

The NITTO KOGYO Group's Sustainability

The NITTO KOGYO Group believes that management strategies for sustainable business growth that gives consideration to the environment, society, and the economy are essential.

With the goal of remaining a company that is needed by society, our group is going to promote a sustainable approach that contributes to the resolution of social issues, and we are aiming to increase our medium to long-term enterprise value.

Sustainability Basic Policy

From the perspective of corporate value enhancement, with regard to sustainability initiatives, we pursue the value unique to NITTO KOGYO and put five management principles into practice as our basic policy of contributing to the realization of a sustainable society.

- We shall continue to create new values that will satisfy our customers.
- We shall promote corporate activities based on respect for human beings.
- We shall implement compliance management rooted in high ethical and moral values.
- We shall contribute to maintaining our beautiful earth for the next generation.
- We shall always conduct management that increases the values of our shareholders.

● Sustainability promotion system

We have established a Sustainability Committee to further reinforce our sustainability initiatives.

The Sustainability Committee collaborates with each committee, department and group company, deliberates on basic sustainability policies, monitors the state of progress within each department and group company and reports to the Board of Directors. In turn, the Board of Directors listens to those reports, drafts the Sustainability Basic Policy, makes decisions regarding sustainability promotion systems and supervises sustainability promotion.

Please follow the link below for NITTO KOGYO's Sustainability Promotion System.

<https://www.nitto.co.jp/csr/philosophy/>

We shall always conduct management that increases the values of our shareholders.

- Sustainable enhancement of enterprise value
- Stable shareholder dividends
- Appropriate information disclosure
- Dialogue with shareholders and investors

We shall contribute to maintaining our beautiful earth for the next generation.

- Compliance with regulations and laws
- Contribution to a decarbonized and circular society
- Implementation of environmental conservation activities (Contribution to a society coexisting with nature)
- Connections with local communities through social contributions

We shall continue to create new values that will satisfy our customers.

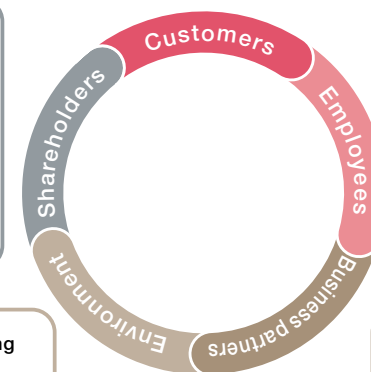
- Provide innovative products, solutions, and services
- High-quality and safe products
- Stable supply

We shall promote corporate activities based on respect for human beings.

- Self-development
- Comfortable and pleasant workplace environment
- Stable compensation
- Health management

We shall implement compliance management rooted in high ethical and moral values.

- Respect for human rights
- Construction of internal control system
- Information security management



● Major issues deliberated and reported by the Sustainability Committee in FY2024

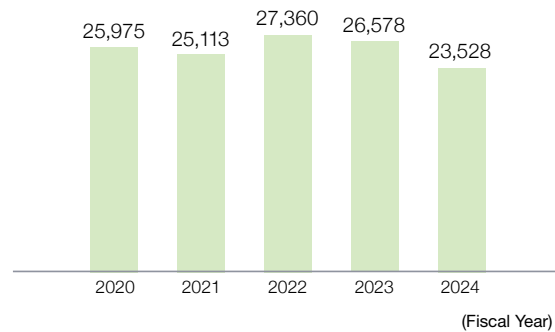
- Internal carbon pricing rate setting
- Information disclosure based on TCFD recommendations
- GHG emissions calculation results

In addition, we confirm the status of sustainability initiatives at group companies and exchange opinions, and report as necessary to the Sustainability Committee and other bodies.

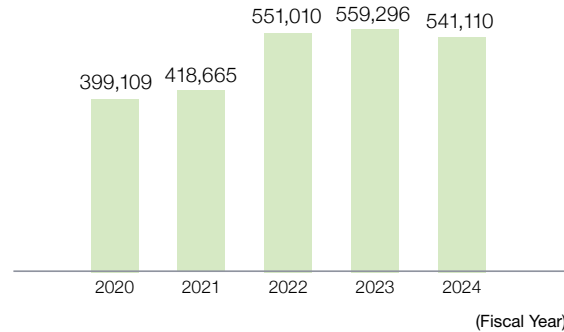
Non-financial Highlights



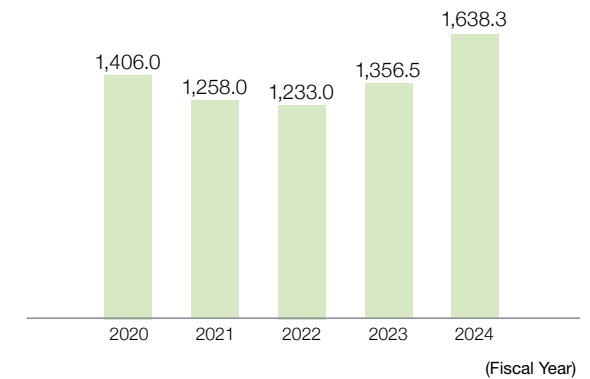
■ Scope1, 2 (t-CO₂)



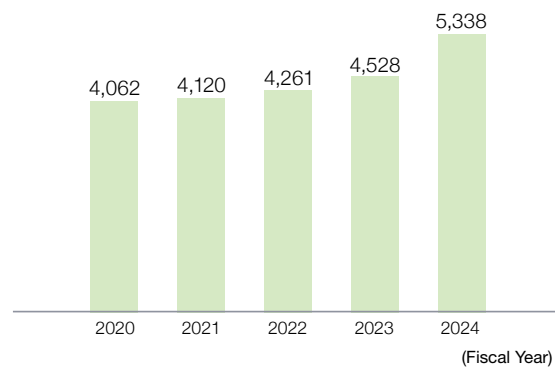
■ Scope3 (t-CO₂)



