals tailored to customer needs. Additionally, we are implementing item management strategies, such as reducing product SKUs to lower logistics costs and improving production efficiency, as part of our efforts to improve revenue structures.

➡P.19 Sustainable Growth in Existing Businesses

Establishing a foundation for overseas business expansion and launching initiatives for new business creation.

For our overseas business, we are fully preparing to enter the Asian market. In Taiwan, China, and Vietnam, where we have already begun overseas expansion, we have strengthened our structure by expanding the local sales agency network and enhancing construction capabilities. As a new initiative, we participated in exhibitions in India and Indonesia to identify and select potential distribution partners.

In our new business initiatives, we have officially launched efforts to create new businesses by maximizing our expertise in enamel manufacturing and assets. To support this, we established the Business Development Division. For example, we are collaborating with financial institutions to facilitate new business match-making. Additionally, we are working with universities to develop a process for grinding frit, the raw material for enamel, to a nano-scale level, exploring the potential applications of enamel in other fields. While we are still in the early stages, we have successfully laid the groundwork for these initiatives.

➡P.23 Overseas Business

➡P.24 Open Innovation

Drastically overhauling organizational structures and systems, to drive transformation that time demands.

To promote digital transformation (DX) as part of our profit structure transformation, we established the TDX Promotion Division. This division oversees both the Structural Reform Promotion Department, which is responsible for developing strategic blueprints, and the Information Systems Department, which implements these strategies. Additionally, as part of our area management strategy, we have reviewed and consolidated sales areas, reorganizing the sales structure.

In our human resources reform, we eliminated the conventional "regional general positions" as well as "clerical positions" and integrated them into a single general position category to accommodate diverse working styles. We also introduced a 360-degree evaluation system to implement policies aligned with current trends. Furthermore, we are promoting a workplace environment where women can thrive, setting a goal to increase the proportion of female managers from 5.2% in FY2023 to 10% by FY2026. Moving forward, we will continue to introduce systems that enable employees to work with greater engagement.

In our financial strategy, we have established the Financial Planning Department to enhance capital cost awareness in management. Additionally, to facilitate active dialogue with the stock market, we created an IR Department. These initiatives aim to improve capital efficiency, enhance corporate value, and increase the price-to-book ratio (PBR), ultimately strengthening our long-term management foundation.



- ➡P.21 DX Initiatives
- ➡P.27 Human Capital Investment
- ➡P.31 Financial Strategy

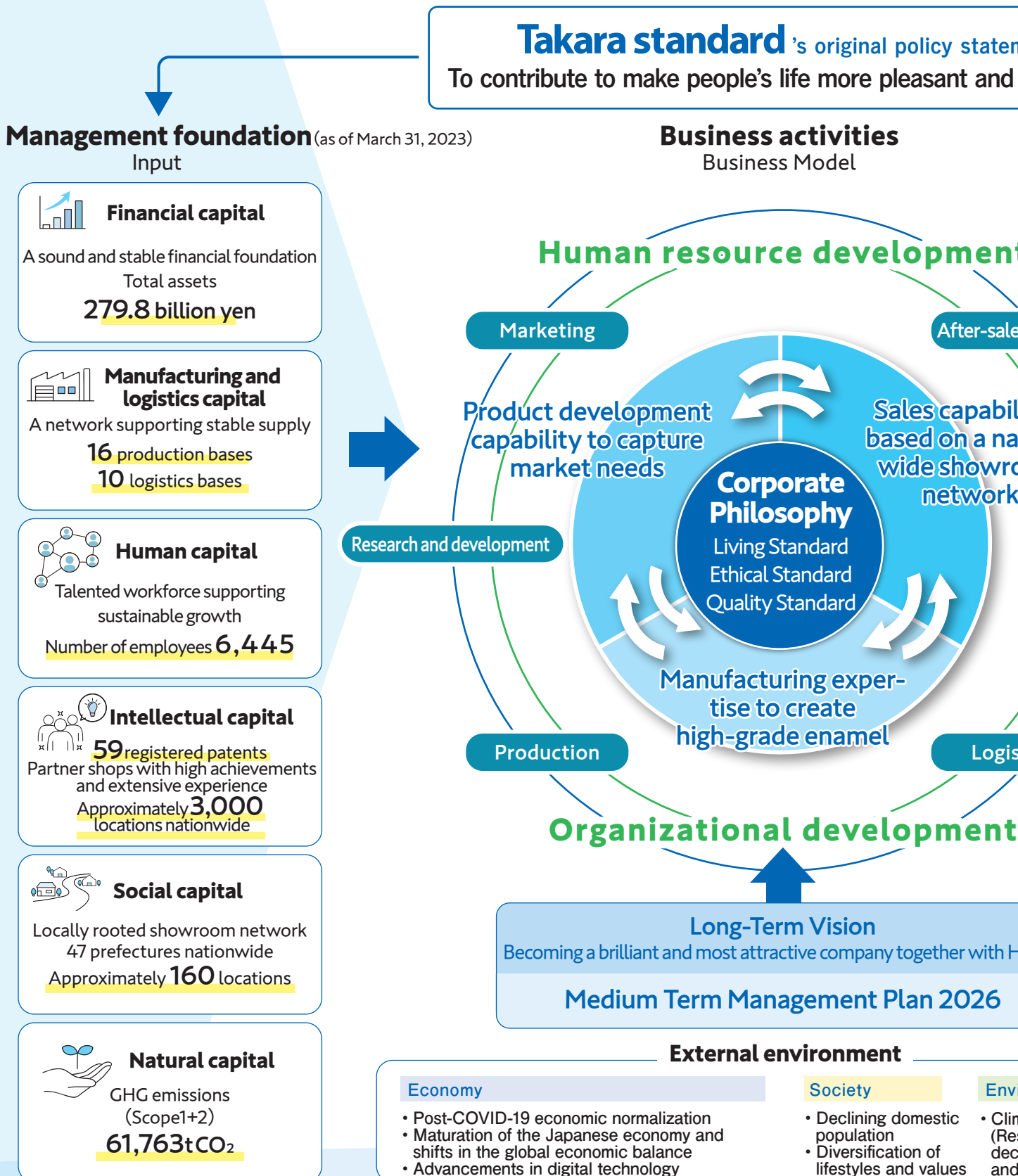
My mission is to realize our vision of Becoming a brilliant and most attractive company together with HORO.

Our mission is to firmly realize our long-term vision of Becoming a brilliant and most attractive company together with HORO. In FY2024, we focused on laying the foundation for our medium term management plan, and from next fiscal year, we will advance our reforms even further. We will continue to refine our enamel expertise, unlock its full potential, and drive its further evolution. At the same time, as a company, we will ensure strong business performance and reinforce our profitability by steadily executing our growth strategy.

We believe that pursuing the three standards outlined in our corporate philosophy—Living Standard, Ethical Standard, and Quality Standard—will make our company attractive not only to stakeholders but also to our employees. To achieve this, we will push forward with reforms to realize the theme of “Re-committing to transformation” in our Medium Term Management Plan 2026, striving to become a truly brilliant and attractive company.

Value Creation Process and Business Model

Since its founding, Takara standard has built a unique position as the only domestic manufacturer of enamel-baking equipment. This uniqueness is supported by our strong manufacturing capabilities, nationwide showroom-based sales, and development expertise in capturing market needs. Leveraging our accumulated know-how over many years, we differentiate ourselves from competitors and create value to realize our philosophy of “To contribute to make people’s life more pleasant and comfortable.”



*Unless otherwise specified, the figures presented are for FY2023.
(Input = Beginning of FY2023, Output = End of FY2023)

ased wet areas housing
sales force, and product
continue to differentiate
pleasant and beautiful.”

Through the value creation process, we aim to achieve our medium- to long-term business performance targets.

FY
2023

Medium Term
Management Plan 2026
...P17

FY2026
targets

FY2030
targets

ment
beautiful

Business achievements (as of March 31, 2024) Value provided

Output Outcome

Finance

Net sales: 234.7 billion yen
Operating profit: 12.4 billion yen
Operating profit ratio: 5.3%
ROE: 5.2%

Products



Kitchens
Bathrooms
Washstands with vanities
Toilets
Water heaters
wall panels

Human capital

Employee satisfaction: 75.2%
Female management ratio
: 5.2%
Training hours per employee
: 19 hours
Male parental leave utilization
rate: 79.1%
Paid leave utilization rate
: 71.1%

Environment

CO₂ emissions reduction rate
4.8%

Customers

We provide kitchens, bathrooms, and washstands with vanities of the highest quality and design, supporting a comfortable and convenient lifestyle.

Business partners

We prioritize trust and aim to grow alongside our business partners by providing high-quality products and services.

Employees

We support growth and career development while providing a rewarding workplace that emphasizes health and well-being.

Shareholders and investors

We deliver high returns to shareholders and investors through sustainable growth and stable earnings while ensuring transparent management.

Local communities

We support regional development and revitalization through community events and educational programs while strengthening collaboration with local businesses.

Environment

We strive to protect the global environment by developing eco-friendly products and promoting sustainable production, incorporating recycled materials and energy-saving technologies.

s services

ities
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Sales and distribution

tics

ORO

ironment

mate change
sponding to a
arbonized society
(carbon neutrality)

Risk and Opportunity Analysis

We have categorized and summarized the analysis of short-, medium-, and long-term key risks and opportunities in the business environment surrounding Takara standard along the triple bottom line of economy, society, and environment, as shown in the table below.

On the economic front, in the short term, cost increases due to geopolitical instability, exchange rate fluctuations leading to rising raw material costs, rising logistics costs symbolized by the “2024 problem,” and government-mandated wage hikes are significant concerns. To effectively manage these challenges, we need to implement proper cost management, reduce inventory and logistics costs, and make timely price adjustments. While our company has grown steadily by capturing the demand for more comfortable living amid domestic market growth, Japan’s population decline, which began in the 2010s, is expected to accelerate after 2030. Consequently, not only new construction starts decline, but the currently strong demand for remodeling will also likely decrease in the long term. Thus, addressing the risk of market contraction is recognized as the most critical mid-

Field	Social and environmental factors	Risks and opportunities		Timeframe			
				Short	Medium	Long	
Economy	Post-COVID-19 economic normalization	Risks	Limitations in factory production capacity		●		En
			Rising logistics costs	●	●		Re
			Government-mandated wage increases	●	●		Ef
		Opportunities	Growth in remodeling demand	●	●		Ex St
	Maturation of the Japanese economy and changes in the global economic balance	Risks	Rising prices of raw materials and other resources	●	●		St Ti
			Stagnation in household disposable income growth		●	●	St
			Deterioration of financial indicators such as ROE and PBR		●	●	Ef
		Opportunities	Growth in emerging markets		●	●	Ex
Society	Declining domestic population	Risks	Decrease in new construction starts		●	●	St
			Declining labor force			●	Pr
	Diversification of lifestyles and values	Risks	Increased costs due to diversified work styles	●	●		En
		Opportunities	Productivity improvement through diversified work styles	●	●		
		Risks	Increased costs for DE&I implementation		●	●	In
		Opportunities	Organizational revitalization through DE&I		●	●	
		Risks	Rise in cooking appliances and ready-to-eat food products		●		St
		Opportunities	Growth in remodeling demand	●	●		Ex St
			Expansion of the e-commerce market		●		Ut
	Climate change	Risks	Strengthening of environmental regulations		●	●	Pr
			Rise in fossil fuel costs		●	●	En
			Cost burden for achieving carbon neutrality		●	●	Pl
			Intensification of natural disasters	●	●	●	Im na
		Opportunities	Growth of the environmental-related market		●	●	Cr
			Advancements in energy-saving technology		●	●	

Takara standard conducts analysis and evaluation of risks and opportunities to determine key issues.

This report includes a table summarizing key risk and opportunity analyses, presenting only those items deemed highly significant.

to long-term challenge. As countermeasures, our core strategies will include expansion into emerging markets, primarily in Asia, where rising living standards are expected to drive growth in the wet area products market, as well as the creation of new businesses leveraging the customer base cultivated in Japan's housing equipment industry.

On the social front, population decline and the diversification of people's values are expected to have the greatest impact. Addressing labor shortages due to a shrinking workforce and adapting to changing perspectives on work and employment practices will be key. Our diversity and inclusion initiatives represent both a risk and an opportunity, making them central to our human capital strategy.

Regarding environmental concerns, the timeframe until Japan's 2050 carbon neutrality goal is narrowing, and international environmental standards must be met for overseas market expansion. Consequently, more proactive decarbonization initiatives are deemed essential.

