

# Corporate Profile 2023

Year Ended March 31, 2023

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Note: The figures are rounded down.  
(As of November 11, 2023)

### Compilation Policy

**[Target Organizations]** The report on our company, or the S.T. Group (consolidated), if not mentioned. The “S.T. Group” means the entire S.T. Group, the “S.T. Group (in Japan)” means S.T. (non-consolidated) and group companies in Japan, and the “S.T. (non-consolidated)” means S.T. Corporation (non-consolidated).

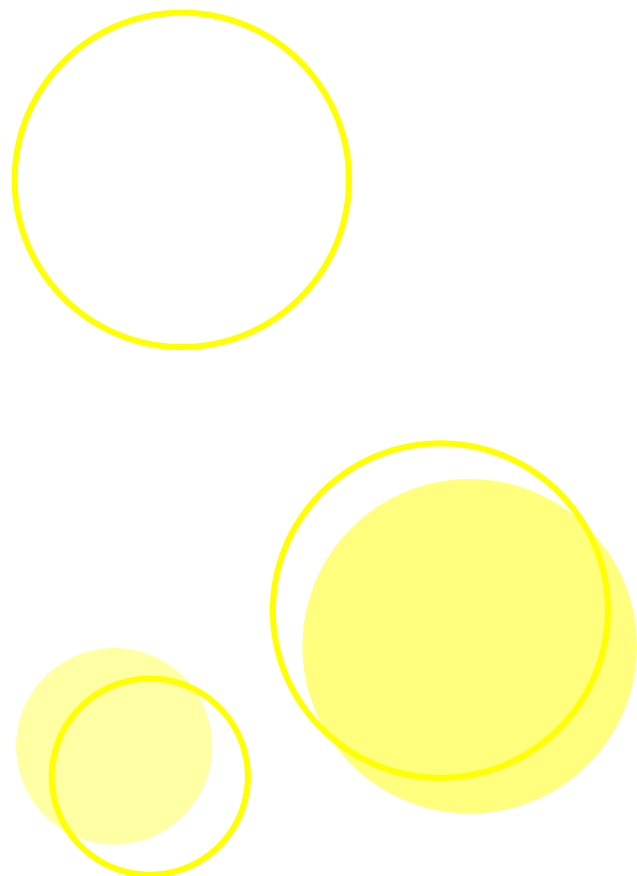
**[Target Period]** April 1, 2022 to March 31, 2023

Note: Fiscal years in this report are based on S.T. CORPORATION’s fiscal year ending March 31.

**[Forward-looking Statement]** This report contains forward-looking statements regarding S.T. CORPORATION’s future plans, strategies, and performance. Such forward-looking statements are based on information available as of the issuance of this report. Please note that the Company’s actual performance may differ greatly from forward-looking statements due to the economic situation, business environment, market demand, and foreign currency exchange rate fluctuations in the future.

**[Market Size, Market Shares, Seasonal Indices]** Market size, market shares, and seasonal indices are based on the data of INTAGE Inc.’s SRI+ (in value terms) for “deodorizers (for refrigerators)” during a 3-year period from 2020 to 2022, “mothproofing agents for food” during a 4-year period from 2019 to 2022, “disposable warmers, excluding those for the eye parts” during a 1-year period from April 2022 to March 2023, other items during a period from January to December 2022, “deodorizers and air fresheners (excluding those for clothes and anti-virus ones)” and “mothproofing agents (excluding those for dolls).”

# Business



# About S.T. CORPORATION

## Contents

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# A Manufacturer of Miscellaneous Daily Goods that Focuses on Niche Markets

《Boasting a Large Number of Unique and Robust Brands》



The Company's  
flagship megabrand

《Shoshu-Riki》



Top brand in  
refrigerator deodorizers

《Dashu-Tan》



Top brand insect  
repellent for rice

《Kome-Touban》



A trusted major brand  
that protects clothing

《Mushuda》



Dehumidifier brand

《Drypet》

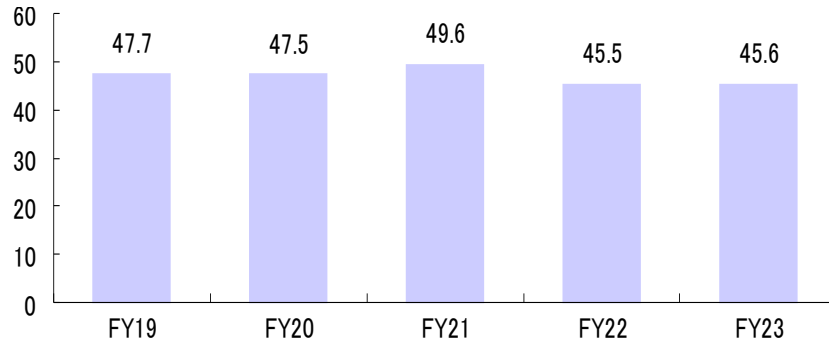
・Grasping people's imagination when they hear about, see and use our products  
《the driving force behind our product development activities》

Business by Categories		Composition of Net Sales	Strengths	Market Share		Salient Features
Existing Businesses	<b>AIR Care</b>	<b>43%</b>	<ul style="list-style-type: none"> <li>• Shoshu-Riki</li> <li>• Shaldan</li> <li>• Dashu-Tan</li> </ul>	Air Fresheners 25% (2)	Refrigerator Deodorizers 82% (1)	• Growth Driver
	<b>CLOTH Care</b>	<b>18%</b>	<ul style="list-style-type: none"> <li>• Mushuda</li> <li>• Neopara</li> </ul>	Mothproofing Agents 53% (1)		<ul style="list-style-type: none"> <li>• Earnings Source</li> <li>• Foundation Business</li> </ul>
	<b>THERMAL Care</b>	<b>10%</b>	<ul style="list-style-type: none"> <li>• Onpacks</li> <li>• On Style</li> </ul>	Disposable Warmers 17% (3)		<ul style="list-style-type: none"> <li>• Winter Product</li> <li>• Results Managed at the Point-of-sale</li> </ul>
	<b>HAND Care</b>	<b>13%</b>	<ul style="list-style-type: none"> <li>• Family</li> <li>• Modelobe</li> </ul>	Household Gloves 19% (2)		<ul style="list-style-type: none"> <li>• Foundation Business</li> <li>• Sold Overseas for Commercial use</li> </ul>
	<b>HUMIDITY Care</b>	<b>7%</b>	<ul style="list-style-type: none"> <li>• Drypet</li> <li>• Bincho-Tan Drypet</li> </ul>	Dehumidifiers 33% (1)		• Market Created by the Company
	<b>HOME Care</b>	<b>9%</b>	<ul style="list-style-type: none"> <li>• Kome-Touban</li> <li>• Senjo-Riki</li> <li>• Clear Forest</li> </ul>			• Division Coordinating Efforts to Nurture New Products
	<b>Overseas</b>	• The ratio of overseas sales is 7%. We strengthen global business as another driver of growth.				
<b>Promoting Capital and Business Alliances</b>		• We concluded contracts for capital and business tie-ups with FUMAKILLA LIMITED and NS FaFa Japan Co., Ltd.				
<b>Development of New Businesses</b>		• Develop the Clear Forest brand, and the Yells brand.				

## Net Sales

Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.

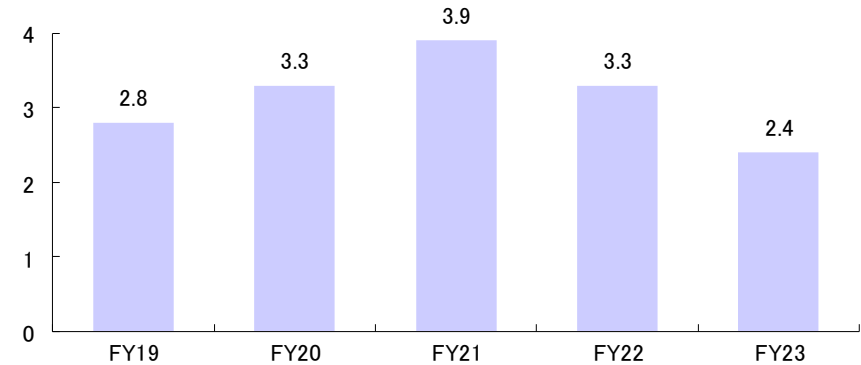
(Billions of yen)



## Operating Income

Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.

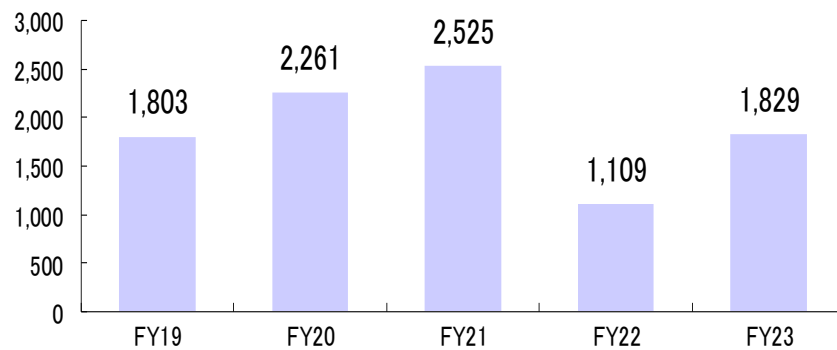
(Billions of yen)



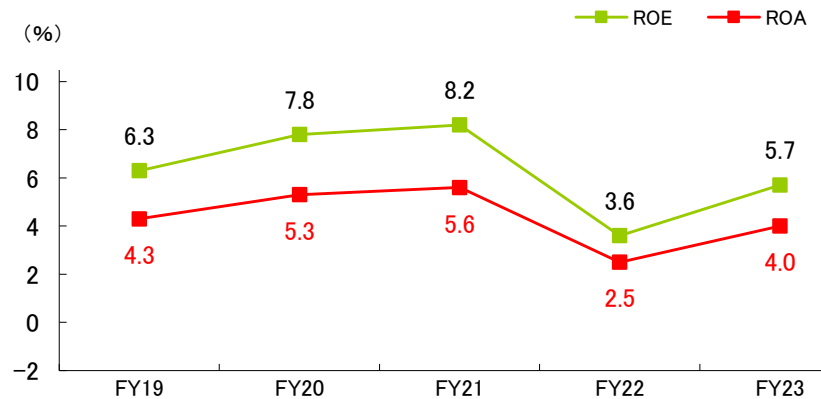
## Profit Attributable to Owners of Parent

Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.

