

# Corporate Profile 2025

Year Ended March 31, 2025

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(As of April 1, 2026)

### 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, 2024 to March 31, 2025

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+ “estimated sales scale”, “market shares” (both in value terms). “deodorizers (for refrigerators)” during a 3-year period from 2022 to 2024, “mothproofing agents for food” during a 4-year period from 2021 to 2024, “disposable warmers, excluding those for the eye parts” during a 1-year period from April 2024 to March 2025, other items during a period from January to December 2024, “deodorizers and air fresheners (excluding those for clothes and for car and anti-virus ones)”, “pet care (for cats: system litter box, cat litter, deodorizing sheets)” and “mothproofing agents (excluding those for dolls)”.

\*The definition of the market is set by S.T.CORPORATION’s own setting.

# Our Value Creation

## Contents

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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.



Ideas to touch the heart  
for moments with smiles.

We all live share the air people breathe.

At S.T., we are with the air people breathe  
at various stages of life.

Amidst busy schedules, one may only feel it in brief moments.  
However, we want those moments to be slices of relief,  
a time to return to normality and feel refreshed and re-motivated.  
A time to smile.

We believe that small, daily smiles can be  
the driving force for great happiness.

That's why we give our customers the utmost care.  
What makes people happy?  
What innovations would make people feel joy?  
How can we make people love our products?

Through ideas unlike any others, we strive to touch hearts,  
giving people a part of our day.  
Imagine the smiles you'll have today.

# About S.T. CORPORATION

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- 2 Business Overview . . . . . 7
- 3 Financial Highlights 1 . . . . . 8
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## We have many **Unique Brands** in Niche Markets.



SHOSHURIKI



DASHUTAN CHARCOAL



KOMETOBAN



MUSHUDA



DRYPET



• Grasping people’s imagination when they hear about, see and use our products  
 « the driving force behind our product development activities »

Market size, market shares, and seasonal indices are based on the data of INTAGE Inc.'s SRI+ "estimated sales scale", "market shares" (both in value terms), "deodorizers (for refrigerators)" during a 3-year period from 2022 to 2024, other items during a period from January to December 2024, "deodorizers and air fresheners (excluding those for clothes and for car and anti-virus ones)", and "mothproofing agents (excluding those for dolls)".

\*The definition of the market is set by S.T.CORPORATION's own setting.

If you use data regarding market share and ranking, please also provide the source of the data.

(Years Ended March, 31.2025)