Strategy (countermeasures)	Key Issues for Takara standard	
Enhancement and streamlining of production capacity through new factory construction and capital investment		
Reduction of inventory and logistics costs through item management		
Effective utilization of human resources through area management		
Expansion of the remodeling business by leveraging the showroom network	Expansion of the remodeling business by leveraging the showroom network	▶P19
Strengthening of high-grade enamel products, a proprietary material		
Strengthening supply chain management		
Timely price adjustments	Optimization of inventory and logistics through enhanced management	▶P20
Strengthening overseas business and creating new business opportunities		
Effective utilization of capital through financial strategy	Improvement of labor productivity and logistics efficiency through DX utilization	▶P20
Expansion of market share in overseas markets		
Improvement of labor productivity and logistics efficiency through DX utilization		
Strengthening overseas business and creating new business opportunities		
Promotion of human resources and organizational development	Strengthening overseas business and creating new business opportunities	▶P23
Enhancement of work satisfaction through increased labor mobility and enriched training programs		
Innovation driven by women's empowerment and mid-career recruitment		
Strengthening overseas business and creating new business opportunities	Decarbonization transition to comply with stricter environmental regulations	▶P25
Expansion of the remodeling business by leveraging the showroom network		
Strengthening of high-grade enamel products, a proprietary material		
Utilizing an online store for selling consumable goods		
Proactive and planned decarbonization transition ahead of regulatory tightening	Enhancement of work satisfaction through human capital investment	▶P27
Energy procurement plans, including the transition to renewable energy		
Planned decarbonization transition incorporating transition costs		
Implementation of appropriate countermeasures at each business site against natural disasters such as heavy rainfall	Effective utilization of capital through appropriate financial strategy	▶P31
Creation of new businesses		

significant for the company and its stakeholders.

Contribute to Make People's Life More Pleasant and Beautiful

Key Points of the Takara Medium Term Management Plan 2026



Akihiro Hashimoto
General Manager,
Corporate Planning Office

When formulating our new medium term management plan, we first reviewed the previous Medium Term Management Plan 2023. While we successfully achieved our net sales and operating profit targets through our efforts in laying the foundation for sustainable growth, we fell short of our operating profit ratio target, indicating that our structural reform efforts to enhance profitability remain incomplete. Based on this reflection, the Takara Medium Term Management Plan 2026 sets the theme of “Re-committing to transformation” with the aim of achieving our long-term vision of “Becoming a brilliant and most attractive company together with HORO.” Through this plan, we will focus on Boost earning capacity and Develop an infrastructure for sustainable growth.

Theme of the Medium Term Management Plan 2026

Re-committing to transformation

▪ Boost earning capacity

Drastic structural transformation and management reinforcement

▪ Develop an infrastructure for sustainable growth

Forward looking investment and actions towards social issues
(further reinforcement of management base)

Three Pillars of Growth Strategy
in the Takara Medium Term
Management Plan 2026
to Realize the Long-Term Vision

Profit
structure
transformation

Financial
strategy

Sustainability
strategy

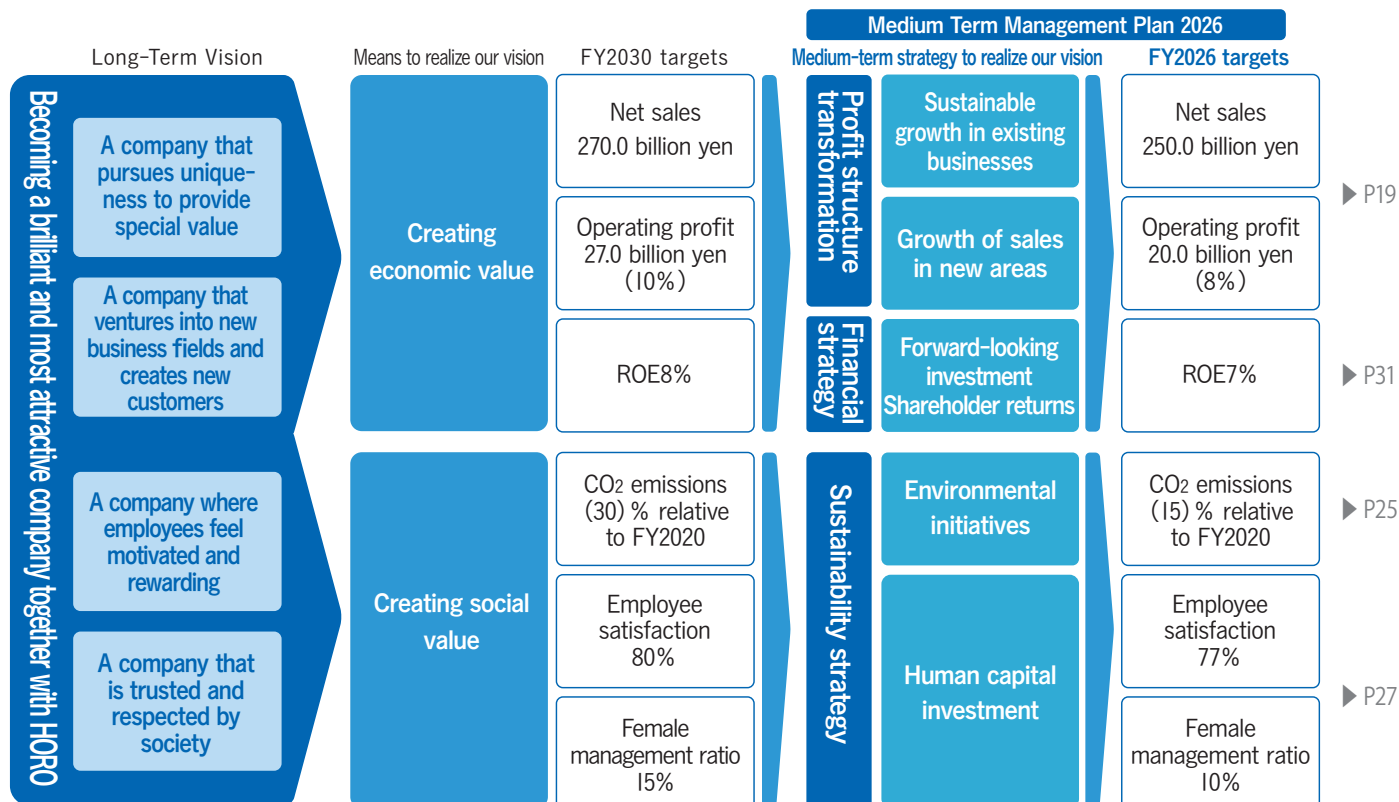
Performance targets

By adding non-financial indicators to the financial indicators, we aim to enhance corporate value in both economic and social aspects.

	KPI	Actual results for FYE March 2024	FYE March 2027 (FY2026) <small>*Final year of the medium term management plan</small>	FYE March 2031 (FY2030)
Financial indicators	Net sales	234.7 billion yen	250.0 billion yen	270.0 billion yen
	Operating profit	12.4 billion yen	20.0 billion yen	27.0 billion yen
	Operating profit ratio	5.3%	8%	10%
	ROE	5.2%	7%	8%
Non-financial indicators	CO ₂ emissions (Scope 1+2)	58,828tCO ₂	49,000tCO ₂ <small>(15% reduction compared to 2020)</small>	41,000tCO ₂ <small>(30% reduction compared to 2020)</small>
	Employee satisfaction	75.2%	77%	80%
	Female management ratio	5.2%	10%	15%

Basic strategy

To make our Long Term Vision come to life, Medium Term Management Plan 2026 promotes (i) profit structure transformation, (ii) financial strategy and (iii) sustainability strategy as the three pillars of our growth strategy.

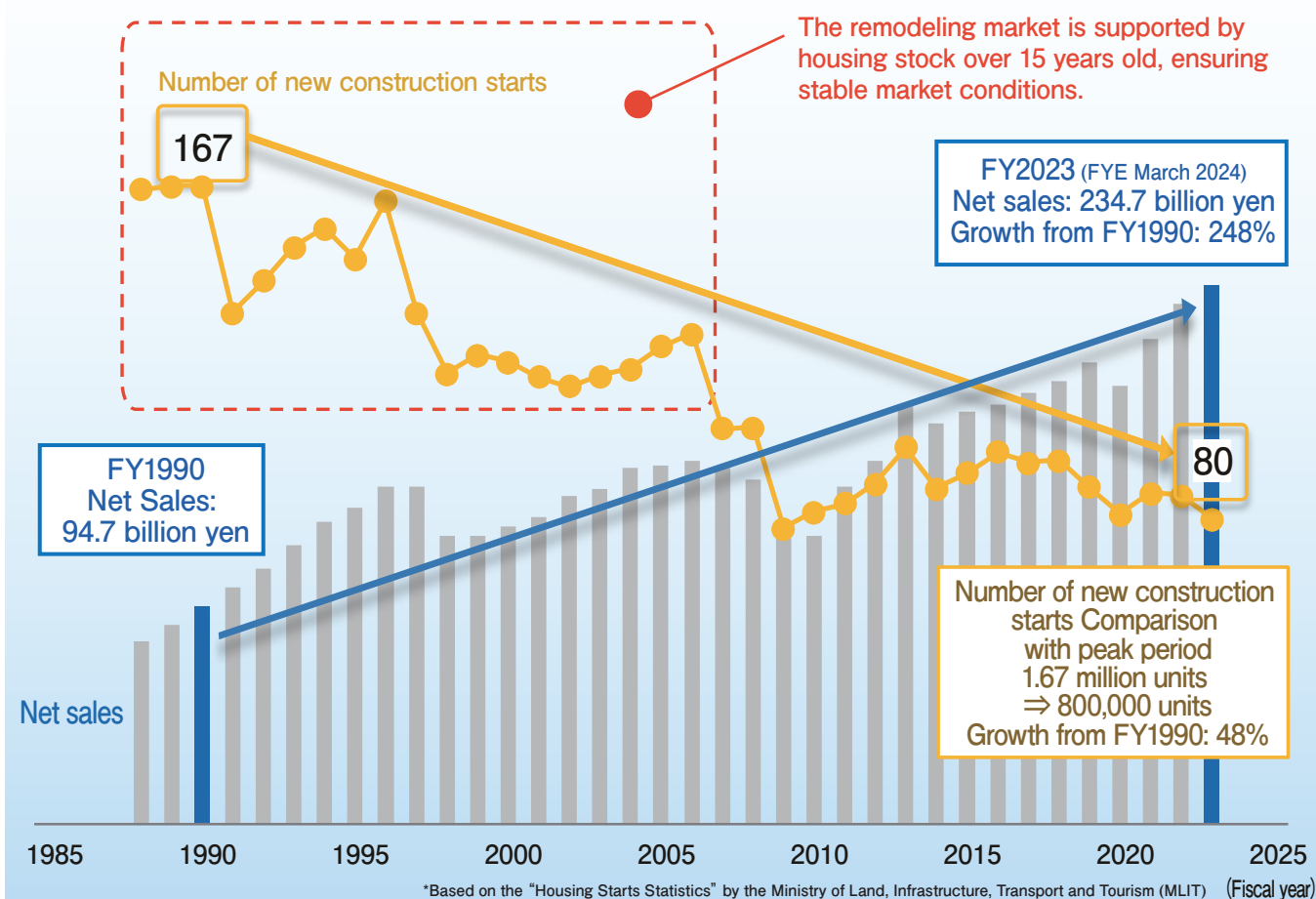


Trends in the Wet area Market and Performance



Masahiro Yoshida
Deputy General Manager,
Sales Division

The number of new construction starts peaked at 1.67 million units in 1990 but declined to 800,000 units in 2023 due to population and household reductions. Despite this trend, our company's performance has continued to grow steadily. Key factors contributing to this growth include our expanded market share in the new construction – multi-family housing sector, where we now hold approximately 80% of the market share for kitchens, an increase in product unit prices, advancements in functionality, and successfully capturing demand from the abundant existing housing stock for remodeling. To achieve further growth, we will need to maintain our high market share in the shrinking new construction market while securing additional demand in the remodeling market, which is supported by an abundant housing stock. We will continue to implement strategic initiatives to ensure sustainable growth.