■ Waste emissions (NITTO KOGYO nonconsolidated) (t)

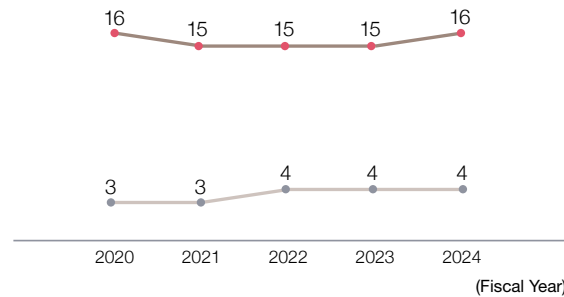


■ No. of employees



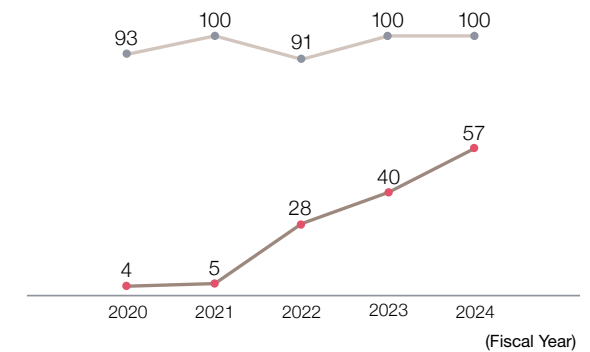
● Ratio of female employees (NITTO KOGYO non-consolidated) (%)

● Ratio of women in management roles (NITTO KOGYO non-consolidated) (%)



● Percentage of males who take childcare leave (NITTO KOGYO non-consolidated) (%)

● Percentage of females who take childcare leave (NITTO KOGYO non-consolidated) (%)



Environmental Philosophy

The NITTO KOGYO Group recognizes the conservation of the global environment as one of the most important issues common to humanity, and throughout product development, production activities, sales and other activities, conducts initiatives toward the realization of the SDGs and the governmental goals of a zero-carbon, recycling-based society coexistent with nature in order to contribute to the sustainable society.

● NITTO KOGYO GROUP Environmental Policy

“Creating new value in contribution to the environment, passing on this beautiful earth to the next generation”

Environmental Policy (NITTO KOGYO non-consolidated)

1. We will comply with environmental laws, regulations, conventions, etc.
2. The influence of our business activities, products, and services on the environment will be understood as part of a life cycle, with initiatives conducted regarding the following environmental objectives.
 - Reduction of CO2 emissions
 - Reduction of waste, maintenance of zero emissions
 - Development of environmentally-friendly products
3. In order to further active environmental protection activities, we will address the following topics.
 - Promote the availability of environmentally-friendly products and offer them to customers
 - Promote green procurement to achieve carbon neutrality
 - Promotion of ecological logistics and transportation
 - Promotion of harmony with nature through regional conservation activities as a member of regional society
 - Provision of safety and security to regional society (implementation of environmental pollution prevention)
 - Promotion of initiatives aimed at improvements to water usage efficiency and reductions in pollutant load in effluent
4. We will disclose environmental information.
5. We will notify all employees, including officers, of this policy.

● Reducing CO2 emissions

In recent years, suppression of global warming has become an important global challenge. The NITTO KOGYO Group regards it as the top priority among environmental issues and is advancing various initiatives to achieve carbon neutrality by FY2050. (Page 48)

● Reduction of emissions (NITTO KOGYO non-consolidated)

Various emissions are generated during corporate activities, especially during the manufacturing process of products. We promote the reduction and reuse of emissions through activities such as effectively utilizing press materials, recycling paper, and implementing paperless initiatives, as well as creating work gloves from old uniforms (page 52).

● Environmentally-friendly product development (NITTO KOGYO non-consolidated)