(Millions of yen)

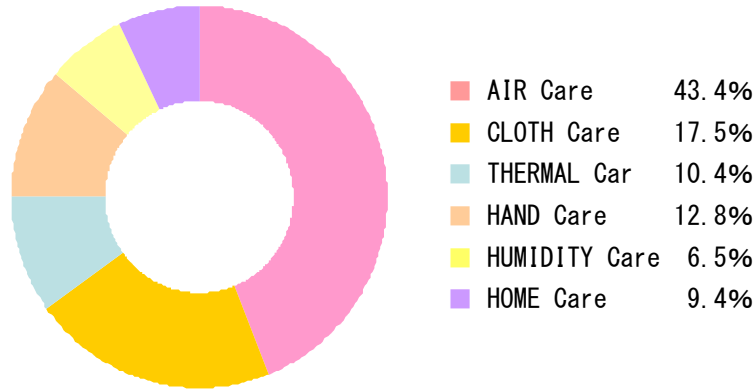


## ROE / ROA



## Overview by Products

«Net Sales by Products» (FY2023)

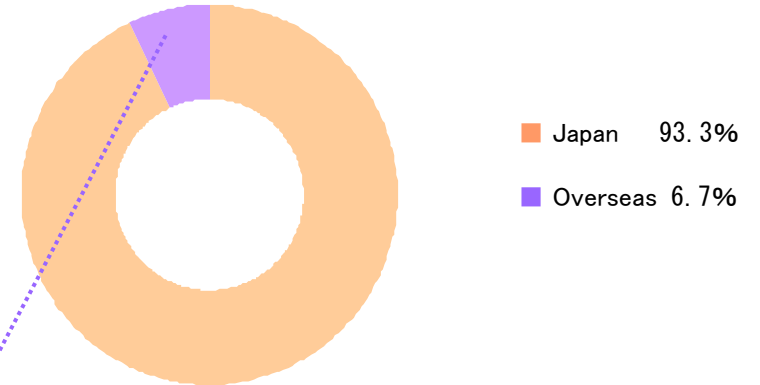


«Market Share by Categories» (2022)

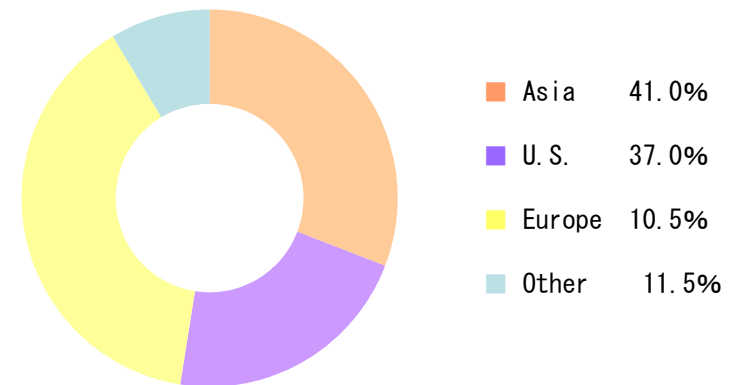
Market	Market Share	Rank
Air Fresheners	25 %	2
Mothproofing Agents	53 %	1
Dehumidifiers	33 %	1
Deodorizers	82 %	1
Household Gloves	19 %	2
Disposable Warmers	17 %	3

## Overview by Geographic Region

«Breakdown of Sales by Region» (FY2023)

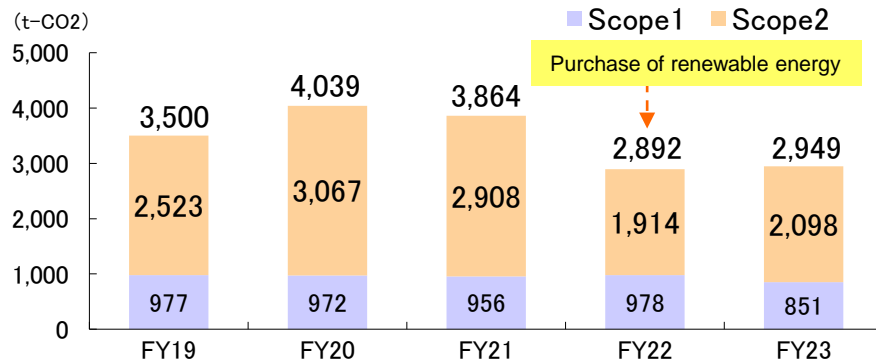


«Net Sales by Overseas Region» (FY2023 Non-Consolidated)



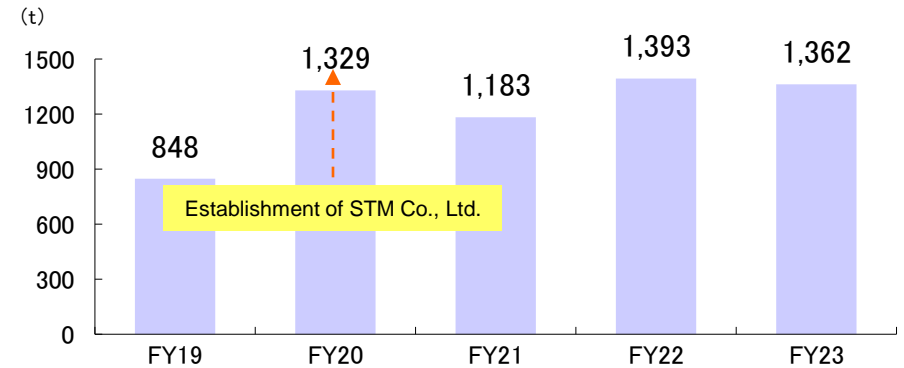
## Total CO2 emissions (Scopes 1 and 2)

\*The CO<sub>2</sub> emissions from our domestic business establishments in Scopes 1 and 2 were estimated.  
 \*For the estimation of emissions in Scope 2 derived from purchased electric power, the consumption of power generated from renewable energy was multiplied by the adjusted emission factor for each kind of electric power and the consumption of other power was multiplied by the average emission factor in Japan and the sum of them was defined as CO<sub>2</sub> emissions until FY 3/2022. From FY 3/2023, the calculation using the adjusted emission factor for each kind of electric power was basically conducted, but the average emission factor in Japan was used for power generated from uncertain energy.



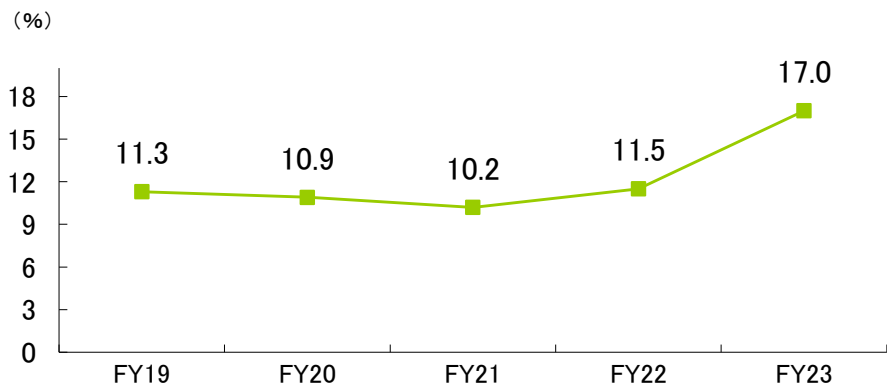
## Total weight of waste

\*The subject organization is S.T. Group (in Japan).

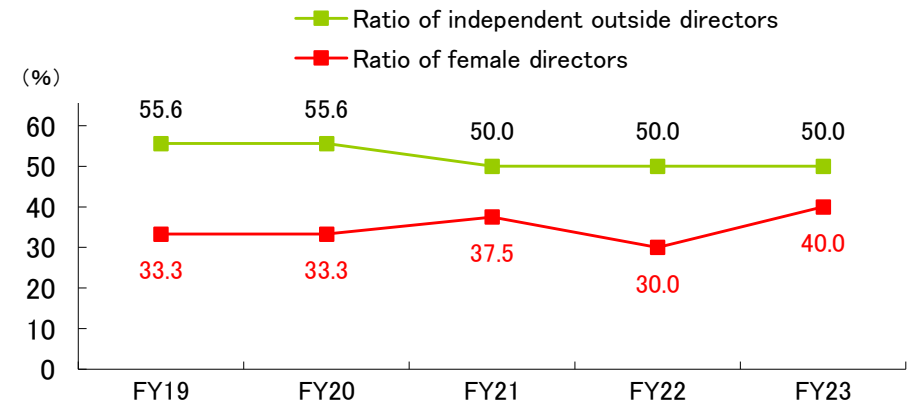


## Ratio of female managers

※The subject organization is S.T. Group (in Japan)