New construction starts continue to decline

Contraction of the new construction market

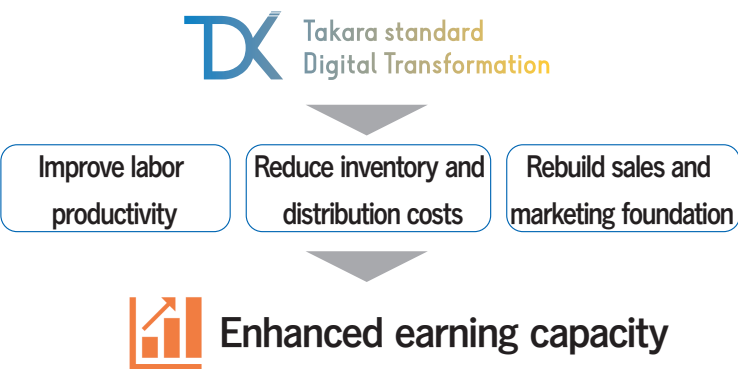
Increase in housing stock

Remodeling market remains stable



Initiatives for Sustainable Growth


TDX – Takara standard Digital Transformation –



By drastically reviewing the entire supply chain using digital transformation (DX) technology to maximize resources, we aim to improve human productivity and reduce inventory and distribution costs, etc. We aim to Enhanced earning capacity by fundamentally reviewing operations across the entire supply chain through digital transformation (DX). Our initiatives focus on improving labor productivity, reducing inventory and distribution costs, and rebuilding our sales and marketing foundation. The key is not merely digitization but a complete overhaul of how work is done from a zero-based perspective, driving fundamental reform in business structures. To achieve this goal, we must utilize high-precision data throughout the process while minimizing human intervention.

Please refer to pages 21 and 22 for details.

Area Management



Consolidate operations through drastic operational standardization


- ▶ Reinforce mutual support between engineering and after-sales departments
- ▶ Standardize and centralize human resources, general affairs, and accounting operations

Refine revenue management structure

- ▶ Establish area headquarters and develop area managers
- ▶ Establish a centralized administrative function
- ▶ Promote personnel mobility within each area

We will review the current management structure, which has been based on individual sales offices and factories, and adopt a more dynamic and efficient allocation of management resources. To achieve this goal, we will promote the consolidation of indirect operations through standardization and strengthen the revenue management system. This approach will help curb the increase in personnel and labor costs, which have risen in proportion to operational workload.

Item Management



Reduce product item counts

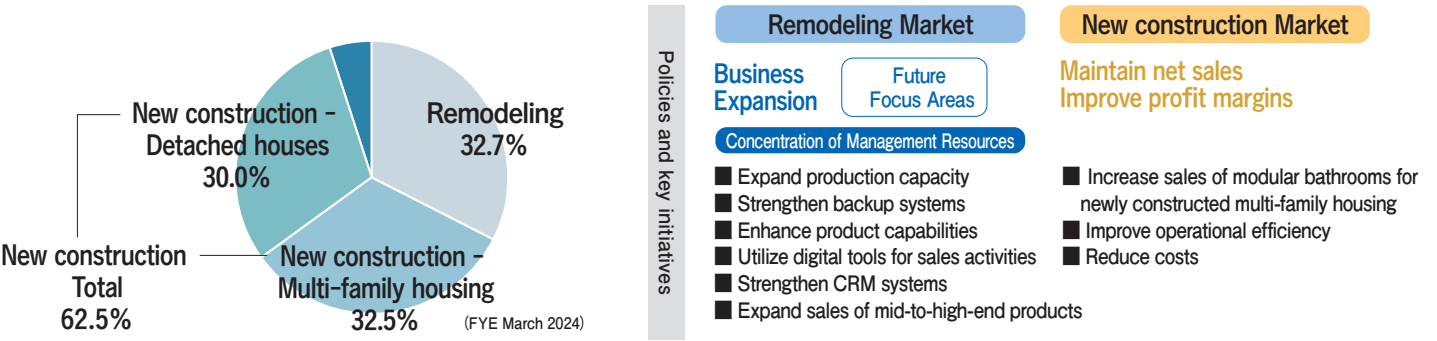
- ▶ Discontinue products with low sales volume
- ▶ Discontinue products that hinder productivity
- ▶ Standardize product structures and parts

Establish a system to maintain appropriate item counts

- ▶ Regularly collect on-site views and hold meetings to identify items to be discontinued
- ▶ Review product lineup at the opportunity of model changes

With the increasing number of product SKUs driven by growing user needs, we will fundamentally revise our item management approach. Our goal is to enhance product development capabilities, improve production efficiency, and reduce logistics costs by minimizing inventory levels. To achieve this, we will first work on reducing the number of SKUs and establishing a system to maintain an optimal product lineup.

Remodeling Business Expansion



Given that our company has a high sales composition ratio in the new construction market, which is expected to shrink in the future, we must increase remodeling sales using our competitive showroom network to achieve sustainable growth. The policies and key initiatives for this goal are outlined here. In the new construction market, we will focus on maintaining revenue and improving profit margins, while in the remodeling market, we will concentrate management resources on business expansion. In particular, we will prioritize strengthening product competitiveness centered on enamel, which is a key differentiating material, expanding production capacity, and enhancing sales capabilities through digital transformation.

Takara standard's Basic DX Strategy



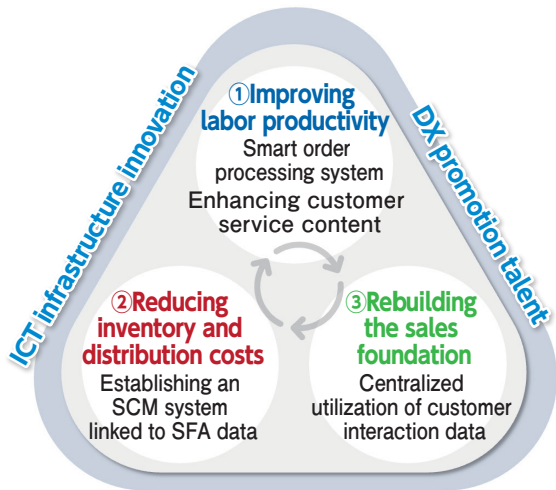
As part of our digital transformation (DX) strategy, we focus on three key areas: Improving labor productivity, reducing inventory and distribution costs, and rebuilding the sales foundation. We aim to implement smart ordering systems that reduce manual labor, enhance customer services, establish a robust supply chain management (SCM) system, and optimize the utilization of customer interaction data.

Takahito Yoshii
TDX Promotion Headquarters Director
Executive Officer



Initiatives

Implementing reforms from a multifaceted perspective to achieve set goals.



Goals

- Streamline administrative tasks
- Optimize logistics efficiency
- Improve procurement efficiency
- Reduce product inventory by 30%
- Establish a cycle that drives remodeling sales growth

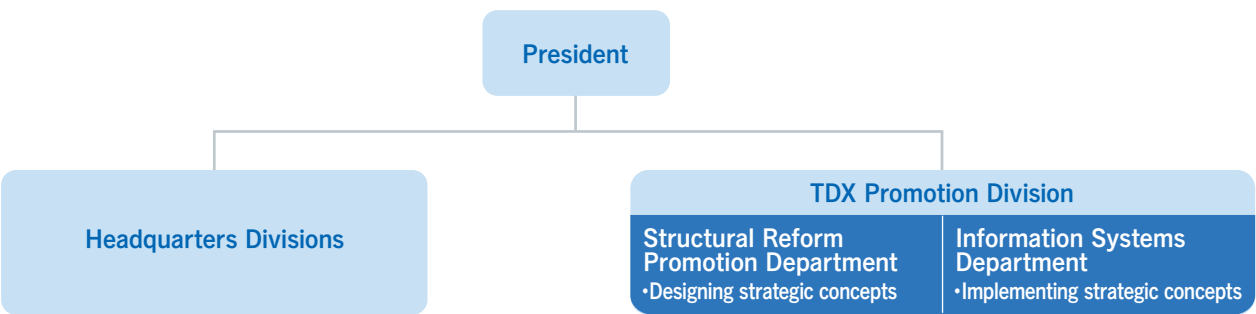


- Develop talent to drive DX promotion
- Build a foundation and environment for data utilization

DX Promotion Framework

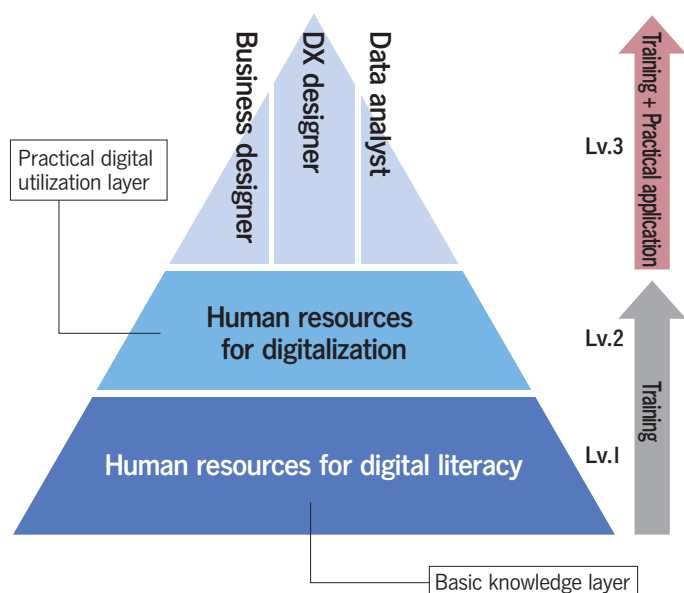
① Organizational Structure

To maximize company-wide performance and profitability, including DX strategy, we established the TDX Promotion Division. By linking the Structural Reform Promotion Department, which designs strategic concepts, with the Information Systems Department, which implements them, we aim for swift and effective decision-making and execution, leading to sustainable growth and enhanced competitiveness. The TDX Promotion Division will accelerate DX promotion across the entire Company and create future business opportunities.



② Our Digital Talent and Future Vision

We emphasize the development of digital talent and promote DX initiatives. By driving business transformation, planning new businesses, and validating data utilization, we will advance company-wide DX. Additionally, we will establish evaluation systems and improve data infrastructure to ensure sustainable growth.



Business designer

Utilizing a DX perspective, they contribute consistently across business transformation, new business planning, and DX promotion.

DX designer

A project manager who involves the relevant parties and works to build appropriate cooperative relationships while putting measures into practice.

Data analyst

Uses data to validate feasibility and derive insights for business transformation and new business creation.

Human resources for digitalization

Apply AI and no-code applications in their workplace to practice DX within their organization.

Essential elements for talent development

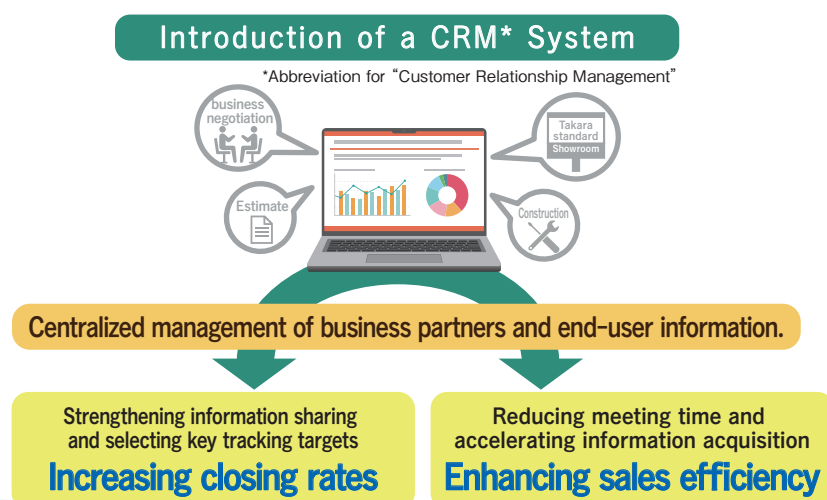


③ ICT Infrastructure

We are enhancing our latest IT infrastructure to realize our DX strategy. This initiative improves operational efficiency and strengthens security, ensuring the rapid and secure provision of services. Additionally, by leveraging cloud computing and AI technology, we aim to enhance data analysis capabilities and create an environment that supports more advanced decision-making.

DX Implementation Case Studies

Our DX initiatives to drive digital transformation in sales activities were recognized, earning the 2023 CRM Best Practice Award.



CRM Best Practice Award

Hosted by the CRM Association Japan. This award recognizes companies and organizations that have successfully implemented customer relationship management (CRM) using IT technology and achieved notable results. The award aims to serve as a model case for promoting CRM practices across industries.

Contribute to Make People's Life More Pleasant and Beautiful

That's why Takara delivers enamel products to customers worldwide.