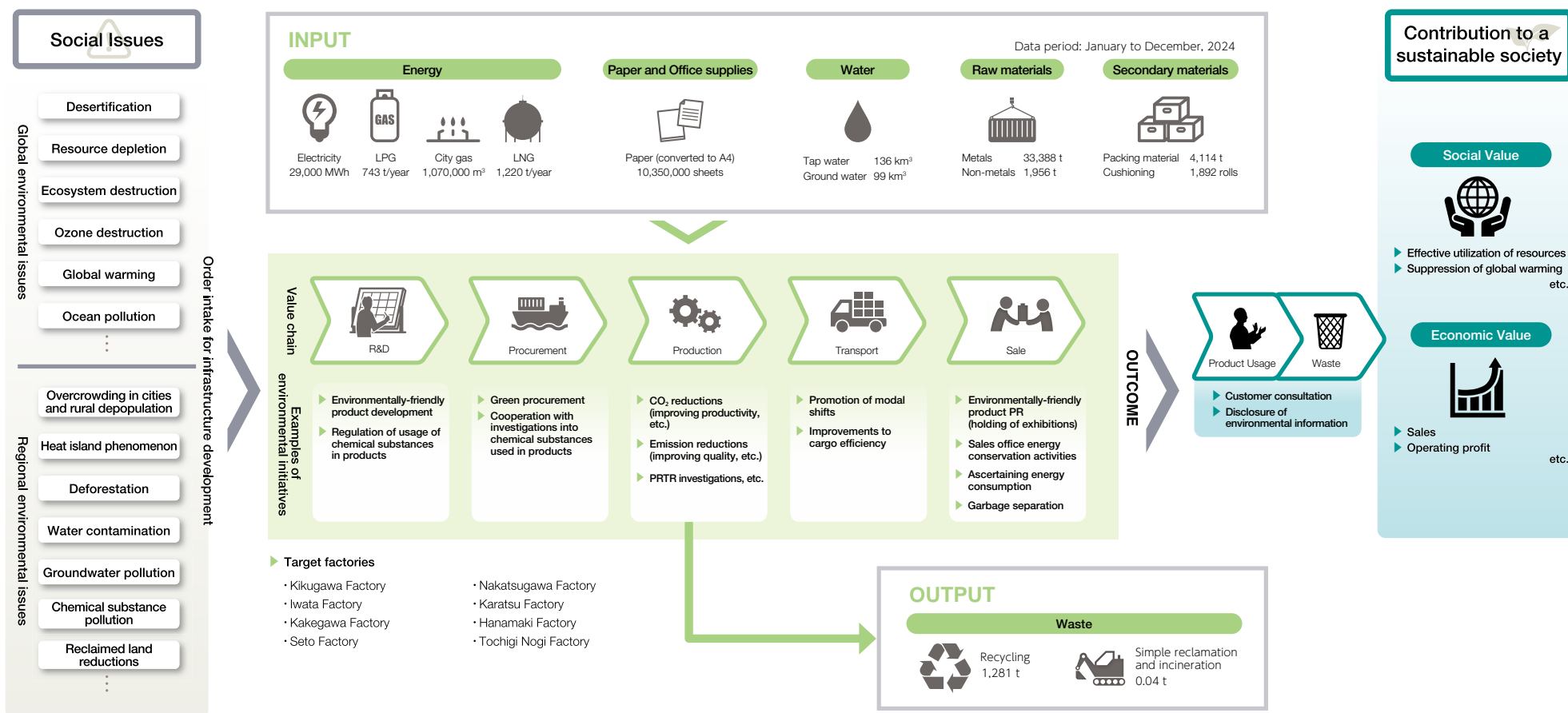
In constructing a sustainable society, developing products with a low environmental load is considered an important issue. Products that meet our environmental standards during development, such as miniaturization, weight reduction, recyclability, and the avoidance of environmentally hazardous substances, as well as EV charging equipment that support environmental businesses are marketed as environmentally conscious products.

● Promotion of ecological logistics and transportation (NITTO KOGYO non-consolidated)

In Japan, logistics transportation is primarily carried out using trucks. However, issues such as CO2 emissions and driver shortages are becoming increasingly serious. We have been implementing modal shifts since FY2010, switching to lower-impact transportation methods, such as rail and ship, for certain shipments. For example, cubicle (high-voltage power receiving equipment) deliveries and parts transportation between factories are carried out using these methods.

NITTO KOGYO Value Chain [NITTO KOGYO non-consolidated]

NITTO KOGYO designs and develops products in three different business domains: electricity generation and materials, IA and control, and information and communications, and we procure and produce raw materials and parts to sell for use in production. Towards the resolution of societal issues, we have identified environmental issues in our value chain, from research and development to procurement, sale, product usage and even the waste stage, all from a lifecycle standpoint. We are working towards reducing our environmental impact, which will allow us to create social and economic value and make contributions to sustainable societies.



Response to Climate Change

Based on recommendations from the Task Force on Climate-related Financial Disclosure (TCFD), we have started climate change scenarios analysis to identify the risks and opportunities climate change will present to our business. We are also working to disclose information in line with the TCFD framework.

Governance Structure

In order to further advance its initiatives toward the realization of a sustainable society, NITTO KOGYO Group, guided by the Sustainability Committee established with the President as chair and in collaboration with the existing Internal Governance and Environmental Conservation Committees among others, will monitor risks and opportunities as well as plan and execute strategies for environmental issues.

Regarding the status of climate change initiatives and future strategies, the Board of Directors will receive reports from this Committee, oversee its progress, and give directions on its measures.

Strategy (Analysis of climate scenarios and the risks and opportunities present in them)

We identified risks and opportunities that climate change has on our supply chain and analyzed the effects they would have on business.

Looking ahead to 2030 and 2050, we have qualitatively and quantitatively analyzed and evaluated the impact of a 4°C scenario and a 1.5°C scenario by referencing the climate change scenario predictions of the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA).

Based on our view of the expected world, we are working to increase our business activity resilience by responding both flexibly and strategically to any potential climate change scenario.

Risk Management

Our Internal Governance Committee and Sustainability Committee work together to identify, analyze and evaluate climate change risks to ensure that we can sustainably develop our business.

We take the measures necessary to mitigate each identified risk at a department level.

Both the Internal Governance Committee and the Sustainability Committee report about the response to serious risks to the Board of Directors, which then supervises the progress of said response.

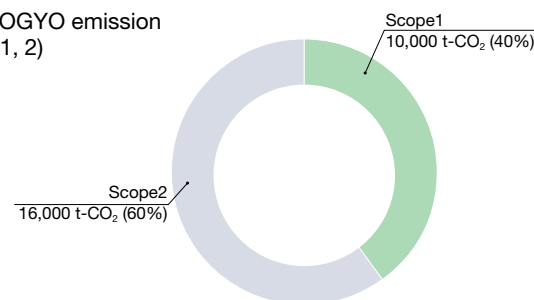
Indicators and Targets

The NITTO KOGYO Group has established the following targets toward realizing a sustainable society and improving corporate value, with measures in progress to reduce supply chain emission amounts.