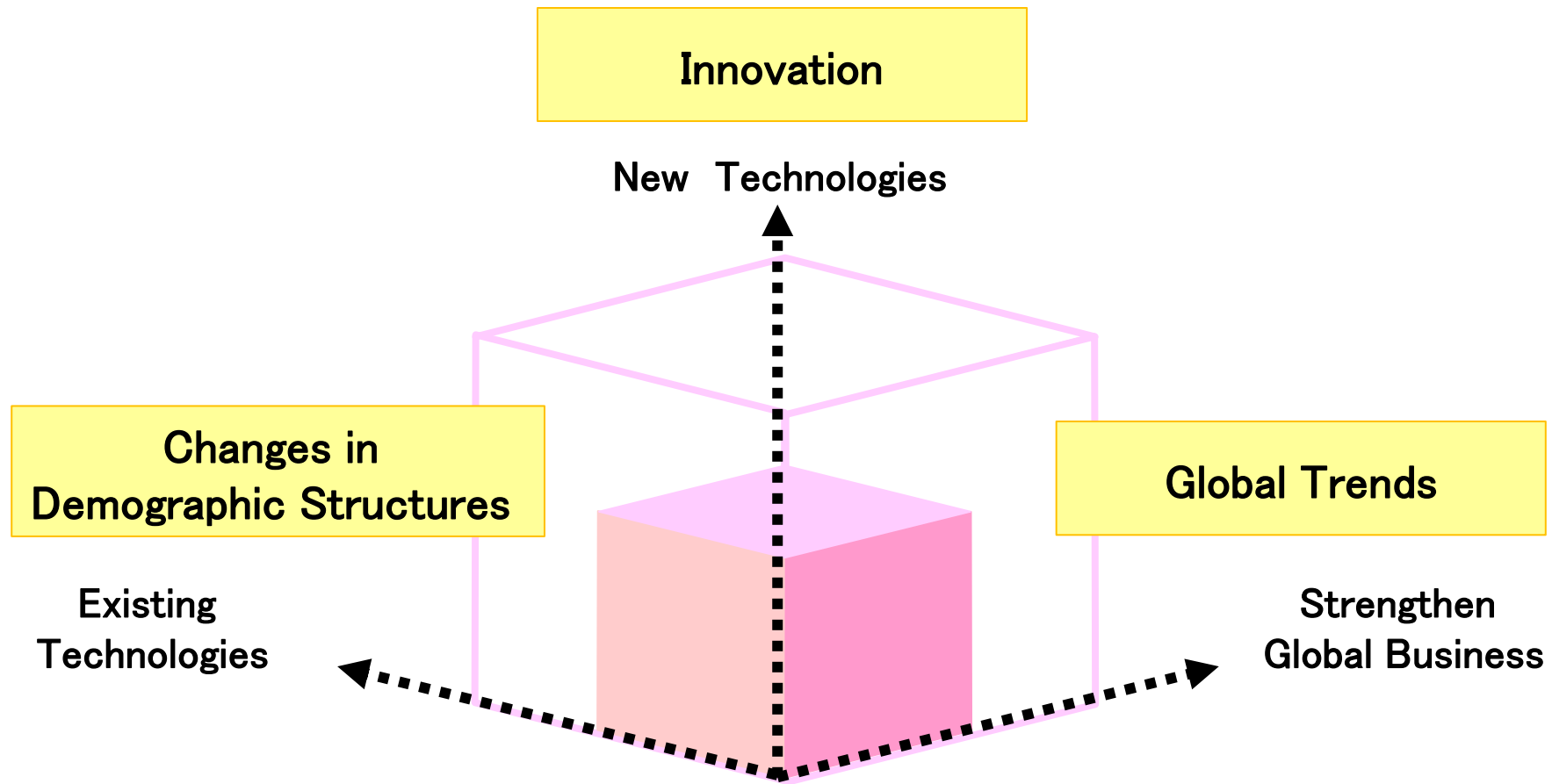


## Ratio of independent outside directors Ratio of female directors





# Development of a Robust Business Foundation that Won't Be Swayed by the Business Environment



# Information by Business

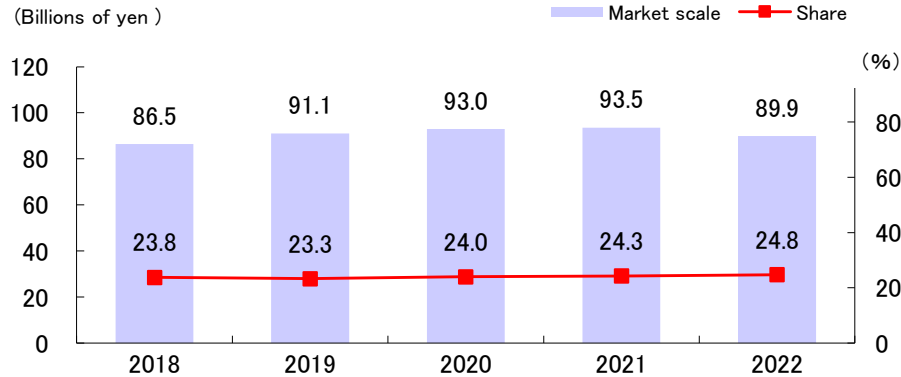
## Contents

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1	AIR Care (Air Fresheners and Deodorizers)	1 1
2	CLOTH Care (Mothproofing Agents)	1 2
3	THERMAL Care (Disposable Warmers)	1 3
4	HAND Care (Household Gloves)	1 4
5	HUMIDITY Care (Dehumidifiers)	1 5
6	HOME Care (Others)	1 6
7	Strengthen Global Business	1 7
8	Promoting Capital and Business Alliances	1 8
9	Promoting New Businesses	1 9

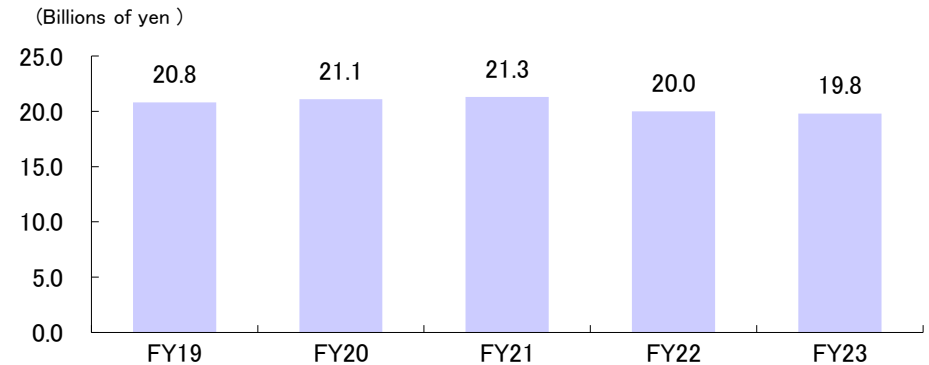
## Trends in Market Scale and Share

(Air fresheners include the ones for vehicles, but do not include cleaners for clothes and toilet tanks.)

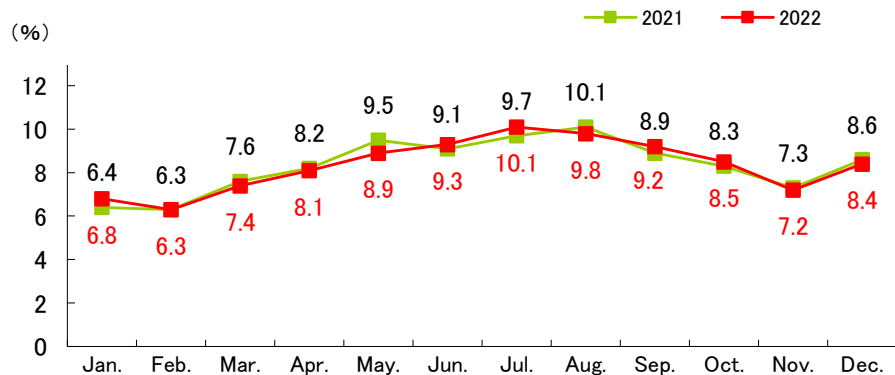


## Trends in Net Sales

Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.



## Seasonal Indices



## Salient Business Features and Strengths

Business bolstered by the positive effects of unique television commercials and promotional activities that continue to attract interest as topics of conversation.



Shoshu-Riki for entrances and living rooms



Shoshu-Riki spray

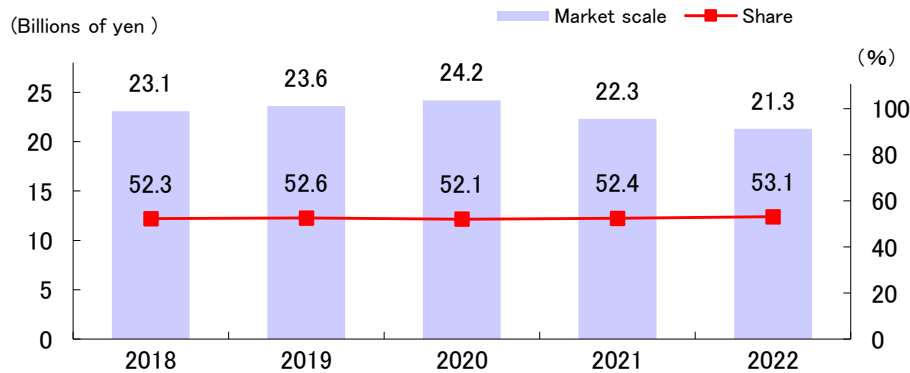


Shoshu-Riki DEOX



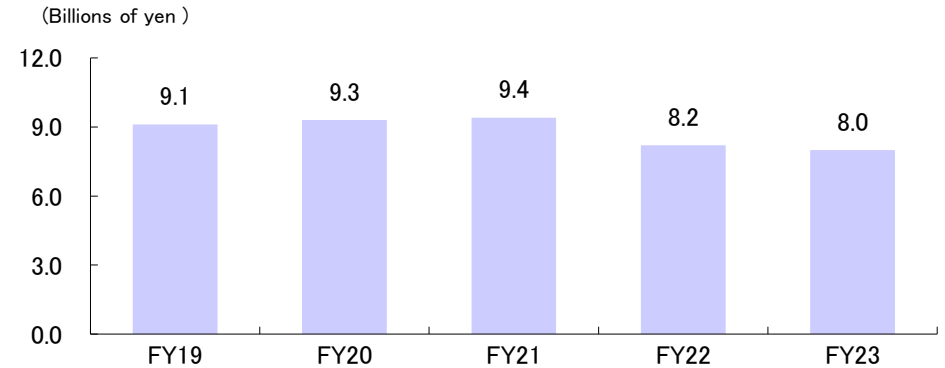
Dashu-Tan

## Trends in Market Scale and Share

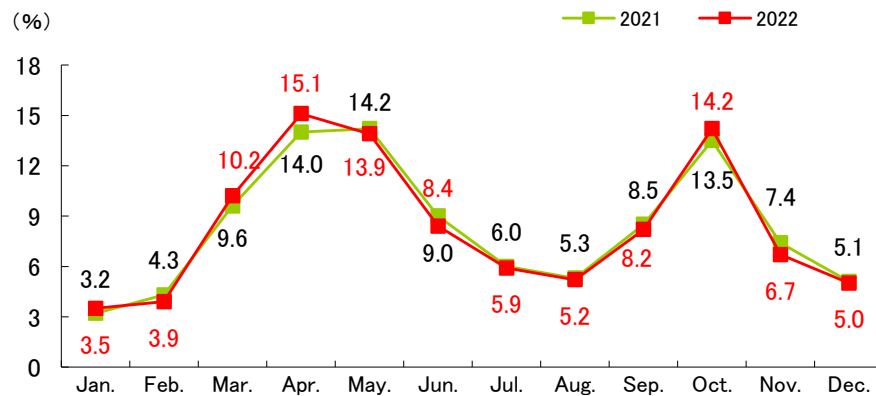


## Trends in Net Sales

Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.



## Seasonal Indices



## Salient Business Features and Strengths

Business bolstered by the positive effects of unique television commercials and promotional activities that continue to attract interest as topics of conversation.