Accelerating overseas business with Takara Global Vision 2030



Toichi Ishiyama
Head of Global Business
Division

We aim to become a “global top leader” among Japanese kitchen brands.

For sustainable growth, we are laying the foundation for overseas expansion, particularly into the Asian market, where we plan to establish a strong presence in the coming years. As a unique kitchen manufacturer leveraging enamel materials, we aim to enhance our global presence and become a premium kitchen brand of choice.

FY2030 KPIs
Overseas net sales = 10 billion yen **ROS = 20%**
Market share = Over 1%

Effective use of resources

- Focus resources on kitchen/interior panels
- Improve sales productivity
- Focus on growth markets
- Approach end-users
- Establish sales channels and ensure governance

Building the foundation for growth

- Offer optimal products from the customer's perspective
- Develop a global supply chain
- Develop strategic partnerships (JV, etc.)
- Establish a management support system/infrastructure
- Develop human resources for overseas management

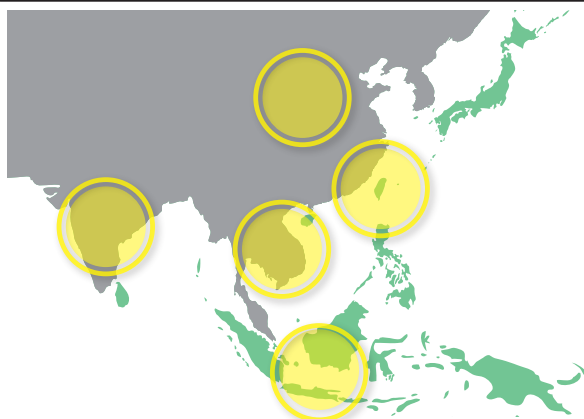
Premium branding

- Increase recognition in the premium market
- Provide quality value worthy of premium products and services
- Strengthen the CRM system
- Optimize price for the value of HORO
- Promote consistent branding

Our high-grade enamel is highly valued in the hot and humid climates of Asia.

Moving forward, we will further strengthen our overseas efforts to drive sales growth.

Promoting the establishment and expansion of distributor networks in various countries



Participating in local exhibitions to enhance brand recognition overseas



Economic Times ACETECH, one of Asia's largest housing and building materials exhibitions, held in India (December 2023 & October 2024)



Indo Build Tech Expo, Indonesia's largest building materials, construction, and interior exhibition (August 2024)

Contribute to Make People's Life More Pleasant and Beautiful

That is why Takara is creating new businesses that will lead to our second founding.

To adapt to rapid business changes, we are building a framework to generate new businesses through open innovation and establish new revenue pillars.



Hiroki Yaku
Manager,
Business Development Division

Our goal is to create new businesses that will sustain for 50 years. This is not just about offering new products or services but about building a sustainable and socially impactful business model that will serve as Takara's second founding. We focus on creating new businesses that enhance people's lives from a customer-centric perspective. By identifying latent customer needs and providing solutions through products and services, we aim to bring meaningful innovation.

Specifically, we generate new business ideas leveraging our assets (people, products, capital, and expertise) to develop innovative products and services. By launching them into the market, we explore new business opportunities. Additionally, we actively engage in capital and business partnerships to enter adjacent markets, acquire new customers, and drive sustainable growth.

Takara standard



A partner company that accelerates our growth

Open Innovation
(Investment & Co-Creation)

- ◎Utilize our business resources (assets) externally
- ◎Actively collaborate with external parties to create new businesses

Collaborate with and invest in startups and ventures

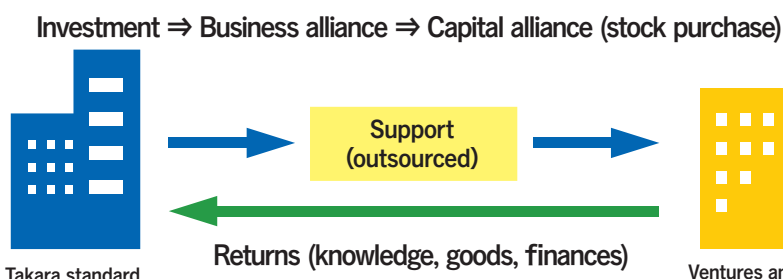
Open innovation that leverages external partners

<FY2023>
STAGE 1: Analysis

Growth factors

- Define our profile
- *Asset inventory
- Specify ideas

Support
(outsourced)



Positive effects
“Synergy with core businesses”

Acceleration factors
that can be directly linked to growth factors

Contribute to Make People's Life More Pleasant and Beautiful

That is why Takara is committed to addressing environmental issues.



Daisuke Takechi
Leader,
Corporate Planning Office

Takara standard recognizes environmental issues as a key management priority and is committed to reducing the environmental impact of its business activities. We actively work toward environmental conservation and pollution prevention to contribute to the realization of a sustainable society.

Environmental Policy

- ◎ We develop products and services with environmental impact in mind.
- ◎ We strive to reduce environmental impact across all business activities.
- ◎ In addition to complying with environmental laws and regulations, we take on environmental problems in response to society's demands.

Target for CO₂ Reduction

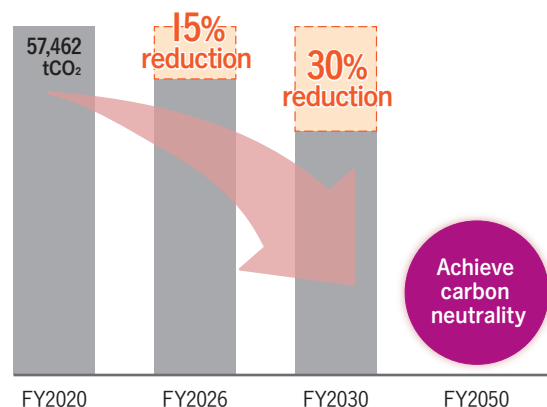
CO₂ emission reduction target for FY2026

Reduction of **15%** from FY2020 level

CO₂ emission reduction target for FY2030

Reduction of **30%** from FY2020 level

CO₂ emission reduction targets (compared to FY2020)*



*Scope of reduction targets: Scope 1 + Scope 2

Initiatives to Reduce CO₂ Emissions in Business Activities

Installation of energy-saving equipment at production bases, conversion of fuels

At enameled product manufacturing plants, kilns used in the production process consume a significant amount of energy. We are promoting initiatives to reduce energy consumption by using high-performance insulation materials and recovering and reusing waste heat from kilns. Additionally, we are gradually replacing gas burners in kilns with energy-efficient models to improve combustion efficiency, thereby reducing gas consumption and CO₂ emissions.



At the Kanto Factory, where resin products are manufactured, we are switching from electric boilers to gas boilers as the heat source for equipment used in the resin product manufacturing process. This initiative helps reduce energy consumption and CO₂ emissions.



Installation of energy-saving equipment at our offices



At our sales offices, factories, distribution centers, and other facilities, we are switching to LED lighting and introducing high-efficiency air conditioning systems.

TCFD-Based Information Disclosure

Governance/Risk Management

The Environment Subcommittee, a subordinate organization of the Sustainability Committee chaired by the President, is responsible for identifying and analyzing risks and opportunities related to environmental issues, particularly climate change, as well as deliberating on challenges and countermeasures.

The Subcommittee, chaired by the Head of the Corporate Planning Office, meets at least four times a year to discuss responses to TCFD recommendations, the progress of strategies and indicators, and consistency with management plans, and submits a report to the Sustainability Committee at least twice a year. Additionally, reports are submitted to the Board of Directors through the Sustainability Committee.

The Corporate Planning Office, as the Executive Office of the Subcommittee, operates the Subcommittee and coordinates with company divisions in response to the TCFD recommendations and to monitor these responses. The Office also conducts scenario analysis to identify risks and opportunities arising from climate change, considers responses, and proposes and reports findings to the Environment Subcommittee.

Strategy

■ Transition Risks (Below 1.5° C Scenario)

Category	Scenario	Risk	Impact Level	Opportunities	Impact Level
Policies and regulations	Introduction of carbon taxation	Increase in procurement costs of materials and energy, leading to higher manufacturing costs and selling, general, and administrative (SG&A) expenses	High	—	—
	Strengthening of forest environmental regulations, etc	Increased difficulty and cost of procuring wood-based materials, leading to higher manufacturing costs	High	—	—
Market and technology	Progress in divestment and business portfolio reviews in the petrochemical and steel industries aimed at decarbonization	Increased difficulty and cost of procuring steel, resin, and wood-based materials, leading to higher manufacturing costs	High	—	—
	Diversification of wood demand	—	—	—	—
	Changes in customer and consumer behavior Preference for products with high water-saving, energy efficiency, and durability features	—	—	Increased recognition of enameled products and other easy-to-maintain, long-lasting products	Medium
	Changes in customer behavior Preference for materials with low GHG emissions in the manufacturing process	Risk of decreased demand for products with high GHG emissions in the manufacturing process	Medium	Increased demand for wood-based products	Medium

■ Physical Risks (4° C Scenario)

Category	Scenario	Risk	Impact Level	Opportunities	Impact Level
Chronic risks	Increased risk of heatstroke due to rising temperatures	While work environments are not directly exposed to sunlight, they are still affected to some extent	Medium	—	—
Acute risks	Intensification and increased frequency of extreme weather events	Risk of operational shutdowns and supply chain disruptions due to disasters	Low	The presence of a resilient supply system is becoming more significant due to increasing disaster risks. (Continuous supply was maintained even during the 2011 earthquake.)	High

■ Key Environmental Initiatives

Objectives	Countermeasures
Reduction of GHG emissions	Installation of solar panels and promotion of modal shifts (encouraging the use of eco-ships and rail transport).
Strengthening resilience against weather disasters	Promoting continuous efforts in business continuity planning (BCP), including diversification of manufacturing and logistics bases and securing inventory.
Resource conservation in packaging materials	By minimizing packaging, we promote resource conservation, waste reduction, and improved efficiency in transportation and unpacking.



Other initiatives

Utilizing cleaner energy with solar power

Solar power generation systems have been installed in 14 company buildings, including regional offices, branches, factories, and logistics centers nationwide, demonstrating a commitment to environmental and energy efficiency considerations.

[Locations with Installed Solar Power Systems]
Head Office, Osaka Branch, Yokohama Branch, Saitama Branch, Chiba Branch, Utsunomiya Branch, Kyoto Branch, Kobe Branch, Hiroshima Branch, Shikoku Branch, Osaka Factory, Wakayama Factory, Tohoku Logistics Center, and Fukuoka Logistics Center

Recyclable Takara uniforms made from plant-based materials

The uniforms worn at Takara standard, including jackets, pants, skirts, and three-quarter sleeve tops, feature environmentally friendly materials. The linings contain plant-based polyester, while the weft yarn of blouse fabrics uses recycled polyester. Additionally, used uniforms are collected and repurposed into new uniforms or secondary products, enabling sustainable reuse.

Commitment to environmental protection in catalogs

The catalogs provided to customers also contribute to environmental protection by using eco-friendly paper and plant-based ink.

Paper The state of the world's forests is worsening due to illegal logging and deforestation of virgin forests, increasing environmental burdens. Takara standard supports proper forest management and contributes to preventing global warming by adopting eco-friendly paper, helping to build a sustainable, recycling-oriented society.

Ink Moreover, the ink used in catalogs is being switched to plant-based ink and other renewable inks. Compared to petroleum-based solvents, these inks emit fewer volatile organic compounds (VOCs), reducing environmental impact.

Contribute to Make People's Life More Pleasant and Beautiful

That Is why Takara standard values its people

Takara standard aims to become a company that continues to be chosen by fostering talent that drives innovation and an organization that generates innovation.



Naoki Kasahara
Manager, Management Division,
Human Resources Department

In recent years, the business environment is undergoing significant changes due to factors such as Japan's declining population, rapid economic globalization, and remarkable advancements in digital technology. At the same time, employees' work styles and values are diversifying, necessitating a new human resources system that moves beyond conventional thinking. A company's growth is only possible through the growth of its talents. To continue strengthening our profitability and achieving sustainable growth, we have undertaken an unprecedented, fundamental reform of our human resources system. Our goal is to create policies that support growth, make employees feel that working at Takara standard is the right choice, and attract new talent. We hope that every employee working at Takara standard, a company that aims to "Becoming a brilliant company together with HORO," can work with enthusiasm and a sense of fulfillment. The new human resources system reflects this vision.