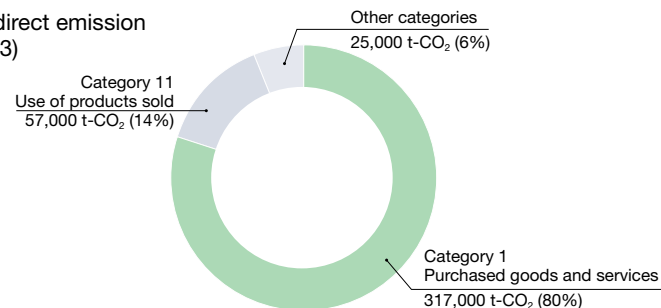
	2030 long-term targets	2050 goal
Scope 1, 2	30% reduction compared to FY2020	Realization of carbon neutrality
Scope 3*	30% reduction compared to FY2020	

* The Scope 3 emissions cover the three segment-leading companies, namely: NITTO KOGYO, SunTelephone Co., Ltd. and KITAGAWA INDUSTRIES Co., Ltd.

FY2020 NITTO KOGYO emission amounts (Scope 1, 2)



FY2020 Other indirect emission amounts (Scope 3)



For more information on NITTO KOGYO's response to climate change, please follow the link below.

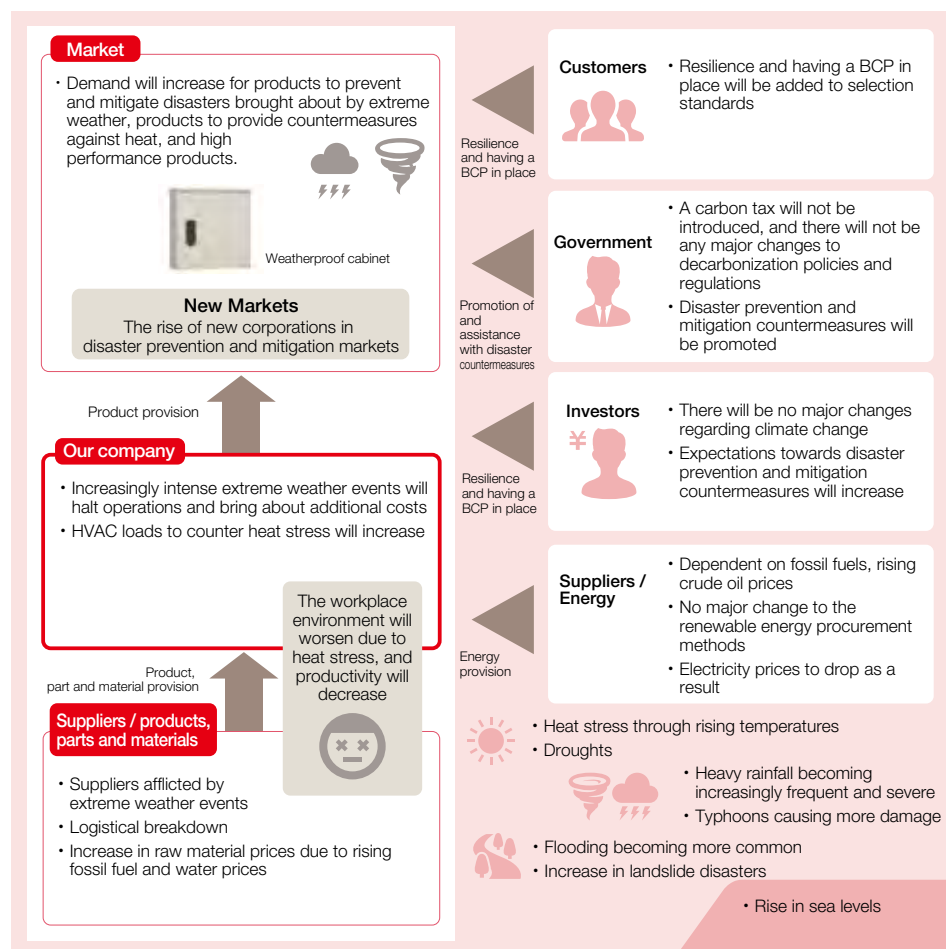
<https://www.nitto.co.jp/english/sustainability/climate/>