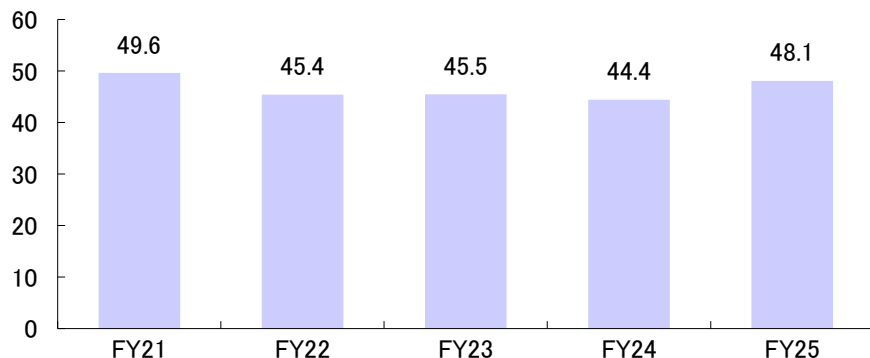
Business by Categories		Composition of Net Sales	Strengths	Market Share		Salient Features
Category	AIR Care	43.9%	<ul style="list-style-type: none"> <li>• SHOSHURIKI</li> <li>• DASHUTAN CHARCOAL</li> </ul>	Air Fresheners 25% (3)	Refrigerator Deodorizers 82% (1)	<ul style="list-style-type: none"> <li>• Growth Driver</li> </ul>
	PET Care	7.5%	<ul style="list-style-type: none"> <li>• NYANTOMO</li> </ul>	Pet Care 10% (2)		<ul style="list-style-type: none"> <li>• Business we are nurturing</li> </ul>
	CLOTH Care	14.2%	<ul style="list-style-type: none"> <li>• MUSHUDA</li> <li>• NEOPARA</li> </ul>	Mothproofing Agents 52% (1)		<ul style="list-style-type: none"> <li>• Earnings Source</li> <li>• Foundation Business</li> </ul>
	HOME Care	9.0%	<ul style="list-style-type: none"> <li>• KOMETOBAN</li> <li>• SENJORIKI</li> </ul>	Rice Storage Insect Infestation Protection Product 84% (1)		<ul style="list-style-type: none"> <li>• Division Coordinating Efforts to Nurture New Products</li> </ul>
	HUMIDITY Care	5.7%	<ul style="list-style-type: none"> <li>• DRYPET</li> <li>• BINCHOTAN CHARCOAL-DRYPET</li> </ul>	Dehumidifiers 32% (1)		<ul style="list-style-type: none"> <li>• Market Created by the Company</li> </ul>
	THERMAL Care	8.5%	<ul style="list-style-type: none"> <li>• ONPAX</li> </ul>	Disposable Warmers 14% (3)		<ul style="list-style-type: none"> <li>• Winter Product</li> <li>• Results Managed at the Point-of-sale</li> </ul>
	HAND Care	11.2%	<ul style="list-style-type: none"> <li>• FAMILY</li> <li>• MODEL LOBE</li> </ul>	Household Gloves 20% (2)		<ul style="list-style-type: none"> <li>• Foundation Business</li> <li>• Sold for Commercial use</li> </ul>
<b>BtoB business (S.T.PRO Co., Ltd.)</b>		<ul style="list-style-type: none"> <li>• 100% subsidiary of S.T. CORPORATION. It plans and sells products for professional use while utilizing the strengths of the S.T. Group.</li> </ul>				
<b>Global business operation</b>		<ul style="list-style-type: none"> <li>• Ratio of overseas sales: 4.7%. We are designing a medium/long-term overseas growth strategy.</li> </ul>				
<b>Development of new businesses</b>		<ul style="list-style-type: none"> <li>• Utilization of Clear Forest</li> </ul>				

## Net Sales

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

(Billions of yen)

\*The figures are rounded down.

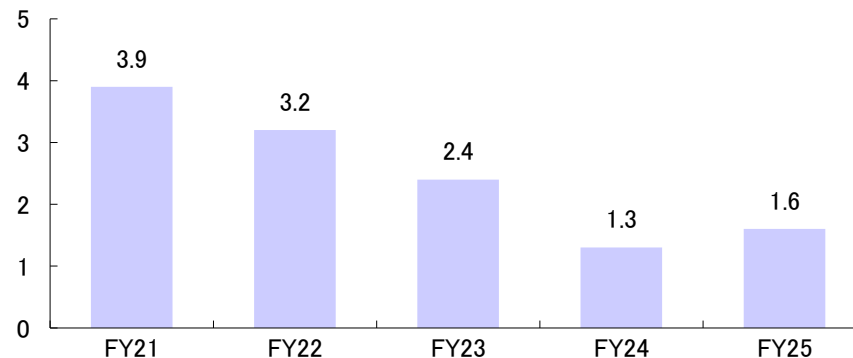


## Operating Profit

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

(Billions of yen)

\*The figures are rounded down.