■ Policy on human resource development, including ensuring diversity in talent

•Ensure diversity

As we take on challenges in new business fields and accelerate our global expansion, ensuring diversity is essential. We believe that creating an environment where diverse talent can come together and thrive leads to innovation. To achieve this, we have established key performance indicators (KPIs) for diversity, including the promotion and development of female managers, career-track managers, and employment of persons with disabilities. These efforts are continuously being advanced. Additionally, we conduct training for managers responsible for leading diverse teams, focusing on topics such as harassment and unconscious bias and fostering an inclusive and supportive organizational culture.

•Strengthen human resource development

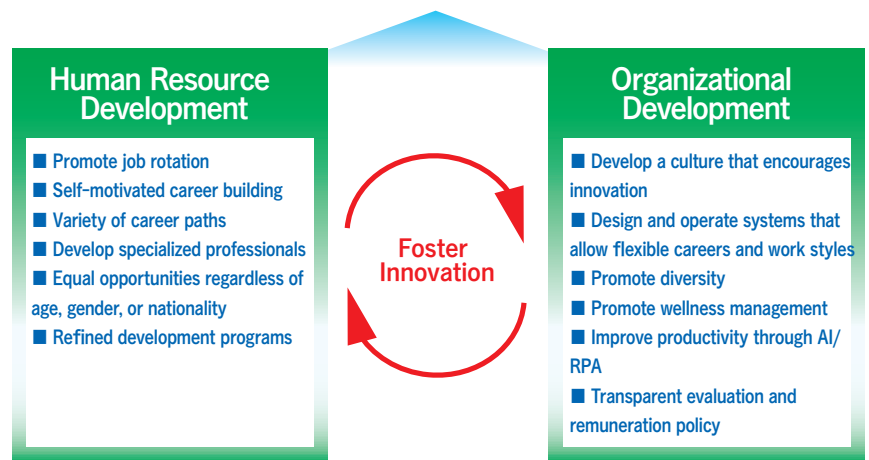
Under the new human resources system, we have redefined our company-wide ideal talent model with three key attributes—Challenger Talent, Development/Growth Talent, and Autonomous and Self-Driven Talent. Based on this policy, we have restructured our human resource development framework.

■ Policy on workplace environment development

•Creating a comfortable work environment

The new human resources system, launched in fiscal 2024, introduces a specialized career track and allows employees to choose their work location, enabling a system that aligns with diverse values and lifestyles. Additionally, to promote male participation in childcare, we have implemented parental leave training not only for employees expecting children but also for managerial staff. By fostering a deeper understanding of childcare responsibilities among employees, 79.1% of male employees took parental leave during this consolidated fiscal year. Moving forward, we will continue to enhance our work environment to ensure that each employee can work comfortably.

Takara standard—A Company That Continues to Be Chosen



Introduction of the new human resources system from April 2024

■Background of the system reform

As part of the core strategies outlined in Medium Term Management Plan 2023, we have undertaken various initiatives, including organizational culture reform and workstyle innovation, to realize diverse ways of working. Looking 10 to 20 years ahead, where workstyles, human resources, and employee values are expected to diversify even further, we have launched a new human resources system that breaks away from conventional thinking. By establishing a fair evaluation system that recognizes employees' efforts and challenges, we aim to enhance engagement, support both employee growth and company development, and strengthen our human resource and organizational foundation to drive the continuous growth of Takara standard.

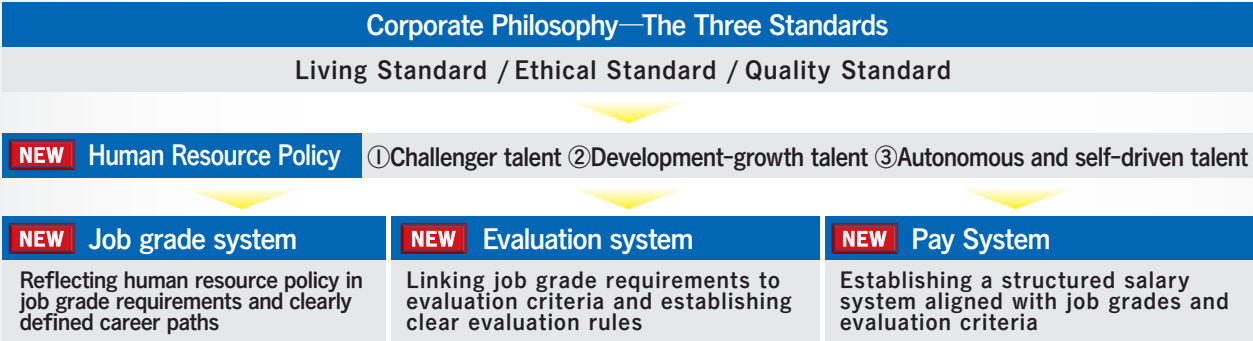
■Early promotion of young employees through the abolition of conventional seniority-based promotion

To facilitate the early promotion of young employees, we have clarified the conditions for advancement. Employees can now progress in their careers regardless of tenure as long as they develop the necessary skills required at each grade level. In addition to setting promotion requirements related to work styles and team management, we have also incorporated the level of challenge as an evaluation criterion. This ensures that employees who actively take on challenges are recognized and supported.. The youngest branch manager at present is in their 40s, but if the requirements for promotion are met, a branch manager in their 20s could emerge in the shortest possible time.

■Redefining career paths to enable diverse workstyles

The conventional "regional general positions" as well as "clerical positions" have been abolished and integrated into general positions. Within this category, three distinct transfer types have been established—national type, area-limited type A, and area-limited type L—separating career advancement from geographical transfer requirements. This system ensures that all employees can advance their careers fairly under the same grade requirements. Additionally, employees can reselect their career path every five years, allowing them to align their workstyle with their life plans. For example, our company currently employs approximately 800 showroom advisors as full-time employees. While they can choose to continue working locally, they also have the option to transition into completely different roles in the future, leveraging their experience. We aim to facilitate self-directed career development by expanding voluntary training programs, dispatching employees to external training programs, and promoting internal recruitment opportunities. We have also introduced the Next Career System, which aims to provide diverse post-retirement work opportunities while maintaining a balanced wage structure. Additionally, we have implemented the 360-degree evaluation, in which employees receive feedback from superiors, colleagues, and subordinates, encouraging self-driven behavioral improvement. Furthermore, we have launched the Alumni Recruitment (Comeback Hiring) system, which allows former employees to be rehired. By enhancing employee engagement, Takara standard strives to achieve further growth, enhance corporate value, and contribute to the realization of a more prosperous society.



Change for the “Next Standard”



Key Points of the System Reform

- [1] Job grade system Elimination of seniority-based promotion, redefinition of job grade requirements, and abolition of job titles
- [2] Workstyle reform Integration into the general employee category, the establishment of work location categories, the introduction of a specialist track
- [3] Evaluation system Revamping of evaluation methods, self-assessment system, and introduction of multifaceted (360-degree) evaluation
- [4] Next career system Ensuring diverse work options and wage balance post-retirement
- [5] Strengthening recruitment Referral recruitment and rehire program (comeback hiring)
- [6] Social contribution activities Volunteer leave and donor leave

Human Capital Strategy, Achievements, and Disclosure Data Collection

Category	Item	2021	2022	2023	2026 targets
Work satisfaction** (Sense of fulfillment + work comfort) 	Employee satisfaction	73.7%		75.2%	77.0%
	Voluntary turnover rate	3.9%	3.6%	4.7%	3.3%
	Training cost per employee		19,472yen	28,643yen	30,000yen
	Training hours per employee		14hour	19hour	25hour
	Male parental leave utilization rate	45.0%	70.2%	79.1%	100.0%
	Average overtime hours	14.6hour	13.6hour	10.3hour	10.0hour
	Paid leave utilization rate	56.6%	67.8%	71.1%	75.0%
	Number of work-related accidents	18	19	24	
	Number of workplace issues and harassment consultations	18	60	64	
	Implementation rate of stress checks	96.0%	96.2%	95.0%	
	Number of high-stress employees	963名	1,025名	941名	
	Percentage of high-stress employees	15.5%	16.1%	14.5%	
Active participation of diverse talent 	Gender pay gap (all employees)	64.4%	65.0%	66.8%	70.0%
	Number of female directors	0	0	1	
	Percentage of female managers	2.5%	3.6%	5.2%	10.0%
	Percentage of mid-career hires in managerial positions	9.9%	11.3%	11.8%	15.0%
	Percentage of mid-career hires	40.5%	41.4%	42.6%	
	Percentage of female new graduate hires	39.7%	43.3%	39.0%	50.0%
	Percentage of persons with disabilities	2.2%	2.4%	2.5%	2.8%

Investment in human capital: Vision for FY2030

Maximizing corporate value through activating full potential of diverse individuals

To be a preferred company, Takara standard continues to nurture, leverage and respect individuals.

Investment in human capital: Three-year

① Facilitating workforce mobility

【Development of business leaders】

We will promote the development of young leaders by identifying employees in their 20s and 30s with great potential, helping them acquire leadership skills at an early stage.

【Promotion of job rotation】

By providing extensive opportunities and environments to nurture and leverage individuals, we aim to develop an organization where diverse talents are synergistically integrated.

【Internal recruitment system】

We aim to enhance job satisfaction and develop human resources through self-directed career formation.

Initiatives
By enhancing job satisfaction, we aim to achieve a 77% positive response rate to the statement “I am glad to work at Takara” in the employee satisfaction survey by FY2026.
We will strengthen human resource development aligned with medium- to long-term management strategies, including next-generation business leaders, DX talent, and global talent.
Starting in FY2023, we introduced parental leave workshop. In addition to employees expecting children, about 500 managers have participated in the workshop to deepen their understanding of parental leave and foster an environment that facilitates its use. We aim to achieve a 100% male parental leave utilization rate.
As part of workstyle reform, we have set a final clock-out time to encourage employees to be conscious of their time and improve productivity. In FY2023, the final clock-out time was moved up from 8:00 p.m. to 7:30 p.m.
By promoting a work environment that facilitates the use of paid leave, including monthly paid leave encouragement, anniversary leave, and healthcare leave, we aim for a paid leave utilization rate of 75% by FY2026.
In production departments, all factories suspend operations for two hours each month to provide employees with time to reflect on workplace safety, reinforcing the awareness that safety is the top priority.
Since FY2022, the establishment of an external consultation desk and the posting of informational posters have facilitated an environment where employees feel more comfortable seeking advice, leading to an increase in consultation cases. This initiative aims to bring issues to light before they escalate and enable early resolution while strengthening education for all employees and harassment training for managers.
Since FY2022, training for managers of highly stressful workplaces has been conducted to support workplace improvement. Additionally, since high stress is often linked to harassment, we have implemented a harassment check alongside the stress check.
While there is no gender pay gap in job grades or roles, differences arise due to disparities in years of service. We are committed to closing this gap by creating an environment where female employees can work longer and supporting their career advancement. Under the new human resources system introduced in FY2024, the distinction between clerical positions and career-track employees has been eliminated, making it easier for capable female employees to advance their careers. *Reference: Detailed breakdown of the gender pay gap by position—managers: 89.5%, supervisors: 79.4%, employees: 79.3%, contract employees: 79.4%.
Starting in July 2024, the Company will have two female directors, bringing the ratio of female board members to 22%.
By providing training for female employees who are candidates for future management positions, implementing systematic development programs, and proactively promoting them, we aim to achieve a 10% female management ratio by FY2026.
We will appoint capable employees to management positions regardless of their hiring classification. Additionally, we will actively recruit mid-career professionals into managerial roles.
By recruiting diverse talent regardless of gender, age, nationality, values, or disability status from the hiring stage, we aim to foster organizational diversity, drive innovation, and revitalize the organization.

initiatives

② Enhancing training structure
【Development of DX talents】 By developing DX talent and enhancing digital literacy for all employees, we aim to maximize the effects of digital investment.
【Enhancing training programs】 We will establish a well-structured training system that allows employees to feel that “Takara standard is a company that nurtures people,” offering programs tailored to career aspirations and growth ambitions.
【Development of innovation-driven talent and organizational growth】 We will recruit and develop highly specialized professionals and foster an innovative organization through integration of diverse expertises.

③ Diversity, Equity & Inclusion
【Fostering a corporate culture that embraces diversity】 Through DE&I training, we aim to create a corporate culture where diverse individuals respect differences and fully express their unique qualities.
【Promotion of women's participation in the workforce】 We will actively nurture and promote career-oriented women while creating an environment where all female employees can work with peace of mind.
【Promotion of mid-career hiring】 We aim to leverage external experience to generate new ideas and values that do not exist within the Company while actively promoting mid-career hires to management positions.