Response to Climate Change

● Organize the world view surrounding NITTO KOGYO Group

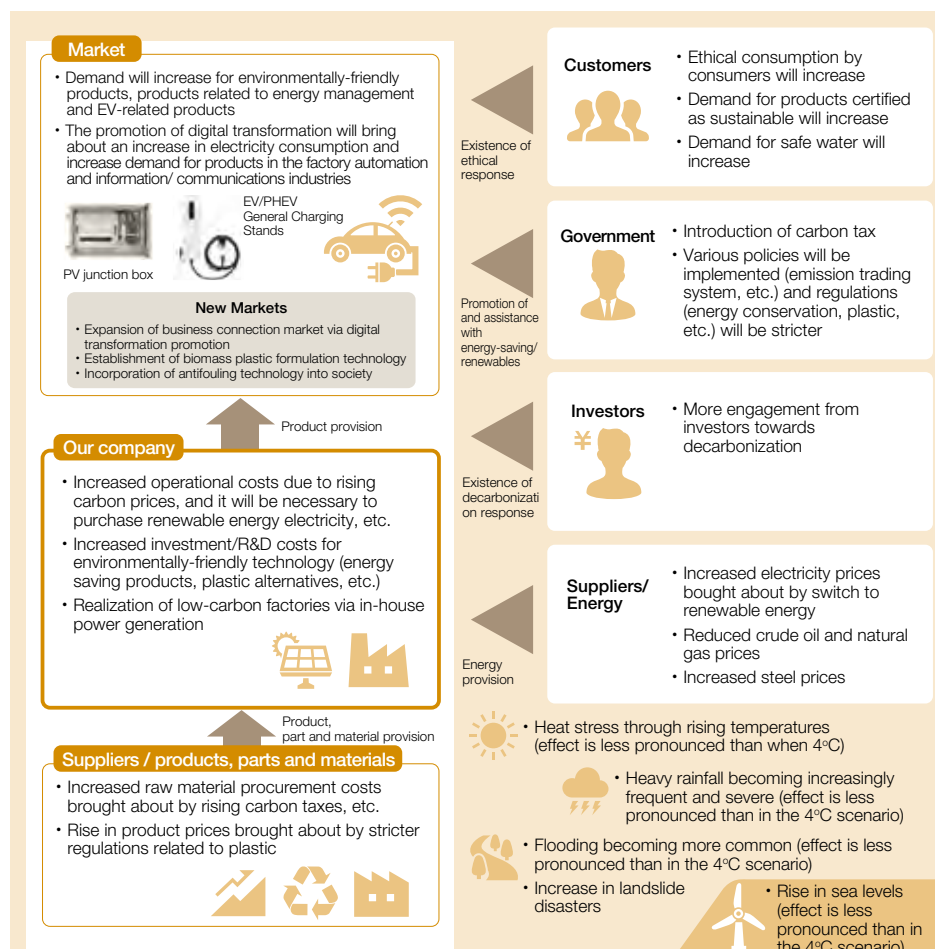
4°C scenario (SSP5-8.5: if we continue to depend on fossil fuels)

- Demand will increase for products to prevent and mitigate damage brought about by increasingly intense extreme weather events, products to provide countermeasures against heat, and high-performance products.
- It will be difficult to obtain fossil fuels, and stocking prices will increase as prices for commodities increase.



1.5°C Scenario (SSP1-1.9: if the temperature rise is limited to 1.5°C)

- Demand will increase for environmentally-friendly products, products related to energy management and EV-related products brought about by promotion of renewable energy and changes to consumer behavior. On the other hand, environmentally-friendly technology is going to be required, and research and development costs are going to increase.
- Rising carbon prices will lead to increased operational costs as a result of the purchase of greenhouse gas emission rights, and electricity costs will rise via the impact of the promotion of renewable energy.



Long-term targets aimed at carbon neutrality and FY2024 results

The NITTO KOGYO group sees global warming and other elements of climate change as a major management issue affecting Group business. Accordingly, we have set “realization of carbon neutrality” as a goal to be achieved by 2050, and “30% reduction in Scope 1, 2 and 3 emissions from the FY2020 level by FY2030” as a long-term goal.

In FY2024, we achieved reductions across the entire group compared to FY2023.

Initiatives for Climate Change Measures

Supply chain emission amounts

(Unit: t-CO2)

	FY2020	FY2021	FY2022	FY2023	FY2024
Scope1, 2	25,975	25,113	27,360	26,578	23,528
Scope3*	399,109	418,665	551,010	559,296	541,110

* The Scope 3 emissions cover the three segment-leading companies, namely: NITTO KOGYO, SunTelephone Co., Ltd. and KITAGAWA INDUSTRIES Co., Ltd.

(Unit: t-CO2)

Scope3		FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Category 1	Purchased goods and services	317,168	330,515	439,767	427,394	442,397
Category 2	Capital goods	6,931	7,322	27,982	51,239	14,840
Category 3	Fuel and energy activities outside Scope 1, 2	5,056	4,893	5,019	4,891	5,233
Category 4	Upstream transportation and distribution	5,513	5,534	5,648	8,687	10,172
Category 5	Waste generated in business	446	431	469	434	459
Category 6	Business travel	528	537	544	590	696
Category 7	Employee commuting	2,549	2,575	2,464	2,416	2,610
Category 8	Leased assets (upstream)	Not included in calculation	Not included in calculation	Not included in calculation	Not included in calculation	Not included in calculation
Category 9	Downstream transportation and distribution	Not included in calculation	Not included in calculation	Not included in calculation	Not included in calculation	Not included in calculation
Category 10	Processing of products sold	Not included in calculation	Not included in calculation	Not included in calculation	Not included in calculation	Not included in calculation
Category 11	Use of products sold	56,546	62,073	64,273	59,062	59,802
Category 12	Disposal of sold products	4,372	4,786	4,843	4,581	4,902
Category 13	Downstream leased assets	Not included in calculation	Not included in calculation	Not included in calculation	Not included in calculation	Not included in calculation
Category 14	Franchises	Not included in calculation	Not included in calculation	Not included in calculation	Not included in calculation	Not included in calculation
Category 15	Investments	Not included in calculation	Not included in calculation	Not included in calculation	Not included in calculation	Not included in calculation

Basic unit of emission defined via one of the following

- “Database of emissions unit values for calculating greenhouse gas emissions throughout the supply chain”
- “IDEA v2 (For calculation of supply chain greenhouse gas emissions)”

FY2024 implementation items and future initiatives (Scope1, 2)

Items implemented in FY2024 and future initiatives are as follows. We will steadily proceed towards the achievement of our FY2030 targets.