Mushuda  
(Tick repellent)



Mushuda  
(closet)



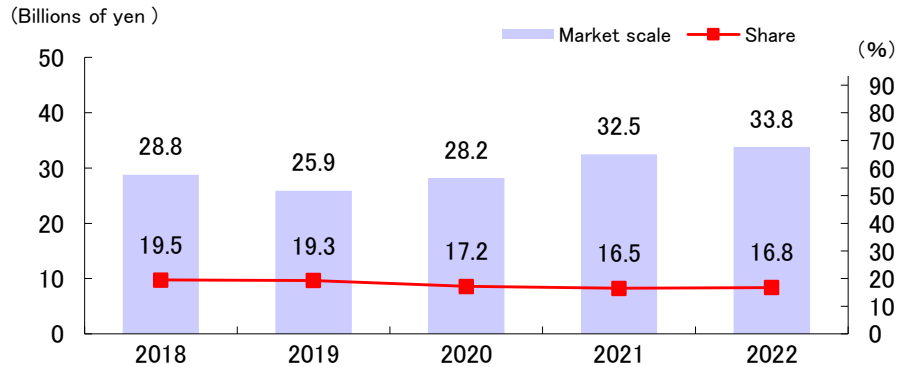
Mushuda  
(cover style)



Fragrant  
Mushuda

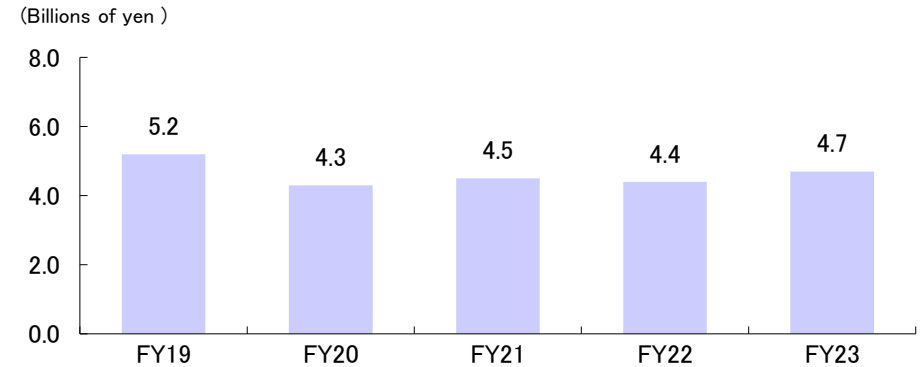
## Trends in Market Scale and Share

(Excluding Medical Use)

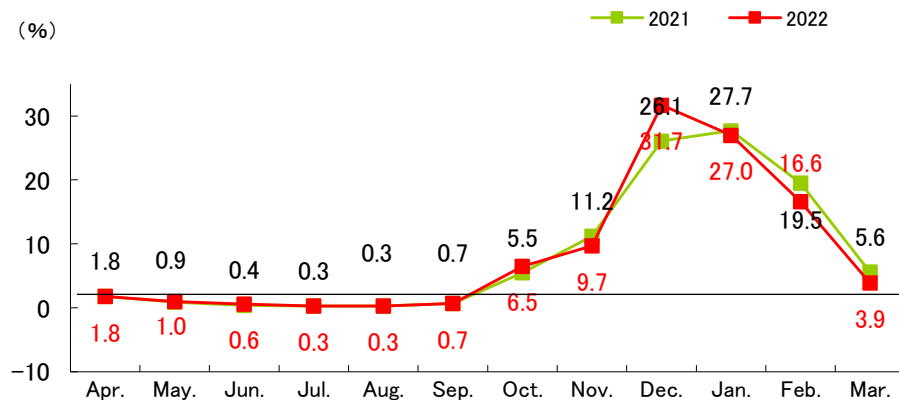


## Trends in Net Sales

Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.



## Seasonal Indices



## Salient Business Features and Strengths



Haru-Onpacks  
(adhesive type)



Onpacks  
(non-adhesive type)

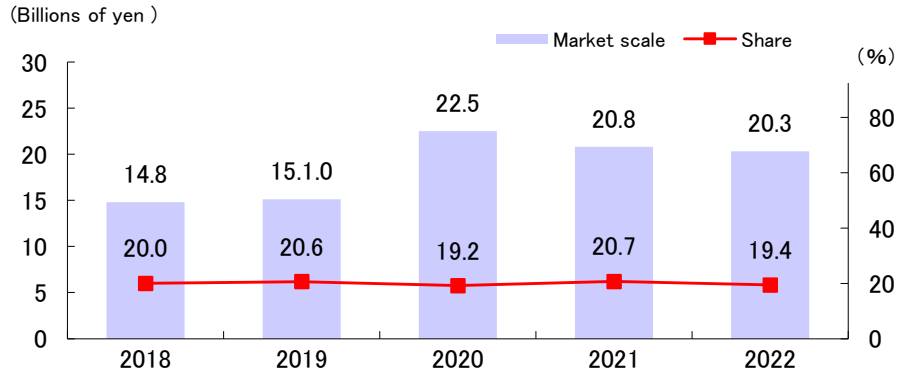


Onpacks  
(adhesive type  
for socks)



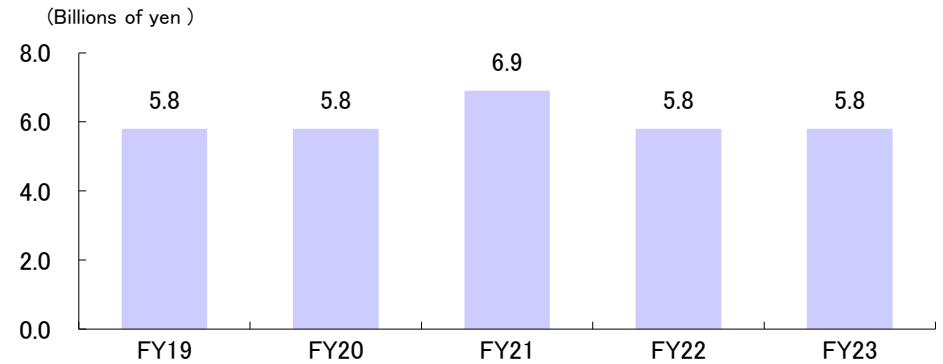
On Style

## Trends in Household Glove Market Scale and Share

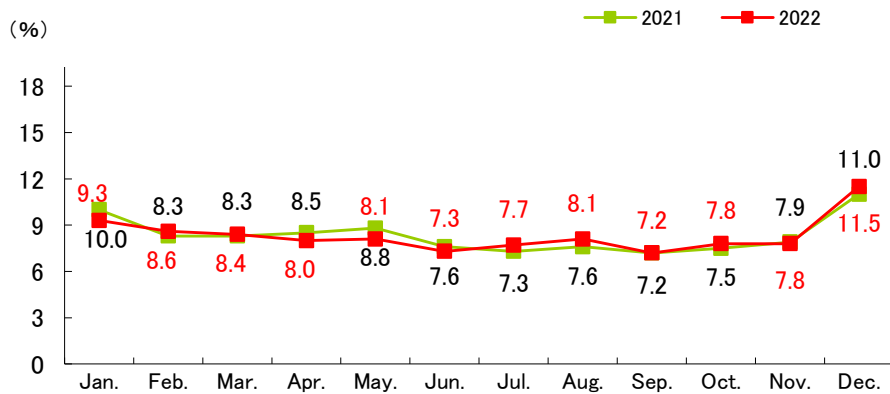


## Trends in Net Sales

Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.



## Seasonal Indices



## Salient Business Features and Strengths



Family  
(fingertip-reinforced)



Family  
Medium-Thick  
Soft Feeling

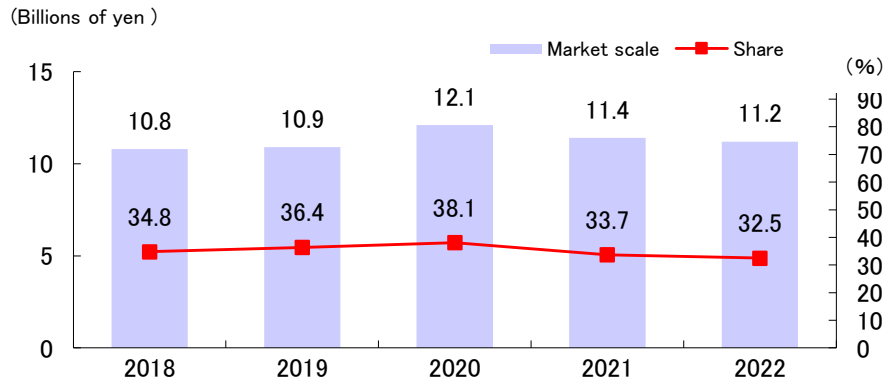


Family  
Medium-Thick Rubber  
Grove with sleeves



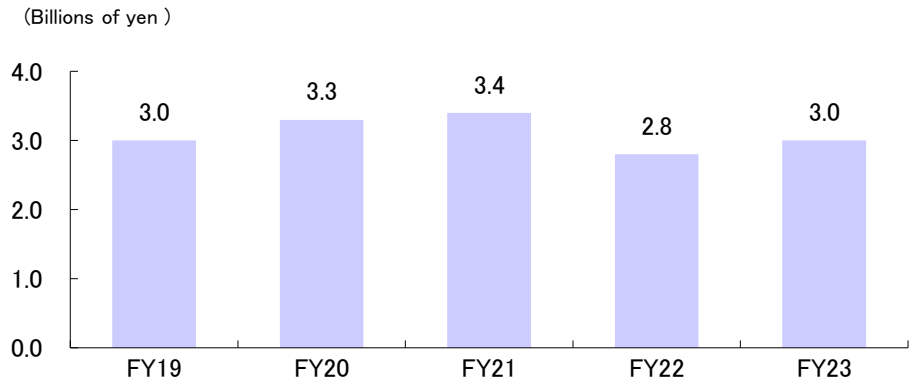
Family  
Prima

## Trends in Market Scale and Share

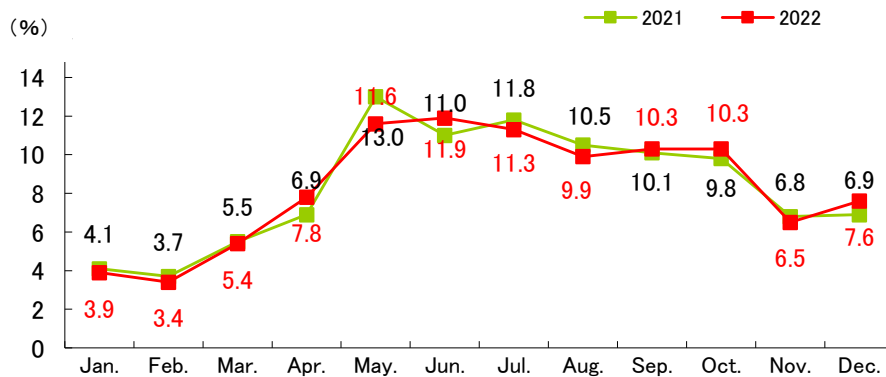


## Trends in Net Sales

Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.