Toward achieving management that considers capital costs and stock value

Aiming to build a foundation for sustainable growth, we will actively allocate capital to growth investments and strengthen our management base while maintaining financial soundness and enhancing shareholder returns.

Kaoru Umeda Executive Officer, Head of Financial Planning Department, General Administration Division

Status Analysis

In recent years, the Company's price-to-book ratio (PBR) has remained below 1x, making the improvement of capital profitability and the enhancement of corporate value key challenges. Below is an analysis of the current issues and countermeasures.

Return on Capital

Neither our ROE nor ROIC has improved due to stagnant profit growth and an increase in total net assets despite revenue gains. Since FY2022, rising material and energy costs have impacted profit margins. As a result, improvements in both the profit structure and the balance sheet are necessary to enhance capital profitability.

Capital Cost

Our PBR has remained below 1x as both the equity spread and EVA spread have stayed in negative territory due to the ROE and ROIC falling short of market expectations. Achieving a stable positive equity spread and EVA spread, as well as striving for further improvement, is necessary to enhance capital profitability.

PBR

The factors behind PBR remaining below 1x include sluggish ROE and ROIC, as well as insufficient disclosure of the growth strategy amidst a changing business environment. Presenting a clear equity story for growth and engaging in proactive dialogue with the market through IR activities are essential.

Our financial strategy prioritizes improving capital profitability and requires enhancements in both the profit structure and the balance sheet. Additionally, increasing transparency in the growth strategy through market dialogue and achieving positive equity and EVA spreads are essential. Through these efforts, we believe that improving PBR and enhancing corporate value will be achievable.

Action Plan

By setting "Long-Term Corporate Value Enhancement" as our top priority, we are executing various initiatives for sustainable growth while implementing an integrated financial strategy. Through these efforts, we aim to improve ROE, PER, and PBR, ultimately enhancing corporate value.

Fundamental Structure of Financial Strategy

Price-to-book ratio (PBR) improvement is achieved by enhancing both the return on equity (ROE) and the price-earnings ratio (PER). Specifically, the ROE is determined by the multiplication of the net profit margin, total asset turnover, and financial leverage. Meanwhile, the PER represents market valuation improvement.

Our specific policy initiatives include:

- (1) Enhancing ROE: Targeting 7% by FY2026, 8% by FY2030, and 10% or higher in the long term.
- (2) Improving PER: Enhancing structure of IR activities and expanding information disclosure while actively engaging in dialogue with investors to improve market valuation.
- (3) Increasing net profit margin for the period: Pursuing profit growth through the sustainable expansion of existing businesses and the development of new business areas, with a particular focus on increasing the proportion of high-value-added products.
- (4) Improving asset turnover ratio: Reducing non-operating assets through the sale of cross-shareholdings and idle assets while optimizing inventory levels.
- (5) Optimizing financial leverage: Allocating capital for growth investments while reducing net assets through enhanced shareholder returns.

By implementing these measures, we will improve total asset turnover through efficient asset management, work towards balance sheet optimization, and maintain a sound financial structure. Through these efforts, our company aims to achieve sustainable growth and maximize corporate value.

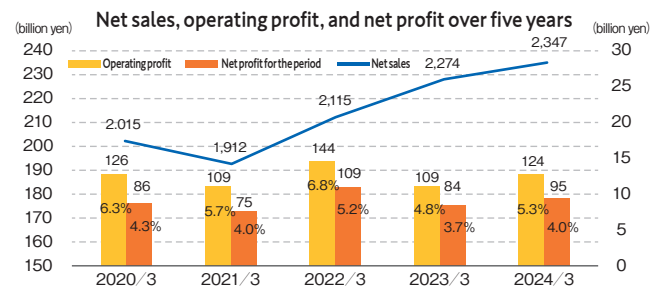
《Equity spread, EVA spread, and PBR》

	2020/3	2021/3	2022/3	2023/3	2024/3	5-year avg.
CAPM*	6.4%	7.0%	6.3%	4.5%	5.2%	5.9%
ROE	5.3%	4.4%	6.1%	4.6%	5.2%	5.1%
Equity spread	▲1.1	▲2.6	▲0.2	0.1	0.0	▲0.8
	2020/3	2021/3	2022/3	2023/3	2024/3	5-year avg.
WACC*	5.9%	6.5%	5.7%	4.2%	5.0%	5.5%
ROIC	5.0%	4.1%	5.2%	4.0%	4.4%	4.5%
EVA spread	▲0.9	▲2.4	▲0.5	▲0.2	▲0.6	▲1.0

(Unit: Yen)

BPS	2,280	2,397	2,480	2,580	2,742
Year-end stock price	1,658	1,667	1,269	1,469	1,953
PBR	0.73	0.70	0.51	0.57	0.71

*CAPM: Capital asset pricing model for calculating cost of shareholders' equity
WACC: Weighted average cost of capital



Initiatives

To enhance long-term corporate value, we are advancing measures to improve profitability and enhance shareholder returns.

ROE improvement

For corporate growth, we are promoting the expansion of new revenue sources and the sustained growth of existing businesses. In particular, we are focusing on business efficiency through digital technology adoption and the establishment of overseas business foundations, as well as engaging in the development of new businesses through open innovation. These initiatives aim to drive further business expansion and profitability improvement. Additionally, we are investing in growth initiatives to increase the production capacity of high-value-added products. We are also working on capital efficiency improvements by reducing cross-shareholdings, selling idle assets, and optimizing inventory levels. We have adopted a progressive dividend policy and set a dividend payout ratio of 40%. Additionally, we optimize our capital structure through strategic share repurchases, enhancing corporate value.

PER improvement

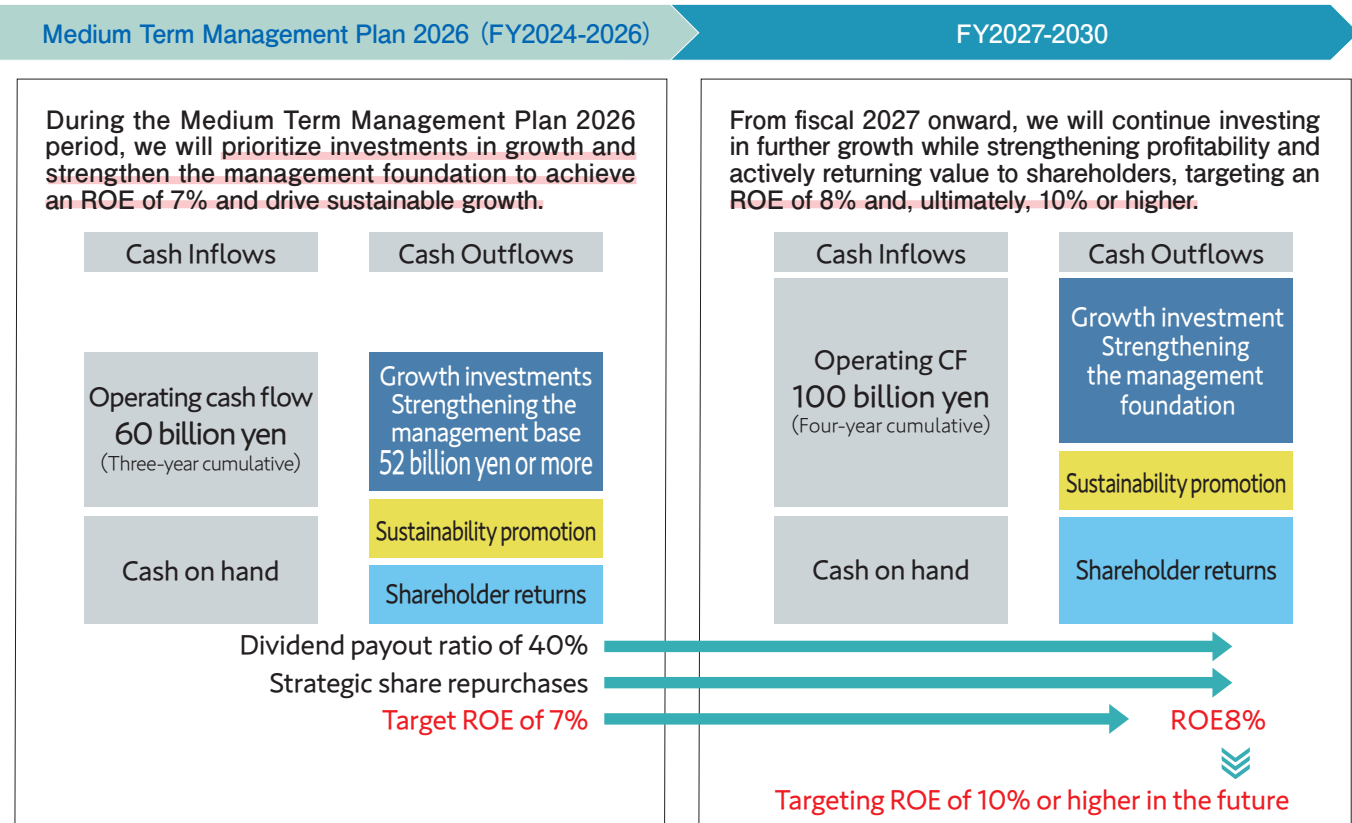
Environmental initiatives are also a key priority. We have set CO₂ emission reduction targets of 15% by FY2026 and 30% by FY2030, contributing to the realization of a sustainable society. We are strengthening investments in human capital by fostering specialized professionals and providing diverse career paths, promoting both organizational growth and diversity. Finally, we are enhancing investor relations (IR) activities by expanding investor briefings, revamping the IR website, and publishing integrated reports. These efforts strengthen our ability to communicate both financial and non-financial information, fostering transparent dialogue with investors and building long-term trust.

Cash Allocation

During the Medium Term Management Plan 2026 period from FY2024 to FY2026, we expect 60 billion yen in operating cash flow (CF), of which 52 billion yen or more will be allocated to growth investments and strengthening the management foundation. Specifically, in addition to these areas, we will allocate funds to sustainability initiatives and shareholder returns. For shareholder returns, we will maintain a 40% dividend payout ratio and conduct strategic share repurchases, targeting an ROE of 7%.

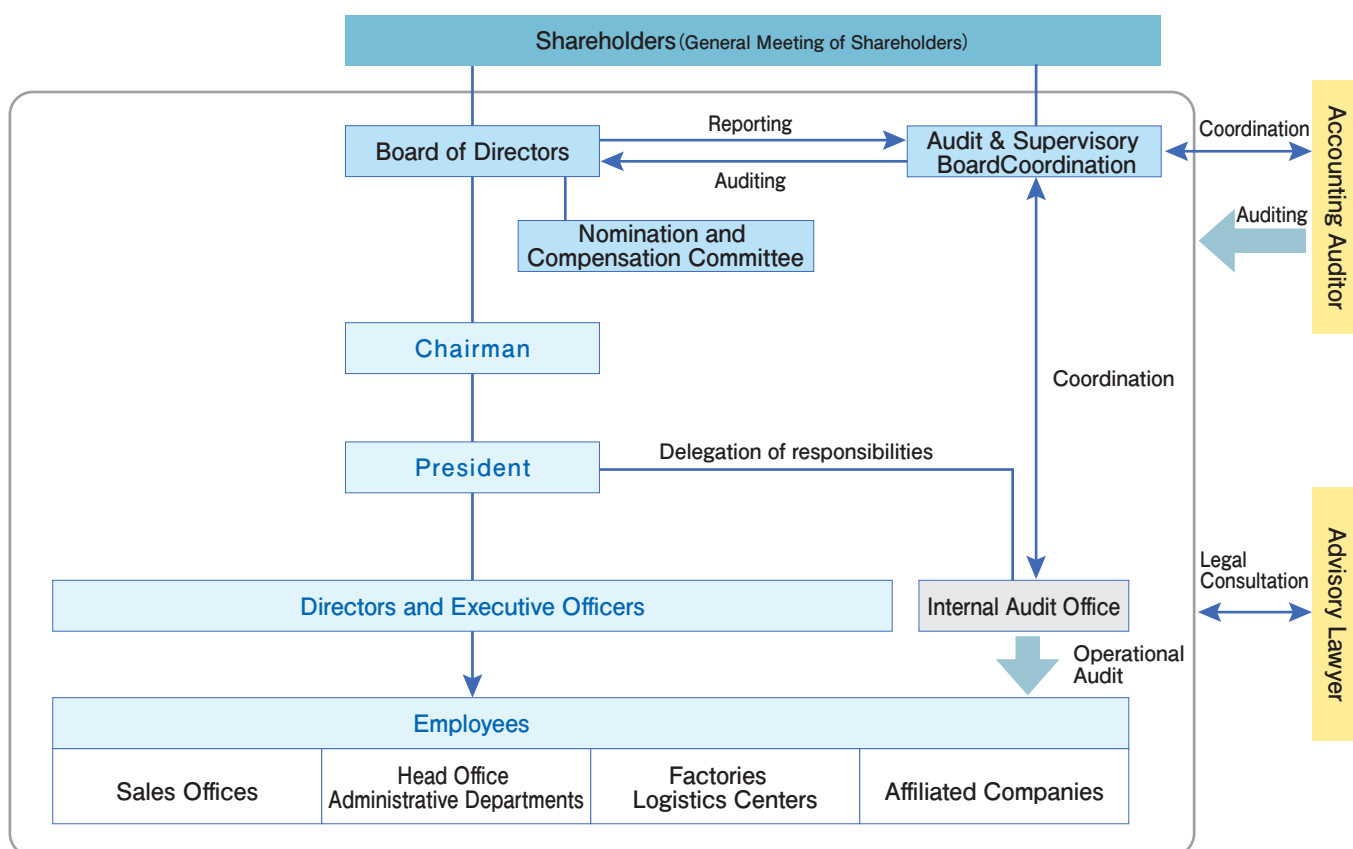
From FY2027 onward, we will continue to invest in growth while strengthening profitability and actively returning value to shareholders, aiming for an ROE of 8% and, ultimately, 10% or higher. During this period, we anticipate generating 100 billion yen in operating CF, which will be allocated to growth investments, management foundation enhancement, sustainability initiatives, and shareholder returns.