Items implemented in FY2024

- Established photovoltaic power generation facilities (1,134 kW) at Seto Factory and contracted supply of the power generated there to Nakatsugawa Factory (NITTO KOGYO)
- Switched to purchase of carbon free electricity for Karatsu Factory (NITTO KOGYO)
- Established photovoltaic power generation facilities (702 kW) on factory buildings (ELETTO)



Photovoltaic power generation facilities (ELETTO)

Future initiatives

- Establishment of photovoltaic power generation facilities (50 kW) on factory buildings (Taiyo Electric Mfg.)
- Switch to purchase of carbon free electricity for headquarters (NITTO KOGYO)
- Establishment of photovoltaic power generation facilities (350 kW) at the Kasugai Factory (KITAGAWA INDUSTRIES)
- Establishment of solar carports (64.9 kW) in the company vehicle parking lot at headquarters, interconnected with a self-consumption storage battery system utilizing reused EV batteries for solar power generation facilities (capacity 106 kW) (NITTO KOGYO)

Respect for human rights

At the NITTO KOGYO group, we are aware that giving consideration to human rights in business activities is a critical matter in ensuring the sustainability of both society and business. We formulated the “NITTO KOGYO Group Human Rights Policy” in July 2023 to show our policy towards respecting human rights.

To put the NITTO KOGYO Group Human Rights Policy into practice, we will promote initiatives based on our human rights due diligence process, identify human rights violation risks involved in our business and our supply chain, prevent them, work towards their reduction and disclose information with regard to evaluations of the effectiveness of those initiatives.

● NITTO KOGYO GROUP Human Rights Policy

The NITTO KOGYO Group respects human rights as stipulated in the internationally recognized “International Bill of Human Rights” (Universal Declaration of Human Rights and International Covenants on Human Rights) and the “Declaration on Fundamental Principles and Rights at Work” of the International Labour Organization (ILO). The NITTO KOGYO Group will also conduct business activities in accordance with the United Nations “Guiding Principles on Business and Human Rights”. Additionally, it is positioned as a higher-level document to the existing document that stipulates our group’s effort towards the respecting of human rights.

NITTO KOGYO GROUP Human Rights Policy

- Scope of application
- Respect for human rights
- Human rights due diligence
- Corrective and remedial measures
- Dialogue and education
- System and persons in charge
- Policy development process and review

Please follow the link below for the details of the NITTO KOGYO Group Human Rights Policy (Japanese only).
<https://www.nitto.co.jp/company/philosophy/>

● System

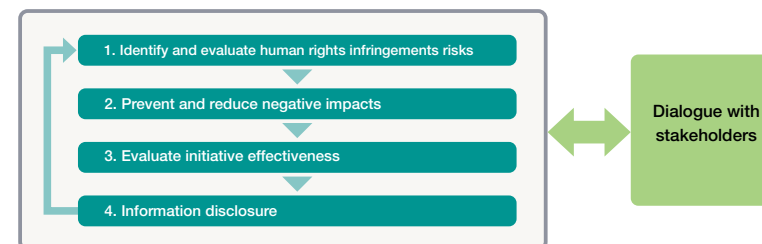
The Sustainability Committee chaired by the President receives reports and deliberates on the progress of initiatives on respecting human rights.

● Initiatives Based on Human Rights Due Diligence Processes

We draw on the Ministry of Economy, Trade and Industry’s “Guidelines on Respecting Human Rights in Responsible Supply Chains” and “Reference Material on Practical Approaches for Business Enterprises to Respect Human Rights in Responsible Supply Chains” and promote our due diligence with human rights.

From FY2023, NITTO KOGYO and several other group companies have started investigating human rights due diligence processes and evaluating the details of investigations.

We are planning to evaluate their effectiveness, including in the supply chain, at the end of FY2026.



● Status of initiatives in FY2024

Implementation of human rights education

Based on the human rights education program, we provided human rights education to all NITTO KOGYO Group employees.

Establishment of helpline and consultation services (hotline)

A Helpline is established as a common contact point for the entire group, and an External Hotline is also available for overseas use, both of which are available for companies newly joining our group. These programs aim to detect and solve any violations of the Corporate Ethics Guidelines, including human rights violations, as early as possible.

Dialogue with stakeholders

The NITTO KOGYO Group uses communication with all of our stakeholders as an opportunity to ascertain what society expects from us and to become a better company.

By accurately understanding the diverse opinions and expectations of our stakeholders and incorporating them into our management, we will enhance our enterprise value in terms of both quality and quantity.

Our group's activities are based on dialogue and collaboration with our key stakeholders, including customers, business partners, employees, shareholders, investors, and local communities. Their valuable opinions and expertise are essential to the group's sustainable growth and achieving our goals. Through this dialogue, we aim to deepen our mutual understanding while respecting each perspective and working together to create a better future and achieve our common goals.

Customers and business partners

Through interviews and consultation services during the product development process, we can accurately identify needs and provide innovative products and services. In doing so, we will continue to contribute to their business development.

Recently, the shortage of licensed electricians has become an issue due to declining hiring rates and an aging workforce. We developed a card game that introduces people to the electrical work business in a fun way, with the hope that it would help people learn about electrical work and stimulate interest in the profession.

Main achievements

- Holding product presentation events in Tokyo and Osaka (NITTO KOGYO)greenhouse gas emissions")
- Holding a comprehensive ICT exhibition (SunTelephone)
- Commercializing the card game that introduces people to the electrical work business in a fun way



Employees

Our employees are the most valuable asset and the driving force behind our business growth. To create an environment where they can comfortably work and maximize their potential, we gather feedback through internal surveys and discussions with labor unions. We use this input to improve our personnel systems, enhance employee benefits, and expand training and development programs.

Main achievements

- Human resource cultivation (Page 36)
- Diversification of human resources (Page 37)
- Employee engagement improvement (Page 37)

Shareholders and investors

Shareholders and investors are the key stakeholders in NITTO KOGYO's sustainable growth. We will strive to build trust by disclosing information transparently and engaging in proactive dialogue. Doing so will allow us to meet their expectations and enhance our corporate value.