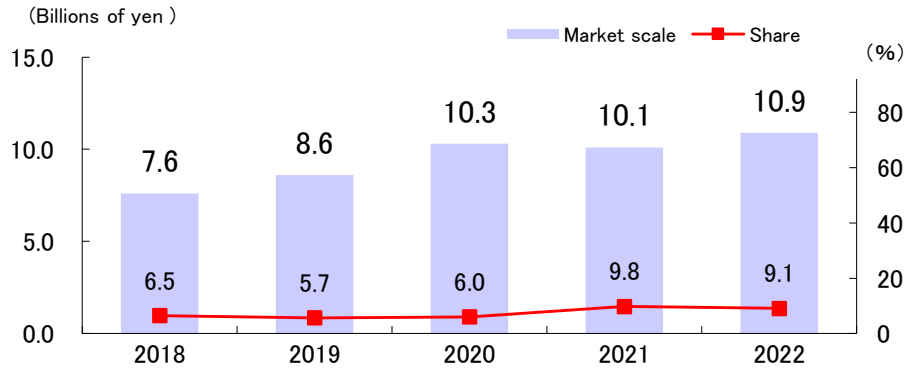
## Seasonal Indices



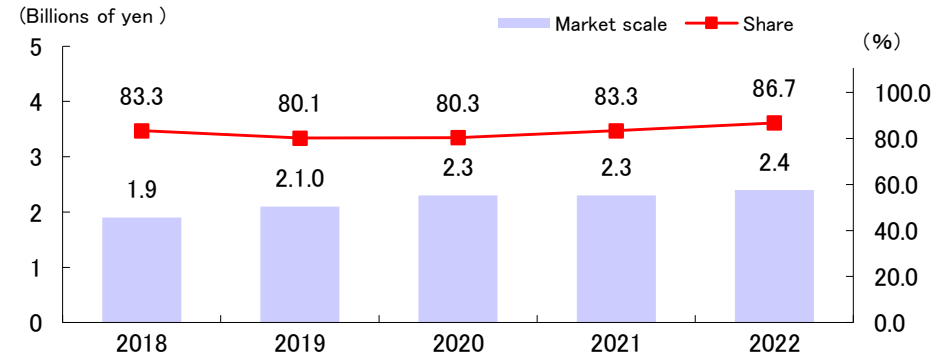
## Salient Business Features and Strengths



## Trends in Washing Tub Cleaner Market Scale and Share

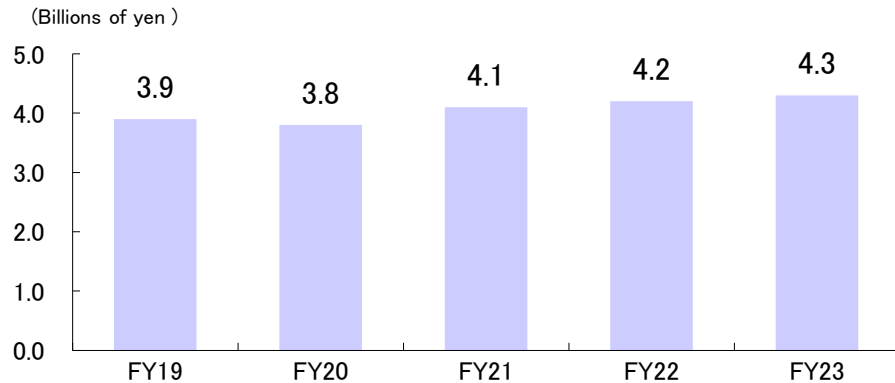


## Trends in Rice Storage Insect Infestation Protection Product Market Scale and Share



## Trends in Net Sales

Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.



## Salient Business Features and Strengths



Senjo-Riki  
Toilet cleaner



Ohisama no  
Sentaku



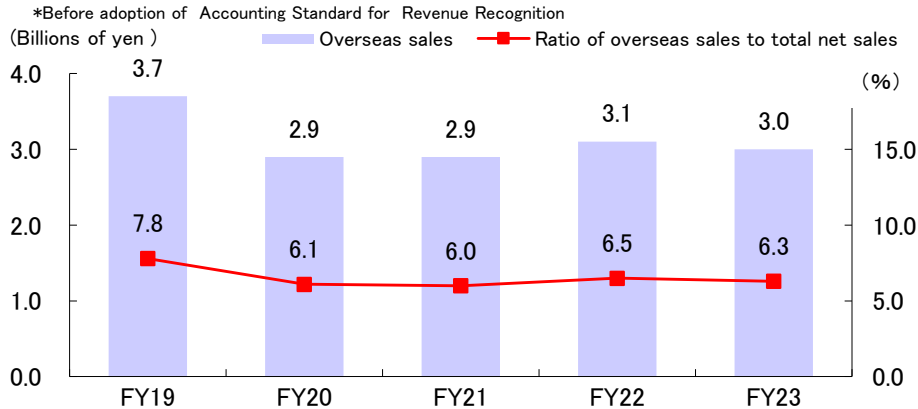
Shinsen  
-ban



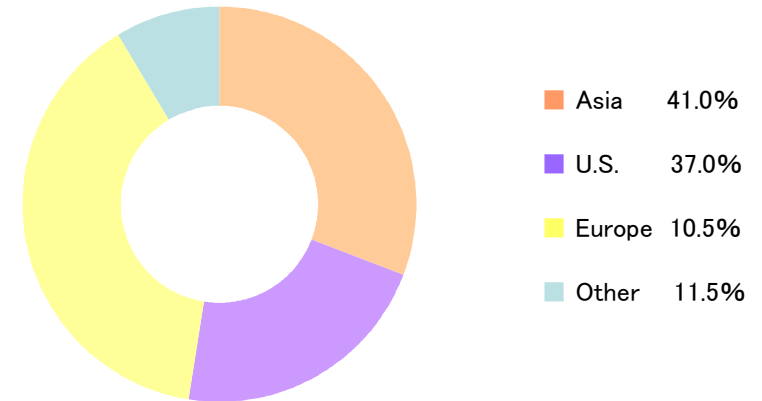
Mori Labo  
Pollen measures



## Trends in Overseas Sales and the Ratio of Overseas Sales to Total Net Sales



## Breakdown of Sales by Overseas Region (Non-Consolidated) (FY2023)



## Overseas Bases

Country	Company Name	Principal Business Activities
① South Korea	Aekyung S.T. Co., Ltd. (South Korea)	Sale of deodorizers and air fresheners/household goods
	S.T. Korea Corporation (South Korea)	Production of deodorizers and air fresheners/dehumidifiers
② Taiwan	Family Glove Co., Ltd. (Taiwan) ※ <sup>1</sup>	Production and sale of gloves
③ Thailand	S.T. (Thailand) Co., Ltd. ※ <sup>2</sup>	Production of deodorizers and air fresheners/gloves
	Shaldan (Thailand) Co., Ltd.	Production and sale of deodorants and homecare products



Notes: 1. ISO14001/9001-certified plants 2. ISO9001-certified plants

Taking full advantage of the complementary nature of the three companies' operating domains, efforts are being made to ensure mutual growth and development as well as increased profitability.

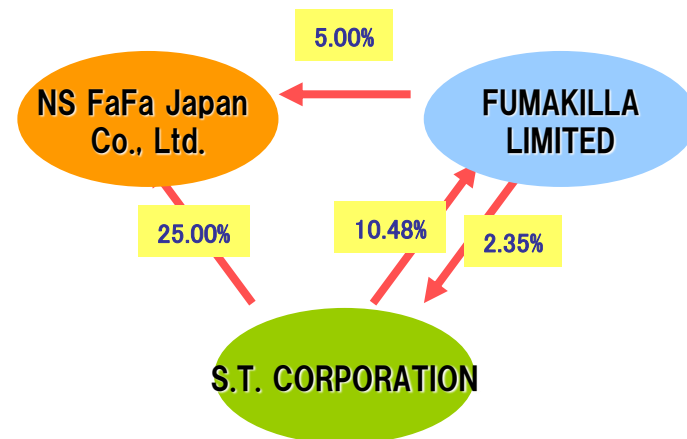
## Details of the Business Alliance

**Development:** Joint research and development utilizing the research technologies and know-how of all three companies.

**Sales and Marketing:** Mutual use of each company's sales and marketing channels in Japan and overseas; sales promotional support as well as joint activities.

**Procurement:** Mutual use of each company's manufacturing facilities in Japan and overseas; reduction in costs through the sharing and standardization of materials across-the-board.

**Logistics:** Reduction in costs through the mutual use of logistics infrastructure.



Shareholding ratio (as of March 2016)

	S.T. CORPORATION	FUMAKILLA LIMITED	NS FaFa Japan Co., Ltd.
Business Details	Production and sale of deodorizers and air fresheners/mothproofing agents/gloves/dehumidifiers and related products.	Production and sale of pesticides/household products/gardening supplies and related products.	Production and sale of clothing detergents/fabric softeners/personal care products.
Strengths	<ul style="list-style-type: none"> <li>◎ Shoshu-Riki series</li> <li>◎ Mushuda series</li> <li>◎ Drypet series</li> </ul> <ul style="list-style-type: none"> <li>☆ <u>Boasts numerous leading brands</u></li> <li>☆ <u>Outstanding marketing and sales capabilities</u></li> </ul>	<ul style="list-style-type: none"> <li>◎ Vape series</li> <li>◎ Barrier series of insect repellents</li> <li>◎ Kadan series</li> </ul> <ul style="list-style-type: none"> <li>☆ <u>Excellent research and development capabilities</u></li> <li>☆ <u>Good performance in overseas markets</u></li> </ul>	<ul style="list-style-type: none"> <li>◎ FaFa series</li> <li>◎ Workers series</li> <li>◎ "Make a new habit!" series</li> </ul> <ul style="list-style-type: none"> <li>☆ <u>Strong expertise in developing environmentally conscious products</u></li> <li>☆ <u>Boasts numerous annual merchandise</u></li> </ul>



## The Four Effects of a Functional Tree Extract

- Reduce air pollution
- Promote an antioxidant function
- Eliminate odors
- Promote a forest bathing effect

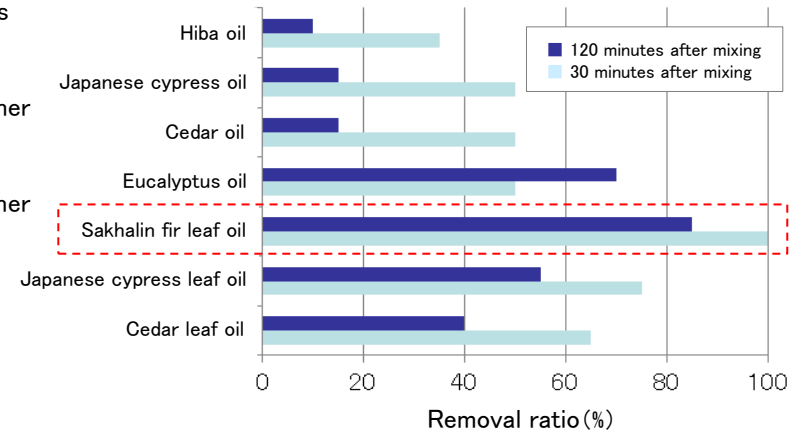
## Addressing Social and Environmental Issues Through Collaboration with Research Institutes and Local Communities

The S.T. CORPORATION Group's Japan Aroma Laboratory Co., Ltd. has been working in cooperation with the Forestry and Forest Products Research Institute to research and develop functional tree extracts. This initiative also marked the start of our technology brand called the Clear Forest.

This functional tree extract helps to purify the air of car exhaust and other emissions while reducing environmental air-borne pollutants such as nitrogen dioxide (NO<sub>2</sub>), which are recognized as a major cause of poor health including asthma. Moreover, the functional tree extract boasts other positive attributes including an antioxidant function and a forest bathing effect while facilitating the elimination of odors.