Through these strategies, we aim to achieve sustainable growth, enhance shareholder value, and establish our position as a company that fulfills its social responsibilities.



A summary of key financial indicators is included at the end of this document. Please refer to it for further details.

Corporate Governance Framework and Explanation



Basic Approach to Corporate Governance

In order to improve the soundness and transparency of management in the pursuit of sustainable growth and high earnings capability for our company, we believe it important to have in place a management organizational structure and mechanisms which facilitate the swift implementation of necessary measures and, therefore, have made stronger corporate governance one of our top management priorities. The Audit & Supervisory Board system which we have adopted as a corporate governance system is a system which utilizes an Audit & Supervisory Board to audit the Board of Directors. Two of the four Audit & Supervisory Board members are outside members who monitor the Company from a fair and neutral standpoint, thereby facilitating a system in which the management monitoring function is fully implemented.

Among the four Audit & Supervisory Board Members, two are outside members, ensuring impartial and neutral oversight. This framework establishes a fully functional supervisory system for company management.

■ Board of Directors

The Board of Directors is comprised of nine directors (three of whom are outside directors), and it meets, with Audit & Supervisory Board members in attendance, to decide on the Company's important business operations and to supervise the execution of duties by the directors. Individuals who have extensive experience and insight into corporate management, and who can provide advice and supervision from a fair and neutral standpoint, are invited to serve as outside directors. Additionally, with the aim of establishing a management system that can respond quickly and accurately to changes in the rapidly changing business environment, we clearly define the roles and responsibilities of directors, who are in charge of management decision-making functions and the supervision of business execution, and of executive officers, who are responsible for business execution, in order to accelerate management strategy decision-making and further strengthen our supervisory and business execution systems.

■ Audit & Supervisory Board

We have adopted an Audit & Supervisory Board system which is comprised of four Audit & Supervisory Board members (two of whom are outside members). The Audit & Supervisory Board audits the execution of duties by directors from the perspective of legality and propriety and strives to ensure management transparency and stronger monitoring functions. Individuals who have extensive experience and insight into corporate management, as well as expertise in areas such as corporate legal affairs and corporate finance, are invited to serve as outside Audit & Supervisory Board members.

Audit & Supervisory Board members attend meetings of the Board of Directors and other important meetings, express their opinions as necessary, and seek to ascertain important decision-making processes and the status of business execution. Also, in addition to conducting interviews and engaging in opinion exchange with the representative director as appropriate, in order to improve the quality of audits by increasing the effectiveness of internal audits, Audit & Supervisory Board audits and accounting audits, the Audit & Supervisory Board members report on audit results, engage in opinion exchange, etc., as part of efforts to strengthen mutual cooperation.

Nomination and Remuneration Committee

We have voluntarily established a Nomination and Remuneration Committee to ensure objectivity and transparency regarding the nomination and remuneration of directors. The members of this committee are internal directors and outside directors, with half of the members being outside directors.

Determination of Compensation for Executives and Directors

〈Policy〉

Compensation for directors (excluding non-executive directors) is structured to reflect company performance and the responsibilities of each position. It comprises three components: base salary, which is a fixed monthly remuneration; short-term incentive compensation, which consists of performance-based bonuses; and long-term incentive compensation, which is provided through a stockholding program for executives. Compensation for non-executive directors consists solely of base salary, reflecting their role and independence. Compensation for non-executive directors consists solely of base salary, reflecting their role and independence.

〈Procedures〉

To ensure objectivity and transparency, the voluntary Nomination and Compensation Committee, with at least half of its members being outside directors, deliberates within the total compensation framework approved at the General Meeting of Shareholders. Based on these deliberations, the final decision is made by the Board of Directors.

Appointment and Dismissal of Senior Management and Nomination of Director and Auditor Candidates

〈Policy〉

For executives and director candidates, we select individuals with a well-balanced mix of diverse knowledge, experience, and skills necessary for management decision-making. For auditor candidates, we appoint individuals with extensive experience and expertise in corporate management, finance, accounting, and legal affairs.

〈Procedures〉

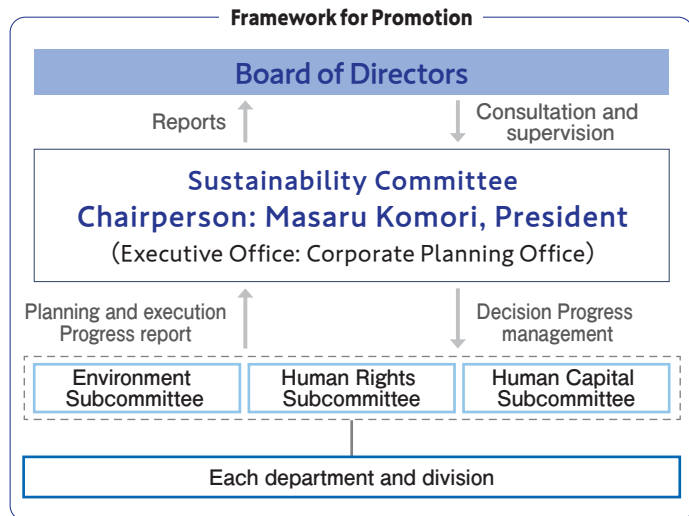
To ensure objectivity and transparency, the voluntary Nomination and Compensation Committee, which consists of at least half outside directors, reviews executive and director candidates. The Board of Directors makes the final decision.

For auditor candidates, the selection process follows established policies. The President and the director in charge of human resources draft the proposal, which is then approved by the Audit & Supervisory Board before the Board makes the final decision.

Sustainability Promotion Framework

Positioning of the Sustainability Committee

As of July 1, 2024, we have established the Sustainability Committee, chaired by the President. Recognizing that sustainability is a key management issue, we are committed to contributing to a sustainable society through our business activities. Through the use of renewable energy, reduction of energy consumption, and the development and promotion of energy-saving and water-conserving products, we contribute to the realization of a decarbonized society by reducing CO₂ emissions. Additionally, we are actively engaged in reducing industrial waste and reusing packaging materials. As part of our investment in human capital, we continue efforts to enhance talent development, promote workstyle reforms and diversity, and sustainably improve employee benefits. Through our Workstyle Transformation initiatives, we are committed to creating an environment and systems that allow each individual to maximize their potential. For disclosures based on the TCFD framework, please refer to page 26.



Sustainability Policy

Under our corporate philosophy —

Living Standard, Ethical Standard, and Quality Standard

— the Takara standard Group aims to contribute to the realization of a sustainable environment and society by addressing social challenges through its business activities while enhancing corporate value.

1. Through our business activities, we will continue to provide a more comfortable life and will contribute to the realization of a sustainable environment and society by addressing social issues.
2. We will work to reduce environmental impact, protect the environment in all our business activities, and aim to coexist with nature.
3. We will strive to create a corporate culture that respects diverse individuality and enables employees to fully demonstrate their abilities, and we will aim to be a healthy company where employees feel motivated and rewarding.
4. We will conduct fair and honest business activities in compliance with laws and regulations. We will strive to build relationships of trust with our diverse stakeholders, and will engage in fair information disclosure and constructive dialogue.

List of Directors and Audit & Supervisory Board Members

Skills Matrix of Directors and Audit & Supervisory Board Members

In alignment with the Company's medium- to long-term management direction and business strategy, and to realize the objective, identified the essential skills (knowledge, experience, and expertise) that the Board of Directors should possess to fulfill its decision-making duties. The key areas of expertise expected from directors are defined as follows: (1) Corporate management, (2) Finance and accounting, (3) Sales and marketing, (4) Human resources strategy, (5) Procurement, manufacturing, and logistics, (6) DX and IT, and (7) Compliance and risk management.

	Name	Position	Gender	Attendance at Board of Directors Meetings in FY2023	Attendance at Audit & Supervisory Board Meetings in FY2023	Corporate Management	Finance & Accounting	Compliance & Risk Management	Global Business
Directors	 Takeo Watanabe	Chairman	Male	12/12 times	—	●	●	●	●
	 Masaru Komori	President, and Executive Officer	Male	9/9 times	—	●	●	●	
	 Yoji Ito	Representative Director, Vice Chairman, and Executive Officer	Male	12/12 times	—	●	●	●	
	 Hidetoshi Suzuki	Director and Senior Executive Officer	Male	12/12 times	—	●	●	●	
	 Yoshimichi Shirasaka	Directors and Senior Executive Officer	Male	—	—	●	●	●	
	 Hidetaka Yoshikawa	Director	Male	12/12 times	—	●		●	●
	 Ken Hashimoto	Director (Independent Outside)	Male	12/12 times	—	●	●		
	 Kazumi Maeda	Director (Independent Outside)	Female	9/9 times	—	●		●	●
	 Tamaki Sawamura	Director (Independent Outside)	Female	—	—	●		●	
Auditor	 Shintaro Nakajima	Full-time Auditor	Male	12/12 times	13/13 times	●	●	●	
	 Hiroshi Hata	Full-time Auditor	Male	12/12 times	13/13 times	●	●	●	
	 Hiroshi Kondo	Full-time Auditor (Independent Outside)	Male	12/12 times	13/13 times	●	●		●
	 Kazuhiro Iida	Auditor (Independent Outside)	Male	12/12 times	13/13 times		●	●	

(Notes) •Mr. Masaru Komori and Ms. Kazumi Maeda were newly appointed at the 149th Annual General Meeting of Shareholders held on June 29, 2023. Therefore, the number of meetings attended is less than the total number of meetings.
•Mr. Yoshimichi Shirasaka and Ms. Tamaki Sawamura were newly appointed at the 150th Annual General Meeting of Shareholders held on June 26, 2024, and thus did not attend any meetings.
•Up to six key skills and areas of expertise for each individual are indicated with a filled circle (●). However, the above table does not represent the full range of skills and expertise of each individual.

es of Medium Term Management Plan 2026, we have
on-making and supervisory functions effectively. The
3) Compliance and risk management, (4) Global busi-
9) ESG (Environmental, Social, and Governance)

Sales & marketing	Human Resources Strategy	Procurement, Manufacturing, And Logistics	DX・IT	ESG
●				●
●	●			●
	●		●	●
		●	●	●
●	●		●	
●	●			
●		●	●	
	●			
●		●		●
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	●		●	

er of Board meetings they attended differs from that of other directors.
d not attend any meetings in FY2023.
and experience possessed by each individual.