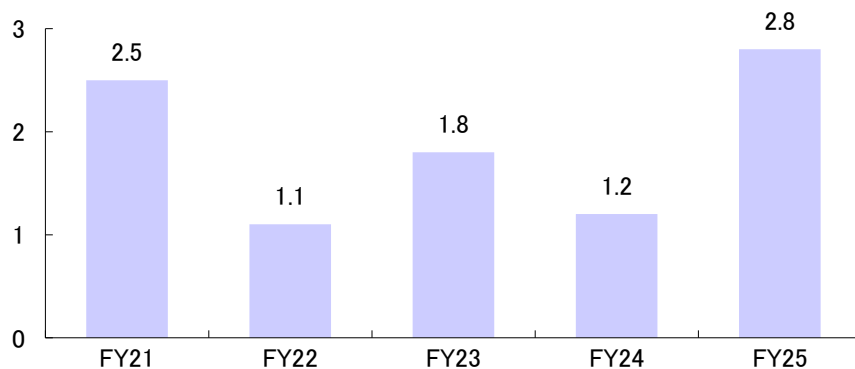


## Profit Attributable to Owners of Parent

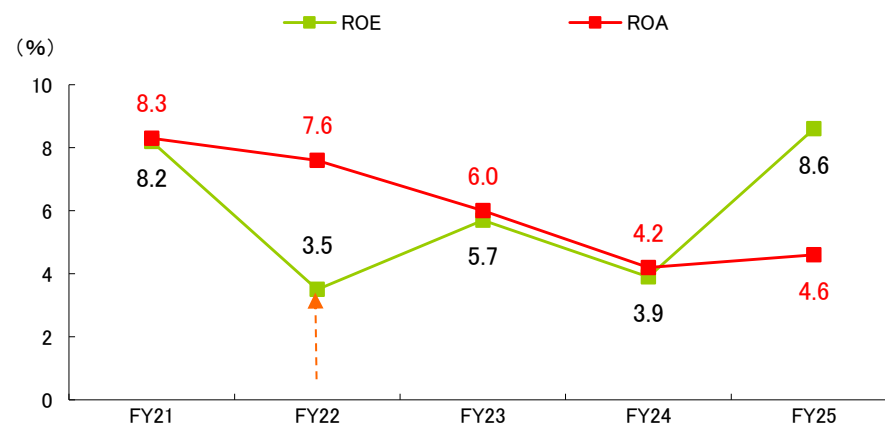
Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.

(Billions of yen)

\*The figures are rounded down.



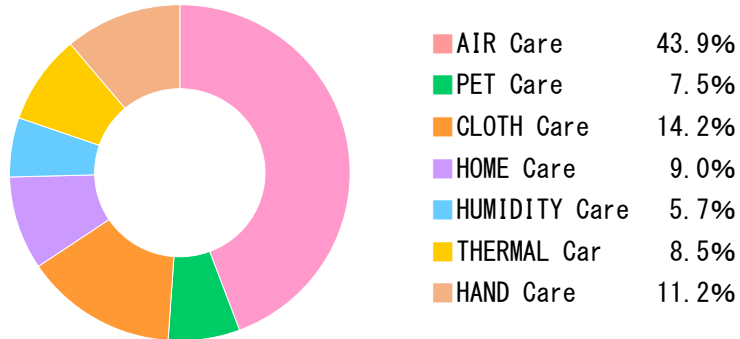
## ROE / ROA





## Overview by Products

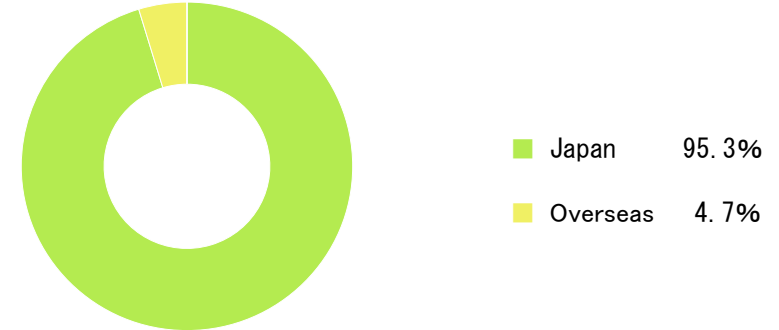
### 《Net Sales by Products》 (FY2024)



## Overview by Geographic Region

### 《Breakdown of Sales by Region》 (FY2024)

\*Before adoption of Accounting Standard for Revenue Recognition



### 《Market Share by Categories》 (2024)

Market	Market Share	Rank
Air Fresheners	31.2 %	1
Pet Care	10.0 %	2
Mothproofing Agents	51.2 %	1
Dehumidifiers	30.8 %	1
Disposable Warmers	15.6 %	3
Household Gloves	19.2 %	2
Deodorizers	82.0 %	1