In the Clear Forest business, we aim to create a new market, cooperate with existing business sections, and so on, based on the new value of purifying such contaminated air.

## Comparative Analysis of the Nitrogen Dioxide Removal Capability Using Essential Tree Oil Gas



## Overview of the Clear Forest Business

Operating Processes	Collecting and Transporting Residual Materials	Crushing and Packaging	Extracting Essential Liquid and Purified Water	Quality Control	Developing Products
Operating Details	<ul style="list-style-type: none"> <li>• Collect foliage and trimmings (residual materials) abandoned in forestlands</li> <li>• Transportation</li> </ul>	<ul style="list-style-type: none"> <li>• Sort residual materials and package into bags for removal</li> </ul>	<ul style="list-style-type: none"> <li>• Extract</li> <li>• Manage</li> </ul>	<ul style="list-style-type: none"> <li>• Check ingredient quality</li> <li>• Check for controlled substances</li> <li>JIRA (essence)</li> </ul>	<ul style="list-style-type: none"> <li>• Develop, manufacture, and market products</li> </ul>
Partners	HOKUTO Co., Ltd			Japan Aroma Laboratory Co., Ltd	S.T. CORPORATION
Intellectual Property	The transportation of residual forestland materials, other	Extraction equipment, other		Ingredients, other	

# Systems for Overseeing and Supporting Business Administration

## Contents

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1	Corporate Governance (1)	2 1
2	Corporate Governance (2)	2 2
3	Risk Management and Compliance	2 3

We consider that Corporate Governance is a Systems for Overseeing Administration for Sustainable Co-growth of Enterprises and Society.

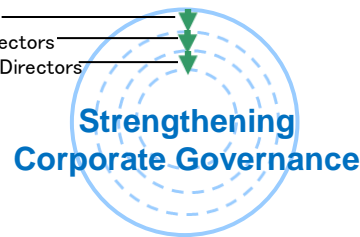
## 《Description of Corporate Governance》

We are aiming for the sustainable co-growth of enterprises and society. We think of corporate governance as a system that supervises our activities toward that goals. It is important to develop an environment for securing the transparency and fairness of management facilitating active decision making, and disclosing information properly. We recognize that shareholders, society and the environment entrust us with valuable managerial resources, and aim to realize the sustainable growth of society and the environment and create corporate value in the medium to long terms, in cooperation with stakeholders, and will fulfill our accountability.

## 《Development of Corporate Governance System》

In June 2004, in order to enhance oversight function of the Board of Directors and the quality of management and enrich management practices such as prompt decision-making and agile execution of operation, the Company was reorganized into a company with committees (currently company with three committees), which is more transparent and fair and in which outside directors account for the majority of board members. In June 2008, a female director was appointed for the first time, and in June 2023, female directors make up 33% of the board (one out of seven executive officers is also woman). In addition, we appoint outside directors with a wide array of knowledge, experience and skills such as management, marketing, accounting and legal affairs, etc. Since 2015, a board evaluation has been also conducted on annual basis to improve the effectiveness of the Board.

- 2004: Company with Committees
- 2008: Appointment of Female Directors
- 2015: Evaluation of the Board of Directors



## 《Remunerations of Directors and Executive Officers》

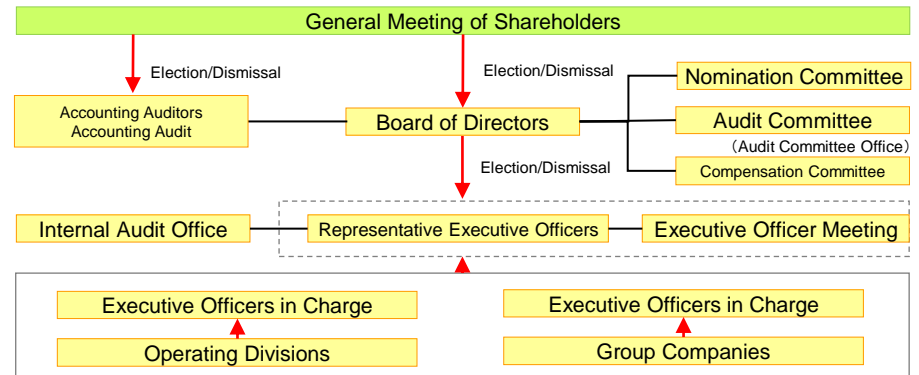
The Compensation Committee sets and determines the remuneration policy. The remuneration system was revised on April 30, 2015 at the Compensation Committee, so that executive will be able to align interests with shareholders as they seek sustainable mid-term to long-term growth of corporate value. Moving towards the goal of mutual interests with shareholders, points are given to executive officers according to business results of each term, and a share remuneration system is adopted where shares are provided upon their retirement as part of a medium to long-term incentive.

## 《Overview of Corporate Governance》

(Years Ended March, 31.2023)

Governance Type	Company with three committees
Number of Board Members	10
Number of Outside Directors	5 (50%)
Number of Independent Outside Directors	5 (Notified as the independent outside directors designated by the Tokyo Stock Exchange)
Board Diversity	4 female directors (40.0%)
Number of Board Meetings Held per Year	9 times
Average Attendance Rate of Board Meetings	100%
Director's Term	1 year
Chairman and CEO	One person serving as both
Nomination Committee	5 members (3 outside directors; chaired by an outside director; meetings held 4 times per year)
Audit Committee	5 members (5 outside directors; chaired by an outside director; meetings held 6 times per year)
Compensation Committee	3 members (3 outside directors; chaired by an outside director, meetings held 4 times per year)

## 《Corporate Governance Structure》



## 《Board Composition》

(As of June 20, 2023)

Directors	Nomination Committee	Audit Committee	Compensation Committee	Name
Chairman of the Board	○			Yo Kozuki ◎
Director				Seiichi Nishida ◎
Director				Kaoru Yonemoto ◎
Director	○		○	Koichi Yoshizawa ◎
Director (Outside Director) ☆	○	○	○	Shinzo Maeda
Director (Outside Director) ☆	●	○	○	Shoichiro Iwata
Director (Outside Director) ☆	○	●		Hiroko Noda
Director (Outside Director) ☆		○		Yoko Wachi
Director (Outside Director) ☆		○	●	Masayoshi Miyanaga
9 directors (Five of whom are outside directors)	5 members	5 members	4 members	

●: Chairperson ○: Committee member ◎: Holds the concurrent position of executive officer  
 ☆: Independent Outside Director

## 《Areas of Executive Officer Responsibility》

(As of November 1, 2023)

Executive Officers	Responsibilities	Name
President & CEO	Overall management In charge of Customer First Promotion Division, New Business Development, Strategic Investment Office	Yo Kozuki ◎
Executive Vice President & CDO※	In charge of the Corporate Value Enhancing Division	Seiichi Nishida ◎
Senior Managing Executive Officer	In charge of the International Business Division	Kaoru Yonemoto ◎
Managing Executive Officer	In charge of the Business Administration Division and responsible for Domestic Group Companies	Koichi Yoshizawa ◎
Executive Officer	In charge of the Sales Division	Naruaki Hashimoto
Executive Officer	In charge of the Manufacturing Division	Hideki Naito
Executive Officer	In charge of the Research & Development	Yosuke Maeda
Executive Officer	In charge of the Domestic Business Division and Marketing Planning Division	Kazunari Yamamoto

◎: Holds the concurrent position of director  
 ※: Chief Digital Officer

## Internal Control

For internal control, we promote system development in order to secure the adequacy of organizational business operation. In order to accomplish organizational goals effectively, efficiently, and properly, opinions inside and outside the company are constantly grasped and improvements are continuously made, while organizing rules and business processes.

## Risk Management

### «Risks S. T. Bears»

It is one of key focuses of the board and senior management to recognize risks, grasp the current status of each risk, and manage them properly and such management of risk is indispensable in order to conduct businesses successfully in a long period of time. The major risks S. T. faces are the effects of material prices, the influences of natural disasters and international situations on production, the uncertainty of sales due to weathers, and new businesses.

### «Risk Management System»

For risk management, S. T. CORPORATION promotes the development of systems for preventing various management risks and minimizing possible damages. We established rules for risk management and organized the risk management committee which covers the entire group including all subsidiaries, in order to put in place the risk management system and set rules for how to react to events. The risk management committee reports risk management activities to the representative executive officer, the executive officer meeting, and the audit committee, and the audit group checks to ensure these systems work effectively.

### «Production of a Business Continuity Plan (BCP)»

S. T. CORPORATION has produced action plans for responding to disaster, etc., and business continuity plans, including emergency drills, from the viewpoint of social responsibilities.

## Compliance

### «Policy for Compliance»

As for compliance, S. T. CORPORATION observes not only laws, and regulations but also internal and external rules, ethics, and social norms; fulfills social corporate responsibilities by putting its management philosophy and codes of conduct into practice; and strives to maintain and improve the trust of stakeholders.

### «Compliance System»

S. T. CORPORATION established the compliance committee, to report its resolutions to the representative executive officer, the board of executive officers, and related groups, and its activities to the audit committee.

### «In-company Educational Activities»

We conduct the following activities for enhancing employees' awareness of compliance further:

- To enact a code of conduct and a whistle-blowing center.
- To upload the collection of compliance-related cases to the Intranet.
- To distribute an email magazine and news for education to every office of the company. (send once a month for each)
- To conduct company-wide questionnaire survey. (once a year)
- To conduct company-wide compliance test for self-checking. (twice a year)



# Sustainability



# Information by Sustainability

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## Corporate Philosophy

誠 実

Sincerity

## Management Philosophy

1. To fulfill our mission of giving our service to society and earning society's trust, S.T. constantly works to improve its products, and to create unique products that our customers can trust absolutely.
2. To achieve the company's sustained prosperity, S.T. ensures its workplaces provide an environment where its employees can earnestly work with hope and pride.
3. Always valuing harmony and courtesy, S.T. strives to be the best company as regards winning the absolute trust of our customers, other concerned people and society at large.

## Corporate Slogan

“Refreshing the Air”

We want to refresh the air in your home and your life.  
We want to refresh the air in your store and your office.  
We want to refresh the air all over Japan.

As a first step, we're refreshing the air around us.

With a refreshing approach to research and products.  
A refreshing attitude in our marketing and sales.  
And refreshingly new concepts in our advertising and publicity.

We're always offering our customers new proposals.  
Proposals that help by refreshing the air.

## Origin of the Company's Name



### 《Derivation of the Company Name》

The “ST” of S.T. Corporation derives from a formulation of the first tenet of our management philosophy: our mission of giving our **S**ervice to society and earning society's **T**rust, and of creating **S**uper **T**op products.

### 《The Baby Chick Logo》

Familiar to and enjoyed by many of our customers, our baby chick corporate logo symbolizes S.T. Corporation. The logo reflects our corporate stance of being healthy, refreshing, sincere, modest and always happily facing up to the next challenge.