Policy on Constructive Dialogue with Shareholders and Investors

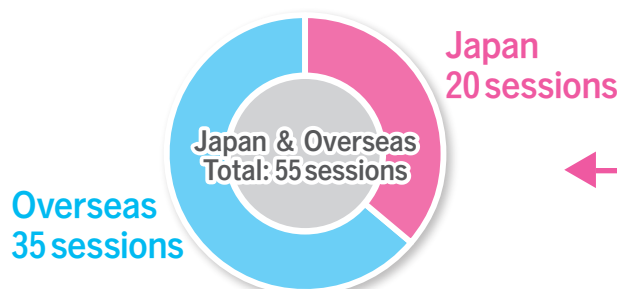
We recognize that engaging in dialogue with shareholders and investors is essential to achieving sustainable growth and enhancing long-term corporate value. It is crucial to foster an understanding of our management policies and financial position while earning trust and fair evaluation. Under the supervision of the officer in charge of investor relations (IR), designated IR department personnel handle shareholder meetings and investor interviews. Depending on the purpose and significance of the meeting, the IR officer may also participate. Additionally, if shareholders or investors request meetings with directors, including independent outside directors or auditors, and if deemed necessary based on the request, such meetings will be arranged with IR personnel or other relevant members present. The IR officer and the IR department also work closely with various departments within the company to ensure smooth communication. Feedback and requests from shareholders are shared with senior management to identify and address relevant issues. Investor dialogues focus on topics related to the company's sustainable growth and long-term corporate value enhancement. Furthermore, we take appropriate measures to prevent the leakage of insider information during these discussions.

Status of Implementation of Dialogue with Shareholders and Investors (FY2023)

1. Results of Dialogue

	Implemented mainly by	Sessions
General Meeting of Shareholders	All Directors and Audit & Supervisory Board Members	1
Briefings for individual investors	IR department head	2
Individual meetings	IR department head and officer in charge	55

2. Overview of Individual Meetings with Shareholders and Investors



3. Main Topics of Dialogue

Topics	Primary content
Business overview	Distinctive characteristics and strengths of the Company, market share, market environment
Financial status	Sales performance, factors attributable to changes in operating profit
Business strategy	Domestic business initiatives, overseas business outlook
Management policy	Return on capital and PBR, capital policy, ESG, and IR

4. In-house feedback

	Primary content	Sessions
Board of Directors	<ul style="list-style-type: none"> Improving return on capital IR activities Status of shareholders 	6
Management and relevant divisions	Key topics of dialogue with shareholders and investors	As necessary

5. Items Incorporated based on Dialogue

	Suggestions	Company response	Details
Return on capital	Improve return on capital with consideration of cost of capital	Enhancement of shareholder returns	Increase dividends and purchase treasury shares with the aim of improving return on capital and further enhancing shareholder returns.
IR reinforcement	Enhancement of disclosure materials	Prepare earnings results briefing materials on a quarterly basis	Prepare briefing materials for Q1 and Q3, in addition to those already prepared for Q2 and fiscal year-end.
		Enhancement of English-language disclosure	Provide English-language translations of the fiscal year-end results, in addition to summaries of the quarterly financial results briefings. Provide translations of other disclosures as necessary.
	Heightened investor awareness	Overhaul of the IR website	Make various types of enhanced content available in both Japanese and English.
		Introduction of sponsored research reports	Introduce reports from Shared Research Inc., which is well-known among institutional investors.

Contribution to the Community/SDGs Correspondence Table

We engage in initiatives that emphasize coexistence with various stakeholders and contributions to the communities that support us. Additionally, we actively work towards achieving the SDGs to ensure the sustainable enhancement of corporate value.

Donations to Children's Cafeterias

As a company that sells kitchens, we aim to contribute to society through food support. We donate to children's cafeterias to help improve the quality of life for all.



Implementation of Universal Manner Certification

We have introduced the Universal Manner Certification for showroom advisors nationwide. This initiative helps our employees acquire the knowledge and skills necessary to provide appropriate guidance to customers from diverse backgrounds.



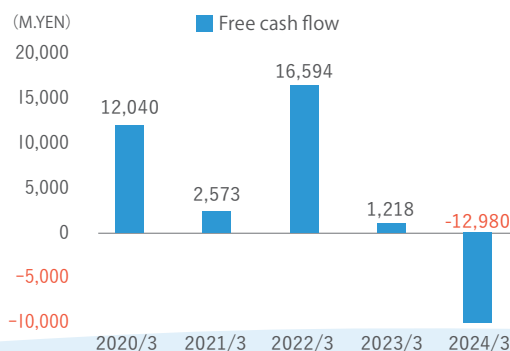
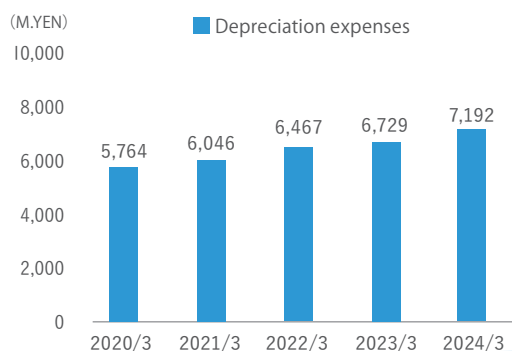
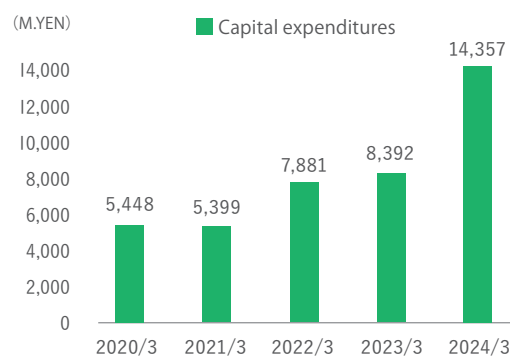
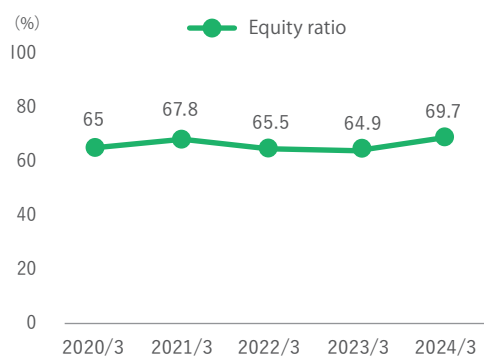
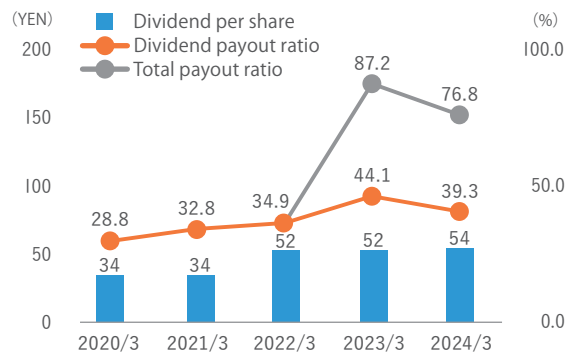
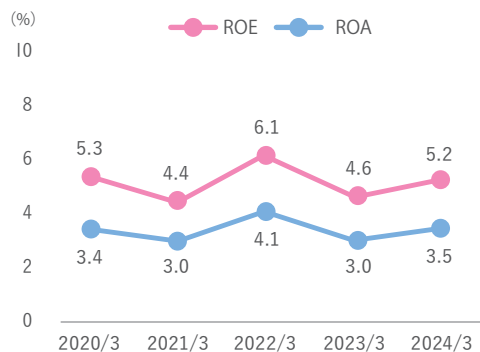
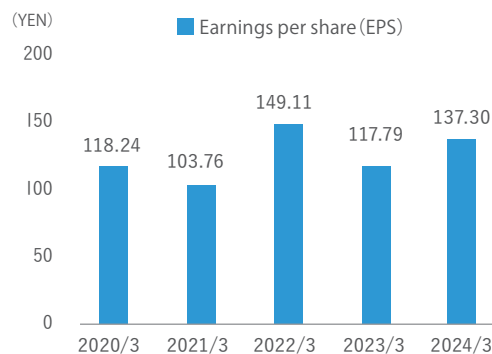
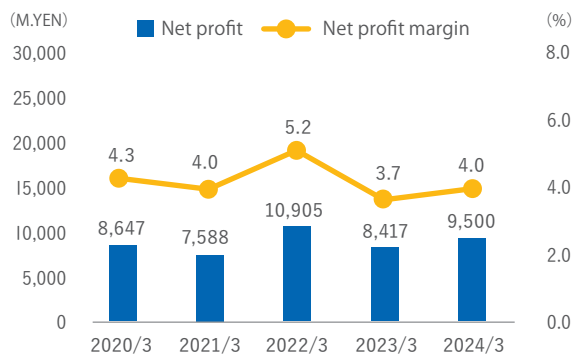
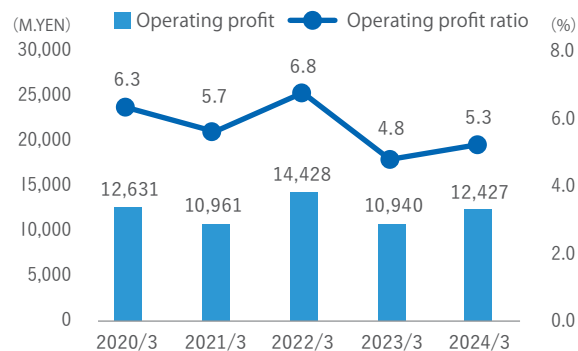
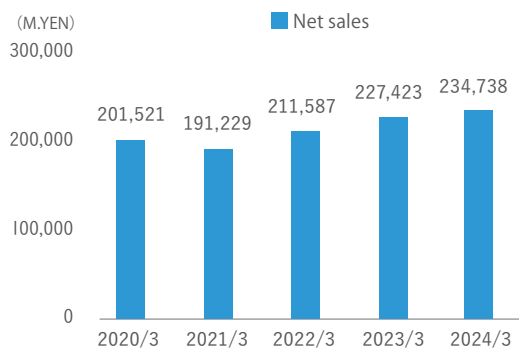
SDGs Alignment Table

At Takara standard, our commitment to improving quality of life has led us to develop exceptional materials, including our unique, High-grade enamel. Through various initiatives, we aim to contribute to achieving the SDGs and the realization of a sustainable society.

	Our Initiatives		Corresponding SDGs	
Contribution through products	Commitment to sustainable materials: enamel with lasting strength and beauty	Long product lifespan contributes to waste reduction. Easy-to-clean surfaces reduce water pollution by requiring only water for maintenance.	11 SUSTAINABLE CITIES AND COMMUNITIES	14 LIFE BELOW WATER
		Inkjet printing technology enables the recreation of authentic wood textures without tree cutting, preserving forest resources and supporting environmental conservation.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION
	Commitment to manufacturing	Water-saving products such as eco faucets, eco showers, and water-efficient toilets.	6 CLEAN WATER AND SANITATION	
		High energy-efficient products for kitchens, bathrooms, and various household areas.	7 AFFORDABLE AND CLEAN ENERGY	13 CLIMATE ACTION
		Functional products designed to promote health.	3 GOOD HEALTH AND WELL-BEING	
Contribution to global environmental conservation	Environmentally friendly logistics systems	Adoption of white logistics to reduce CO ₂ emissions	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH
		Reduction of packaging materials and waste disposal to protect the environment	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION
	Various initiatives to conserve resources and protect the environment	Solar power generation is used for cleaner energy utilization.	7 AFFORDABLE AND CLEAN ENERGY	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
		Showroom display products are sold and reused instead of being discarded.	7 AFFORDABLE AND CLEAN ENERGY	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
		Adoption of recyclable uniforms made from plant-derived materials.	5 GENDER EQUALITY	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
		Catalogs are printed using eco-friendly paper and plant-based ink to reinforce environmental protection.	8 DECENT WORK AND ECONOMIC GROWTH	13 CLIMATE ACTION
Contribution to the Community	Creating a workplace with high job satisfaction	Enhancing childcare support to create an environment where women can thrive.	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH
		Comprehensive benefits to ensure all employees feel secure and motivated.	3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY
	Initiatives for children's future	Donations to children's cafeterias.	1 NO POVERTY	3 GOOD HEALTH AND WELL-BEING
		Sponsorship of the Theater of the Heart to nurture children's emotional development.	4 QUALITY EDUCATION	10 REDUCED INEQUALITIES
		Hands-on manufacturing experience at KidZania Koshien.	4 QUALITY EDUCATION	8 DECENT WORK AND ECONOMIC GROWTH
		Sponsorship of the 2024 Career Almanac educational material for elementary and junior high school students.	4 QUALITY EDUCATION	8 DECENT WORK AND ECONOMIC GROWTH
	Building an Inclusive Society	Promoting novelty items featuring artwork by people with disabilities.	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES
		Introduction of the Universal Manner Certification in showrooms.	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES

Financial Highlights

*The following financial indicators have been excerpted from the latest financial statements.



The latest financial information is available on our website.▶



Takara standard