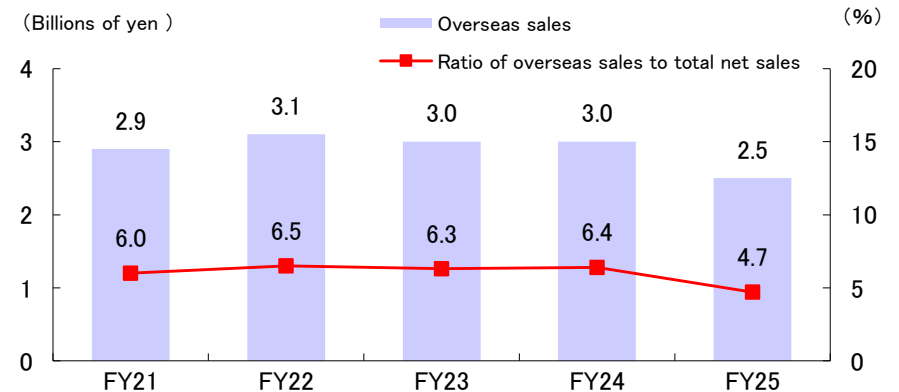
Market size, market shares, and seasonal indices are based on the data of INTAGE Inc.'s SRI+ "estimated sales scale", "market shares" (both in value terms) . "deodorizers (for refrigerators)" during a 3-year period from 2022 to 2024, "mothproofing agents for food" during a 4-year period from 2021 to 2024, "disposable warmers, excluding those for the eye parts" during a 1-year period from April 2024 to March 2025, other items during a period from January to December 2024, "deodorizers and air fresheners (excluding those for clothes and for car and anti-virus ones)", "pet care (for cats: system litter box, cat litter, deodorizing sheets)" and "mothproofing agents (excluding those for dolls)".

\*The definition of the market is set by S.T.CORPORATION 's own setting.

If you use data regarding market share and ranking, please also provide the source of the data.

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

\*Before adoption of Accounting Standard for Revenue Recognition



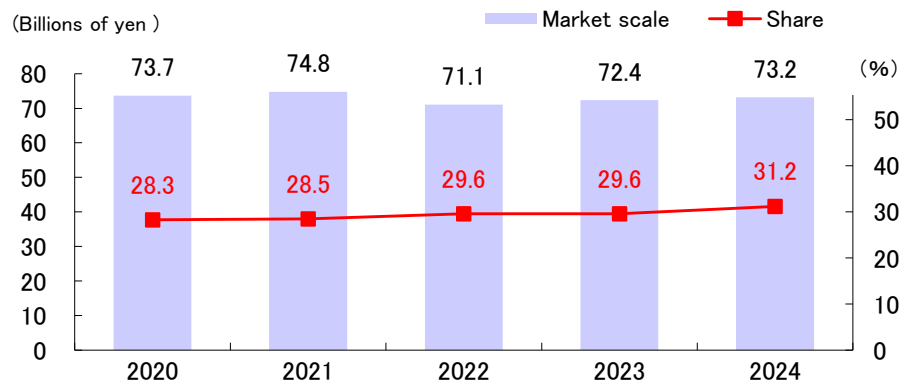
# Information by Business

## Contents

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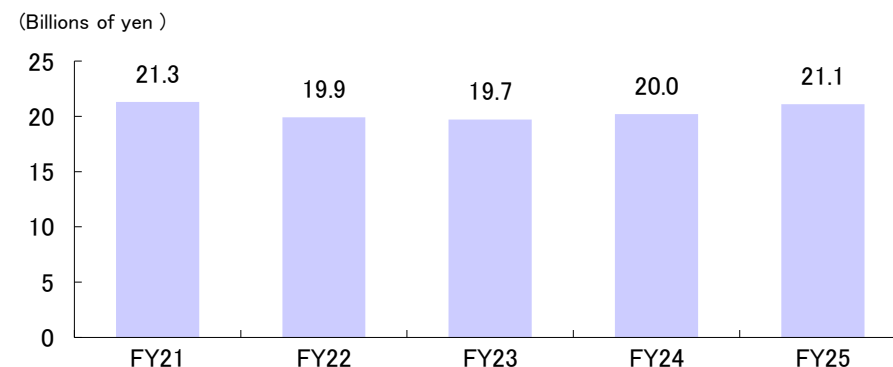
1	AIR Care (Air Fresheners and Deodorizers)	1 1
2	PET Care (Cat Toiletries)	1 2
3	CLOTH Care (Mothproofing Agents)	1 3
4	HOME Care (Food Care, Cleaners, etc.)	1 4
5	HUMIDITY Care (Dehumidifiers)	1 5
6	THERMAL Care (Disposable Warmers)	1 6
7	HAND Care (Household Gloves)	1 7
8	BtoB	1 8
9	Promoting New Businesses	1 9