### 《Innovative and Creative Products》

In 2006 S.T. took the opportunity of the 60th anniversary of its founding to adopt the new corporate slogan of “Refreshing the Air.” This slogan encapsulates our vision of refreshing the air throughout the world by providing innovative and creative products through all our business activities.

## Input

### Social and Related Capital

Favorability Ranking of Companies: 138<sup>th</sup>  
 Operating income: 3,251 million yen  
 Stock price: 1,527 yen

\* All values as of the end of March 2022

### Human Capital

Number of employees: 859 (consolidated)  
 Number of employees: S.T. Group (in Japan) 750  
 Number of employees:  
 562 (including 218 women)  
 Non-regular employment  
 188 people (including 124 women)

\*The number of employees, including females, and the number of non-regular employees, including females are those of S.T. Group (in Japan).  
 \*Non-regular employment includes both contract employees and commissioned employees.

### Natural Capital

Fuel usage: 14,439 GJ  
 Electricity consumption: 6,833 MWh  
 Water consumption: 49,137m<sup>3</sup>

\* All of them are for ST Group (in Japan)

### Financial Capital

Free cash flow: 997 million yen  
 Interest-bearing debt: 497 million yen  
 Equity ratio: 70.4%

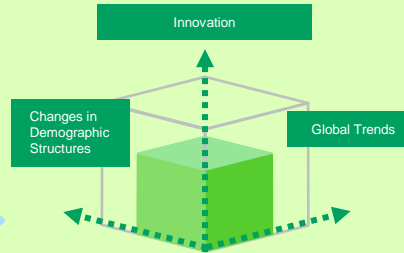
\* Free cash flow is the value at the end of the fiscal year ended March 2022.

## Value Creation Activities

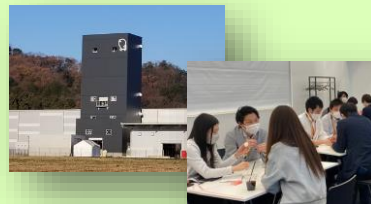
### Business Activities

Manufacturing and selling products that make life more comfortable using our product development capabilities, on-site capabilities, and communication capabilities

### Direction of Growth



### Sustainability



Initiatives for climate change, resources recycling, occupational health and safety, work-life balance, diversity and inclusion, human resources development, compliance, etc.

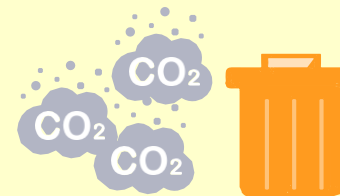
## Output

### Product



Air Care: Sales of 19.8 billion yen  
 Cloth Care: Sales of 8.0 billion yen  
 Thermal Care: Sales of 4.7 billion yen  
 Hand Care: Sales of 5.8 billion yen  
 Humidity Care: Sales of 3.0 billion yen  
 Home Care: Sales of 4.3 billion yen

### Environmental and Social Impact



Total CO2 emissions (Scopes 1 and 2):  
 3,055 t-CO2  
 Total weight of waste: 1,362 tons  
 Total annual working hours per person:  
 1,716 hours

\* All of them are for ST Group (in Japan).

## Outcome

### Benefit

**Our unique air-care core technologies eliminate discomfort in life and make you feel comfortable.**



Favorability ranking of companies: 121<sup>th</sup>  
 Operating income: 2,416 million yen  
 Stock price: 1,563 yen

\*We are referencing the Corporate Favorability Ranking from the Nikkei Image Survey, Business Person Favorability Edition.

# Primary Measures

	Material Issues	Theme	KPI	Results in FY 3/2023	Goals for FY 3/2024
Business	Responding to changes in consumer values and lifestyles	<ul style="list-style-type: none"> <li>Strengthening product development using Clear Forest, our unique air-care core technology that is natural and has functional properties</li> <li>Strengthening development of business models and ecosystems through new models</li> </ul>		<ul style="list-style-type: none"> <li>Sale of “S.T. Pet”</li> <li>Release of “Double-layered toilets for cats” developed by combining Clear Forest and Shoshu-Riki</li> </ul>	<ul style="list-style-type: none"> <li>To enrich the lineup of products of “S.T. Pet”</li> </ul>
Environment	Adapting to a decarbonized society	<ul style="list-style-type: none"> <li>Climate change</li> </ul>	<ul style="list-style-type: none"> <li>Reduction of total CO<sub>2</sub> emissions</li> </ul>	<ul style="list-style-type: none"> <li>Scopes 1 and 2: 3,055 t-CO<sub>2</sub></li> <li>To obtain a third-party guarantee</li> </ul>	<ul style="list-style-type: none"> <li>Scopes 1 and 2: 1,424 t-CO<sub>2</sub></li> </ul>
	Coping with the depletion of resources and adapting to the circular economy	<ul style="list-style-type: none"> <li>Resources recycling</li> </ul>	<ul style="list-style-type: none"> <li>Reduction of total waste amount</li> </ul>	<ul style="list-style-type: none"> <li>1,362 t</li> </ul>	<ul style="list-style-type: none"> <li>To set goals and execution plans by the end of this term</li> </ul>
Society	Dealing with business risks related to human rights	<ul style="list-style-type: none"> <li>Human rights</li> </ul>	<ul style="list-style-type: none"> <li>Formulation of policies and management systems</li> </ul>	<ul style="list-style-type: none"> <li>The board of directors determined policies.</li> </ul>	<ul style="list-style-type: none"> <li>In-house education and awareness building</li> </ul>
	Building a working environment where diverse employees can work with satisfaction and peace of mind	<ul style="list-style-type: none"> <li>Occupational health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Reduction of long working hours</li> </ul>	<ul style="list-style-type: none"> <li>Total working hours per person per year: 1,716 h</li> </ul>	<ul style="list-style-type: none"> <li>Total actual working hours per person per year: 1,730-h level</li> </ul>
		<ul style="list-style-type: none"> <li>Work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>Promotion of development of a comfortable working environment for each stage in life</li> </ul>	<ul style="list-style-type: none"> <li>Ratio of employees who have taken annual paid leave: 60%</li> </ul>	<ul style="list-style-type: none"> <li>Ratio of employees who have taken annual paid leave: 65%</li> </ul>
		<ul style="list-style-type: none"> <li>Diversity and inclusion</li> </ul>	<ul style="list-style-type: none"> <li>Enhancement of promotion of development of systems and working environments in which women can flourish</li> </ul>	<ul style="list-style-type: none"> <li>Ratio of female managers: 15.1%</li> </ul>	<ul style="list-style-type: none"> <li>Ratio of female managers: 20%</li> </ul>
		<ul style="list-style-type: none"> <li>Human resources development and skill development</li> </ul>	<ul style="list-style-type: none"> <li>Enhancement of production of personnel who can create and execute new businesses</li> </ul>	<ul style="list-style-type: none"> <li>Start of next-generation transformation programs</li> </ul>	<ul style="list-style-type: none"> <li>To continue next-generation transformation programs</li> </ul>
Strengthening ESG risk management in the supply chain	<ul style="list-style-type: none"> <li>Responsible procurement</li> </ul>	<ul style="list-style-type: none"> <li>Formulation of policies and management systems</li> </ul>	<ul style="list-style-type: none"> <li>Improvement of procurement policies and guidelines for responsible procurement</li> </ul>	<ul style="list-style-type: none"> <li>Start of pre-operation this term</li> </ul>	
Management	Responding to social demand beyond laws and regulations	<ul style="list-style-type: none"> <li>Stakeholder engagement</li> </ul>	<ul style="list-style-type: none"> <li>Development of systems in which the voice of stakeholders can be reflected in our business administration</li> </ul>	<ul style="list-style-type: none"> <li>Dialogue with intellectuals</li> <li>Revision to integrated reports</li> </ul>	<ul style="list-style-type: none"> <li>Dialogue with intellectuals</li> <li>To enrich integrated reports</li> </ul>

# Company Information

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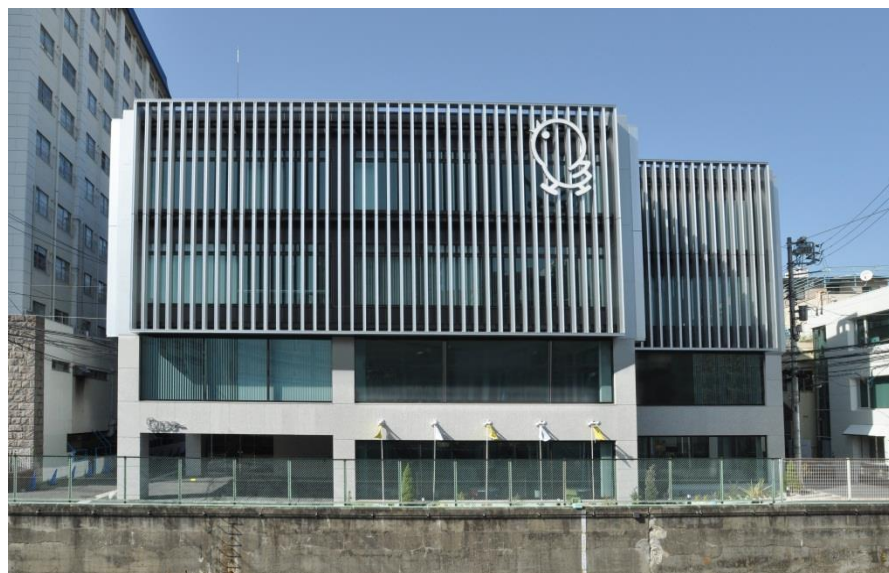
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(As of April 1, 2023)

Company Name :	S.T. CORPORATION
Headquarters :	4-10, Shimo-ochiai 1-chome, Shinjuku-ku, Tokyo 161-8540, Japan TEL.03 (3367) 6111
Establishment :	August 1948
Fiscal Year-end :	March 31
Common Stock :	¥7,065,500,000
Employees :	Consolidated: 859 / Non-consolidated: 441 (excluding part-time and temporary employees)
Listed Stock Exchange :	Tokyo Stock Exchange, PRIME