Main achievements

- Implementation of one-on-one meetings with institutional investors (quarterly)
- Financial results briefing for institutional investors and analysts
- Company briefing for individual investors, etc. (over the internet)

Local community

Our goal is to coexist with local communities where we conduct business and with society as a whole. We strive to strengthen our relationship with local communities by collaborating with local governments and non-profit organizations, participating in environmental conservation activities, and implementing other initiatives. In this way, we provide support to help create sustainable local communities.

Main achievements

- Contribution to the community (Page 52)
- Environmental conservation activities (Page 51)
- Educational support (Page 10 and 51)

Dialogue within the group

Based on feedback from stakeholders, ESG rating agencies, and other sources, relevant departments across group companies discuss business strategies and ESG issues, which in turn promotes the advancement of initiatives and improves information disclosure. Each group company reports the progress of its initiatives and the improvements it makes to the Board of Directors, Management Meeting, Sustainability Committee, and other relevant bodies.

Participation and support for initiatives

We are advancing our activities toward realizing a sustainable society by participating and supporting initiatives. This is in accordance with the demands of the international community and our role as a company.

Dialogue with stakeholders

● Educational support

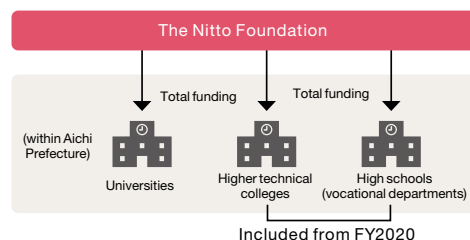
The Nitto Foundation

About the Nitto Foundation

The Nitto Foundation was created in 1984 on the initiative of NITTO KOGYO's founder Yoichi Kato to make local contributions through helping researchers. We provide funding for creative researchers at universities in Aichi as well as research projects in high school vocational departments and higher technical colleges.

What we do

- (1) Funding for researchers
- (2) Overseas dispatch for researchers
- (3) Funding for research projects



41st The Nitto Foundation Financial Grant Presentation Ceremony

In FY2024 (the 41st time), we awarded a total of 85.5 million yen in grants to three projects and 61 researchers (45 research grant recipients and 16 overseas dispatch grant recipients) in the fields of engineering, medicine, law, economics, business administration, and the arts in Aichi Prefecture. The recipients were selected by the selection committee.



Funding Recipients Composition (Field / No. of cases)

	No. of researchers					No. of researchers dispatched overseas					No. of research projects	Total	Total amount of aid (¥ thousand)
	Engineering	Medicine	Law Economics	Art	Subtotal	Engineering	Medicine	Law Economics	Art	Subtotal			
41st time	17	15	8	5	45	9	3	3	1	16	3	64	85,500
Total	285	148	170	51	654	458	120	71	45	694	15	1,363	816,000

Participation in the Nakatsugawa Outstanding Technology Project

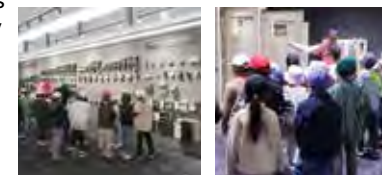
We held a factory tour for 20 elementary school students with the goal of having students learn from Nakatsugawa City's "companies with outstanding technology that cannot be replicated."

It explained that the factory manufactures high-voltage power receiving equipment to ensure the safe use of electricity and produces high-quality products through outstanding technology in every process, including sheet metal work, painting, assembly, and inspection.



Factory tours for local elementary school students

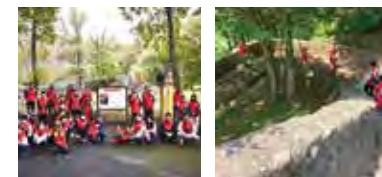
We held tours of the factory for third-grade students in Seto City, Aichi. We also provided simulated factory tours at schools. About 150 students participated in three activities: 1) a video viewing and breaker experience, 2) a factory tour, and 3) a showroom tour.



● Environmental/conservation activities

Participation in corporate forest volunteering

We participated in the "Corporate Forestry Movement" held in Hanamaki City, Iwate Prefecture. These activities involve grass cutting and cleaning up activities to protect the environment around the Miyazawa Kenji Memorial Hall and have been carried out every year since we formed an agreement with Iwate Prefecture and Hanamaki City in 2012.



Participation in 530 clean-up campaign (May) and Ai N Clean (December) activities in Nagakute City

Our employees and their families volunteered in citywide cleanup activities in the Ichigahora district, Nagakute City, Aichi. These activities provide an excellent opportunity for communication between employees from departments that have little interaction with each other in their day-to-day work and across different age groups.



Dialogue with stakeholders

Participation in Kikugawa City's Christmas clean-up event

We participated in a clean-up event hosted by Kikugawa City in Shizuoka.

This annual event aims to raise awareness among citizens about environmental beautification. Alongside volunteers from the city's municipal staff, we cleaned the area around JR Kikugawa Station.



Regional and social contributions

Participation in one of Saga's premier events for hands-on manufacturing experiences and exhibitions

At an annual event that attracts manufacturing companies in Saga and their employees, we participated in the craft workshop for the first time. We led a workshop where we taught over 100 children how to make glowing metal detectors.



Brass Band Festival in NAGAKUTE

We held a brass band festival, featuring ensembles from junior high and high schools in Nagakute City, Aichi, called the "NITTO KOGYO presents 18th Brass Band Festival in NAGAKUTE".

We created a valuable opportunity for the 250 performers to show the results of their daily practice via joint performances, etc.