## Trends in Market Scale and Share

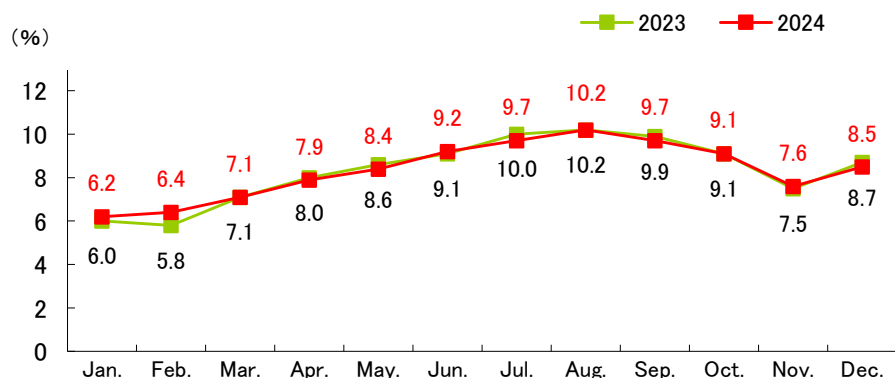


## Trends in Net Sales

Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.  
\*The figures are rounded down.



## Seasonal Indices

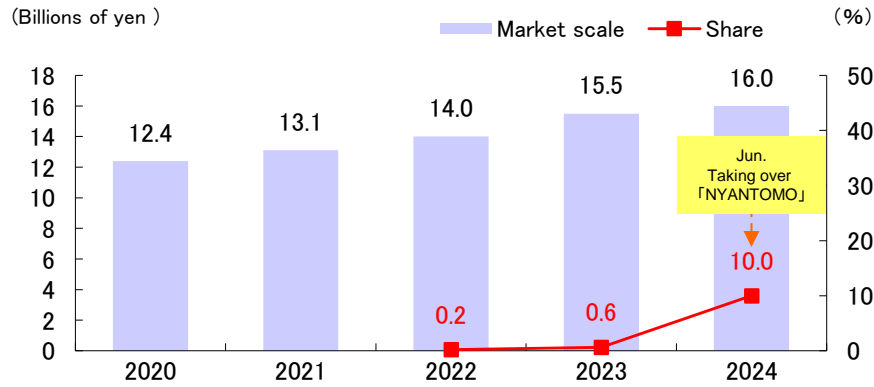


## Salient Business Features and Strengths

This is our corporate group's core business and the one that we expect to grow. We have strong and unique brands, such as our largest mega-brands, "SHOSHURIKI" and "DASHUTANCHARCOAL", a powerful deodorizer that uses the power of charcoal to deodorize.