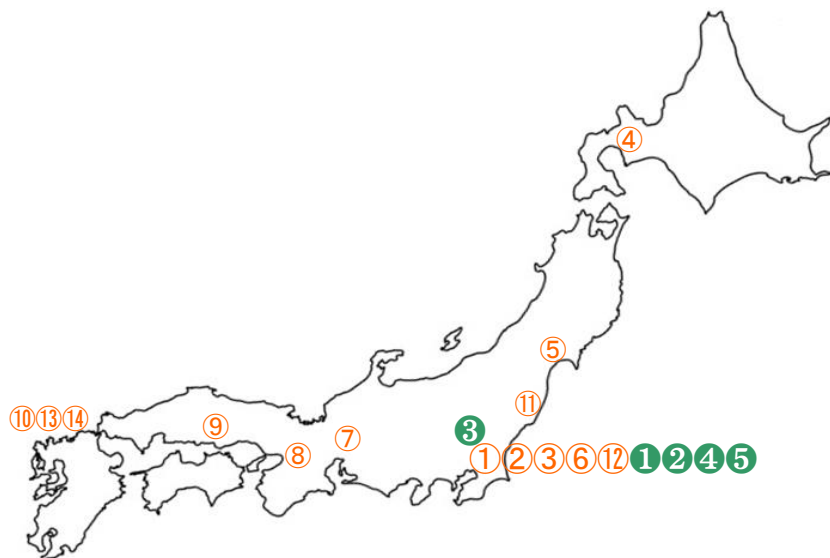
(As of November 1, 2023)

Affiliated Companies :	<b>Consolidated Subsidiaries :</b>
	• S.T. PRO Co., Ltd.
	• S.T. Business Support Co., Ltd.
	• S.T.MYCOAL CO.,LTD
	• S.T. (Thailand) Co., Ltd.
	• Family Glove Co., Ltd.(Taiwan)
	• S.T. Korea Corporation (South Korea)
	• Shaldan (Thailand) Co., Ltd.
	<b>Non-Consolidated Subsidiary Companies Not Accounted for by the Equity Method :</b>
	• Japan Aroma Laboratory Co., Ltd.
	• CODE Meee Inc.
	<b>Affiliated Companies Accounted for by the Equity Method :</b>
	• Aekyung S.T. Co., Ltd. (South Korea)
	• NS FaFa Japan Co., Ltd.
	<b>Other Affiliated Company :</b>
	• Shaldan Co., Ltd.



Headquarters (STR CENTER)





















# Location (Business offices and group companies)
























Business Offices	
① Headquarters (STR CENTER)	⑧ Kinki Branch
<b>【Research Bases】</b>	⑨ Chugoku-Shikoku Branch
② R&D Center	⑩ Kyushu Branch
<b>【Operating Bases】</b>	<b>【Manufacturing Bases】</b>
③ Chained Retailer Sales Section 1 & 2	⑪ Fukushima Plant
④ Hokkaido Sales Office	⑫ Saitama Plant
⑤ North Japan Branch	⑬ Kyushu Plant
⑥ Tokyo Metropolitan Branch	⑭ Kyushu Plant, Kokura Office
⑦ Chubu Branch	

Affiliated Companies (Japan)
① S.T. PRO Co., Ltd.
② S.T. Business Support Co., Ltd.
③ S.T.MYCOAL CO.,LTD
④ Japan Aroma Laboratory Co., Ltd.
⑤ CODE Meee Inc.


















Affiliated Companies (Asia)
⑥ S.T.(Thailand)Co., Ltd.
⑦ Family Glove Co., Ltd.(Taiwan)
⑧ S.T. Korea Corporation(South Korea)
⑨ Shaldan(Thailand)Co., Ltd.
⑩ Aekyung S.T. Co., Ltd.(South Korea)

Company Milestones	Air Fresheners and Deodorizers	Mothproofing Agents	Dehumidifiers	Gloves · Warmers · Others
1946 S.T. Chemical Plant founded 1948 Establishes S.T. Chemical Industries Co., Ltd. 		1946 Commences the production of mothproofing agents Suishounou at the Time of Foundation 		1960 Launches household gloves Jab and Family 
1964 Establishes Saitama Plant in Horjo City, Saitama Prefecture				
1974 Establishes Iwaki Plant in Iwaki City, Fukushima Prefecture 	1971 Launches Air Fresheners Air Shaldan and Shaldan Ace 1978 Launches Air Fresheners Shaldan Liquid  	1976 Launches mothproofing agent Neopara Corner 1977 Launches mothproofing agent Neopass 1979 Launches mothproofing agent Neopara Ace  		
1982 Changes company name to S.T. Chemical Co., Ltd 1984 Public offering of shares for OTC trade with the Japan Securities Dealers Association 1986 Shares listed on Second Section of Tokyo Stock Exchange 1988 Establishes joint venture Family Glove Co., Ltd. (Thailand) Establishes joint venture Family Glove Co., Ltd. (Taiwan) Establishes joint-venture company Shaldan (Thailand) Co., Ltd. Establishes Moji (Kyushu) Plant in Kita-Kyushu City, Fukuoka Prefecture	1983 Launches Air Fresheners My Shaldan and Shaldan Stained  	1988 Launches mothproofing agent Mushuda  	1981 Launches dehumidifier Drypet 1984 Launches dehumidifier Drypet for wardrobes 1988 Launches the dehumidifier Drypet Skitto (disposable) 	
1991 Shares designated for First Section of Tokyo Stock Exchange 1993 Establishes Shaldan (Philippines), Inc. 1995 Establishes Japan Corporation Co., Ltd. 1998 Launches the “lean yet robust company” as well as “selection and focus” initiatives (Takashi Suzuki, president) 1999 Relocates Osaka Branch to Suita City, Osaka 2000 Splits off S.T. Trading Co., Ltd.	1999 Launches Air Fresheners Shoshu-Pot 2000 Launches Air Fresheners Shoshu-Riki and deodorizer Dashu-Tan   	1994 Launches the mothproofing agent Mushuda (cover style) 1997 Launches mothproofing agent Mushuda for closets 2000 Launches the mothproofing agent Mushuda one-year mothproofing  		1994 Launches the cleaner Ultra-Powers Washing Tub Cleaner 



Company Milestones	Air Fresheners and Deodorizers	Mothproofing Agents	Dehumidifiers	Gloves • Warmers • Others
<p>2001 Establishes S.T. R&amp;D Center                      2002 Consolidates 3 plants and 5 bases in Japan to 3 bases                      2003 Splits off S.T. Auto Co., Ltd.                      Forms sales and office-work tie-up with Mycoal Co., Ltd.                      2004 Commences Refreshing the Air Project                      Establishes Japan Aroma Laboratory Co., Ltd.                      Forms sales and office-work tie-up with Sumitomo 3M Limited                      Adopts Company With Committees system                      Establishes 3M S.T.Hanbai Co., Ltd.                      2005 Manufactures and sells deodorants and air fresheners at PT. FUMAKILLA INDONESIA                      Establishes S.T. Business Support Co., Ltd.                      2006 Commences sales at U.S.-based Walmartstores (Dehumidifiers • Air Fresheners)                      2007 Forms office-work tie-up with Aekyung Industrial Co., Ltd. and ITOCHU Korea Ltd. in South Korea                      Establishes Aekyung S.T. Co., Ltd.                      Establishes S.T. Korea Corporation                      Reforms corporate organization after establishing new business framework (Kaonzo Kobayashi, president)                      Changes corporate name to S.T. Corporation                      2009 Launches the “design revolution” as well as “workplace reform” initiatives (Takashi Suzuki, president)</p> <p>2010 Launches the “fragrance revolution” and “S.T. Reformation”                      Entering into an Alliance with FUMAKILLA LIMITED                      Terminates sales and business alliance with Sumitomo 3M Limited</p>	<p>2001 Launches plug-type electronic Air Fresheners Shoshu-Plug</p>   <p>2005 Launches “Washing the Air” Air-Wash Mist spray</p>  <p>2006 Launches plug-type electronic Air Fresheners Shoshu-Plug Illuminated</p>  <p>2008 Launches electronic Air Fresheners Shoshu-Plug Autospray</p>  <p>2009 Complete design renewal of Shoshu-Plug Autospray and Shoshu-Plug under the Design Revolution</p> <p>2010 Launches the stick-type air freshener My Aroma Stick and the deodorizer Gomi bako no Shoshu-Riki</p>  	<p>2003 Launches the mothproofing agent Mushuda (cover style)</p>  <p>2007 Launches the mothproofing agent Mushuda for walk-in closets</p>  <p>2010 Launches the mothproofing agent Kaori Mushuda</p> 	<p>2002 Launches the dehumidifier Drypet Compact</p>  <p>2004 Launches the dehumidifier Bincho-Tan Drypet</p>  <p>2005 Launches the dehumidifier Bincho-Tan Drypet for shoes</p>  <p>2006 Launches the dehumidifier Bincho-Tan Drypet Futon Kaiteki Sheet</p>  <p>2010 Launches the dehumidifier Bincho-Tan Drypet for boots</p> 	<p>2003 Launches the insect repellent for rice bins Kome-Touban and the warmer Onpacks</p>   <p>2007 Launches the cleaner Powers Baking Soda Scrubber</p>  <p>2008 Launches the dish-washing detergent FRESH-UP</p>  <p>2010 Launches the ion generator Virus Attacker and the shoe cleaner Ohisama no Sentaku</p>  

# History (2011 to the Present)

Company Milestones	Air Fresheners and Deodorizers	Mothproofing Agents	Dehumidifiers	Gloves · Warmers · Others
<p>2011 Commences the Clear Forest business</p>   <p>2012 Concludes a three-company capital and business alliance with NS FaFa Japan Co., Ltd.</p>  <p>2013 Completion of the Company's headquarters (STR CENTER)</p> <p>2014 Changes company name form Family Glove Co.,Ltd.(Thailand) to S.T.(Thailand)Co.,Ltd. Conducts an absorption type merger of S.T.Auto Co.,Ltd.</p> <p>2015 Conducts an absorption type merger of Japan Corporation Co., Ltd.</p> <p>2018 Establishes S.T. MYCOAL Co., Ltd.</p> <p>2019 Acquired ZETA S.R.L. (Italy)</p> <p>2020 Changes company name form S.T. Trading Co., Ltd. to S.T. PRO Co., Ltd.</p> <p>2021 Sold ZETA S.R.L. (Italy)</p> <p>2022 Sold Shaldan (Philippines), Inc.</p> <p>2023 Acquired CODE Meee Inc.</p>	<p>2011 Launches the insect repellent Air Fresheners Gomi bako no Shoshu-Riki Kobae yoke kouka Plus</p>   <p>2014 Launches Air Fresheners Kuruma no Shoshu-Riki</p>   <p>2015 Launches Air Fresheners SHALDAN and Shoshu-Riki</p> <p>2016 Launches Air Fresheners Shoshu-Riki kinou-Plus</p>   <p>2017 Launches deodorizer Dashu-Tan—Smell removing paper</p> 	<p>2020 Tick repellent Mushuda</p> 	<p>2018 Drypet Clear</p> 	<p>2011 Launches the futon spray Ohisama no Shoshu, an automatic electrically powered insect repeller, and the household radiation detector Air Counter</p>   <p>2012 Launches the household radiation detector Air Counter S Aroma humidifier Moistpet</p>  <p>2013 Clear Forest Car</p>  <p>2017 Launches cleaner Senjou-riki—Foamy toilet cleaner</p>  <p>2018 Pollen measures Mori Labo</p> 