Naming rights acquired for Nogi Town Community Hall

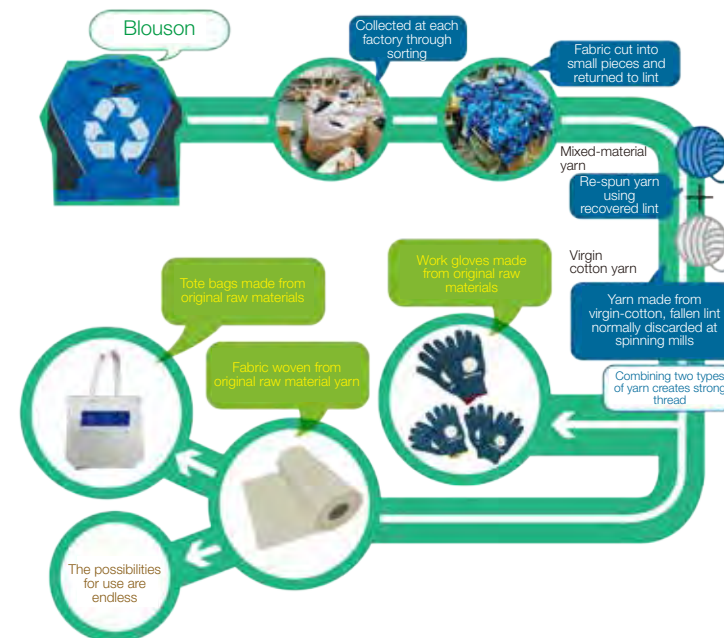
We obtained the naming rights for the Nogi Town Community Hall in Nogi Town, Shimotsuga District, Tochigi. Having chosen the nickname "Nitto Kogyo Eniss Hall," we are committed to supporting the town's development and fostering community interaction by collaborating closely with local residents.



Circular economy initiatives

Old uniform recycling program

As part of the Aichi Circular Economy Project, in which NITTO KOGYO participates, we implemented a circular economy initiative to recycle old uniforms and repurpose them for use in promotional items. This has led to the transformation of old uniforms into recycled work gloves, reusable shopping bags, and tote bags.



[Reference 1] About the Aichi Circular Economy Project Team
(Websites for reference)

Website at the time of the project team's launch:

<https://www.pref.aichi.jp/press-release/circulareconomy-pt.html>

Website introducing the project team (within the Aichi Shigen Junkan Navi website):

http://aichi-shigen-junkan.jp/circular_economy/project

[Reference 2]

Circular economy:

An economic model that generates added value through service-based approaches while effectively utilizing existing resources and reducing resource consumption, in addition to the conventional 3 Rs (reduce, reuse, recycle) initiatives. This model aims to maximize the value of resources and products, minimize resource consumption, and reduce waste generation.



External evaluation

● Received the Bronze Award at the 2025 AICHI Environmental Award [NITTO KOGYO]

NITTO KOGYO received the Bronze Award at the 2025 AICHI Environmental Award, which is hosted by Aichi Prefecture. The award recognizes our development of electrical equipment products that adapt to climate change while ensuring safety, security, and long-term usability.

We were highly praised for our “significant contribution to advancing the circular economy and achieving carbon neutrality by developing products that are highly durable and adaptable to climate change, as well as easy-to-repair and -reuse equipment, and by producing these in environmentally friendly smart factories.”

*AICHI Environmental Award: Established by Aichi Prefecture in conjunction with the 2005 Aichi Expo to promote the formation of a resource circulation society by honoring outstanding technologies and activities related to resource conservation, energy saving, and recycling. It also aims to publicize Aichi's advanced environmental technologies and activities nationwide.



At the Award Ceremony (from left to right: Katsuno, Chairman of the Environmental Partnership Organizing Club; Kurono, President of NITTO KOGYO, and Omura, Governor of Aichi Prefecture)



● Recognized as 2025 Certified Health & Productivity Management Outstanding Organizations [NITTO KOGYO, KITAGAWA INDUSTRIES, Taiyo Electric Mfg.]

NITTO KOGYO and KITAGAWA INDUSTRIES were recognized as 2025 Certified Health & Productivity Management Outstanding Organizations (Large Enterprise Category) under the Certified Health & Productivity Management Outstanding Organizations Recognition Program, under which the Ministry of Economy, Trade and Industry (METI) and the Japan Health Council select worthy organizations. In addition, Taiyo Electric Mfg. was recognized as a 2025 Certified Health & Productivity Management Outstanding Organization (SME Category).

● PEARLTECT MOKU receives Seeds for the Future Award [Tempearl Industrial]

At the Japan Home Show & Building Show 2024, Tempearl Industrial's PEARLTECT MOKU, a residential distribution board made from non-combustible wood, received the Seeds for the Future Award. The award recognizes the flexibility its design provides in locating distribution boards.

*Seeds for the Future Award: An award organized by the Japan Management Association to honor outstanding products that lead to the creation of exceptional architecture and lay the groundwork for the future.

Features of PEARLTECT MOKU

- Non-combustible wood used for enclosure doors
- Enclosure cases and panels made of steel plate
- Environmental performance and design aesthetics achieved
- Seismic sensor unit included
- Effective in preventing electrical fires caused by earthquakes



Japan Home Show & Building Show
Shuichi Matsumura, Executive Committee Chairman (left) and Tanaka, Director of Tempearl Industrial (right)



● Received A rating for fluorocarbon emission reduction initiatives [NITTO KOGYO]

NITTO KOGYO's initiatives to reduce fluorocarbon emissions received the highest A rating from JRECO (Japan Refrigerants and Environment Conservation Organization). This rating system evaluates companies primarily listed on the Tokyo Stock Exchange Prime Market based on their progress in complying with the Act on the Rational Use and Proper Management of Fluorocarbons, as well as the appropriateness of their information disclosure.