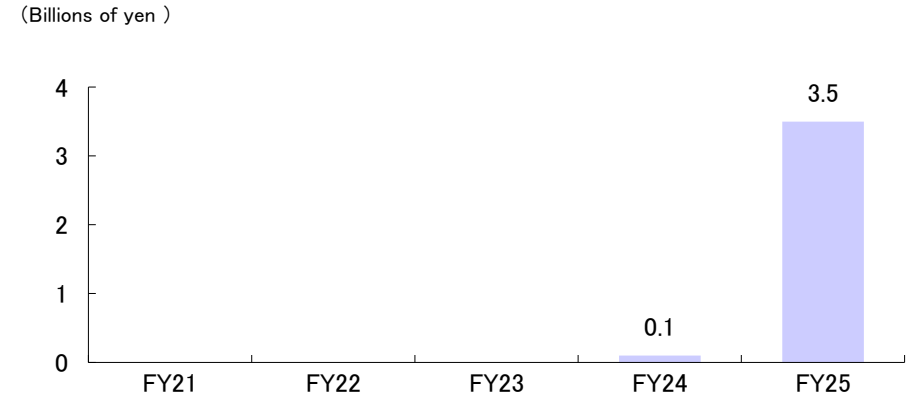


## Trends in Market Scale and Share

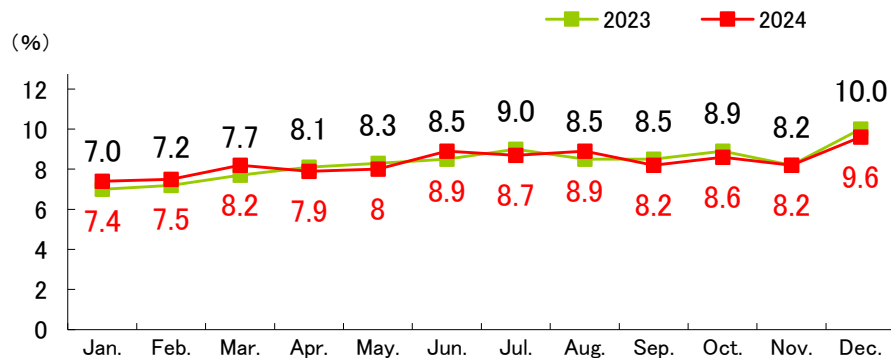


## Trends in Net Sales

\*The figures are rounded down.



## Seasonal Indices



## Salient Business Features and Strengths

The PET Care business is a business that our company is growing and enhancing as one of the businesses to focus on in the wellness field while developing products from the perspective of cats. We own NYANTOMO, system toilets for cats.



NYANTOMO CAT LITTER SYSTEM OPEN TYPE



NYANTOMO DEODORIZING CAT LITTER GRAIN

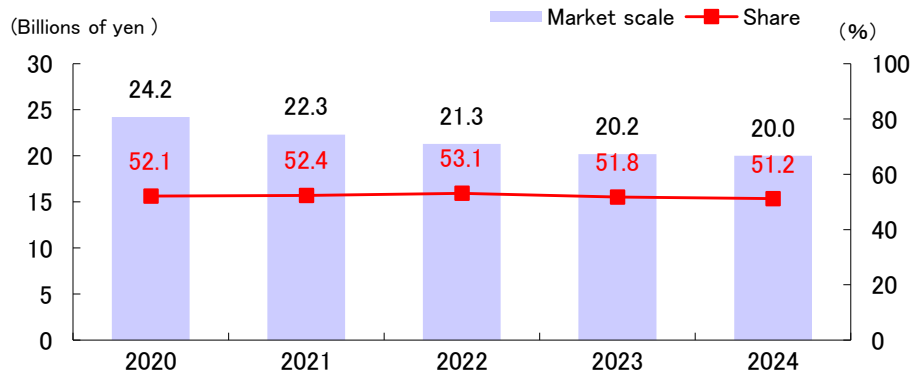


NYANTOMO CAT URINE TEST KIT



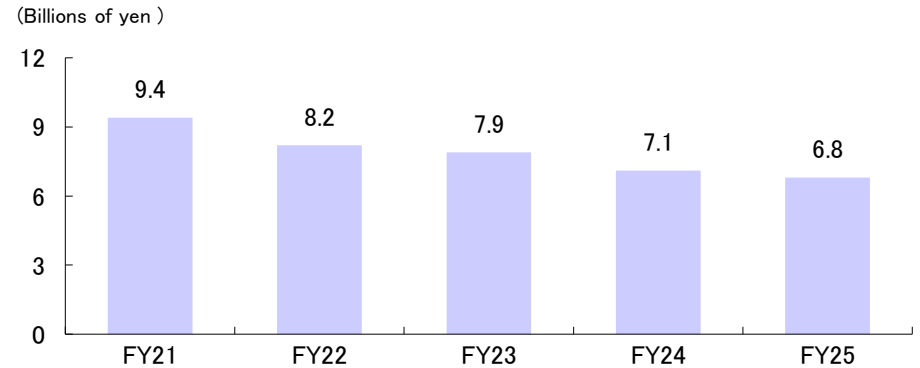
NYANTOMO DEO PROFESSIONAL DEODORIZING

## Trends in Market Scale and Share

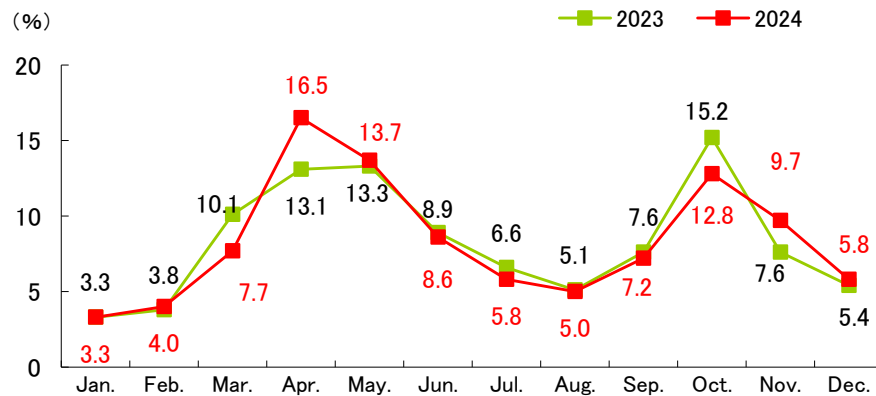


## Trends in Net Sales

Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.  
\*The figures are rounded down.



## Seasonal Indices



## Salient Business Features and Strengths

This business has been part of our company since its founding, and it is the most important business along with the Air Care business. We own trusted top brands such as “MUSHUDA” and “NEOPARA ACE” which protect your valuable clothing from being eaten by insects. In addition, we are entering the adjacent tick-repellent market.



MUSHUDA  
MITE  
REPELLENT



MUSHUDA FOR  
1 YEAR  
FOR CLOSET

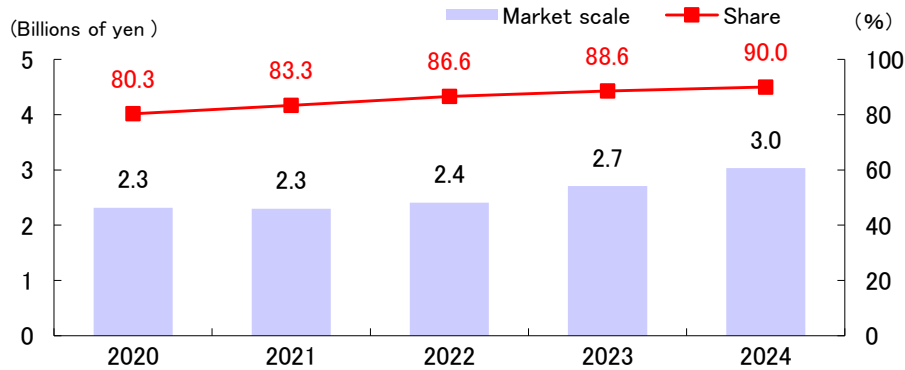


MUSHUDACOVER  
FOR 1 YEAR  
FOR SUIT /  
JACKET

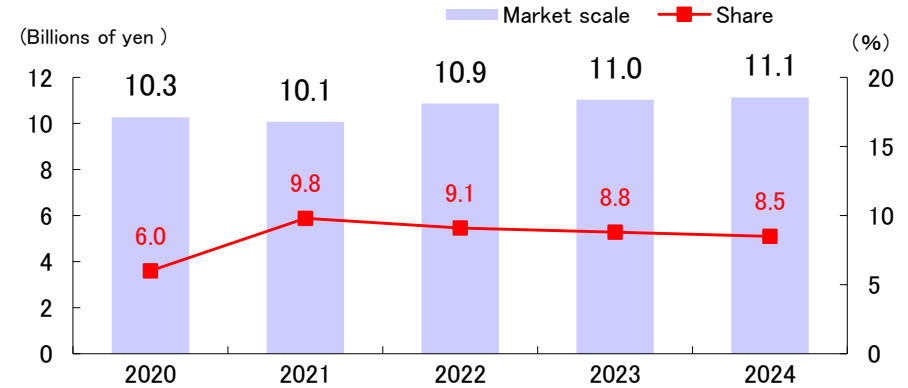


MUSHUDA  
PREMIUM AROMA  
FOR 1 YEAR  
FOR CLOSET

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

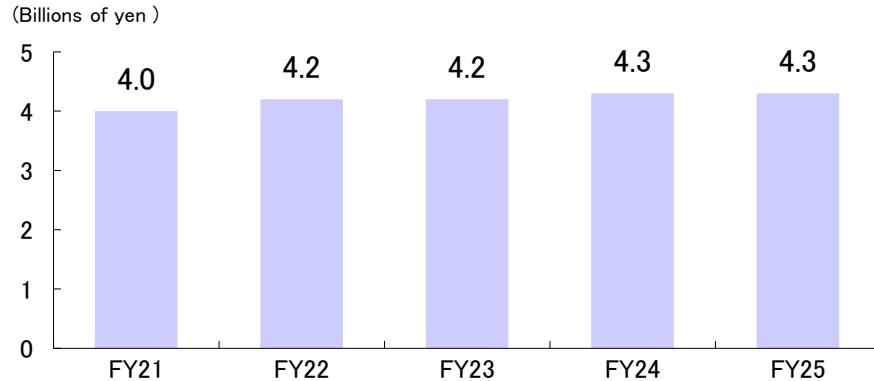


## Trends in Washing Tub Cleaner Market Scale and Share



## Trends in Net Sales

Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.  
 \*The figures are rounded down.



## Salient Business Features and Strengths

This business brings together food care and niche cleaners. We will secure a high share of the niche market and strengthen profitability through various cleaners of “SENJORIKI” and the “KOMETOBAN” insect repellent for rice bins.



KOMETOBAN



SHINSENBAN

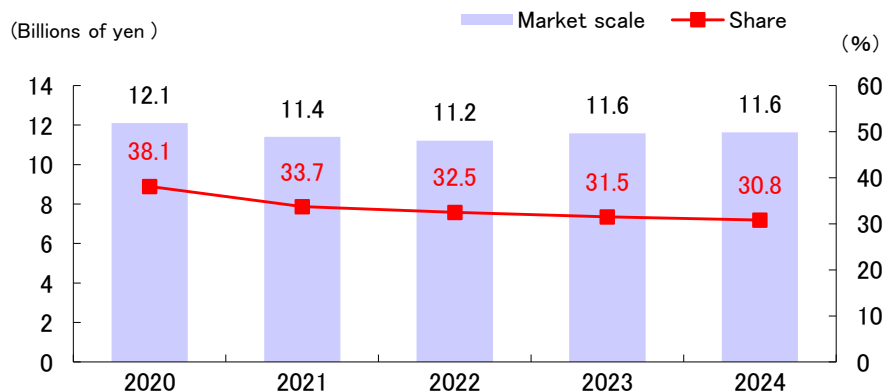


SENJORIKI FIZZY  
WASHING MACHINE  
DRUM CLEANER



SENJORIKI  
SUNSHINE POWER  
SHOE CLEANER

## Trends in Market Scale and Share

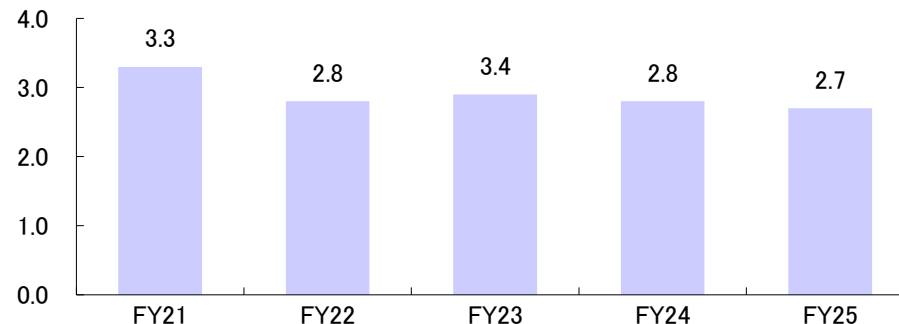


## Trends in Net Sales

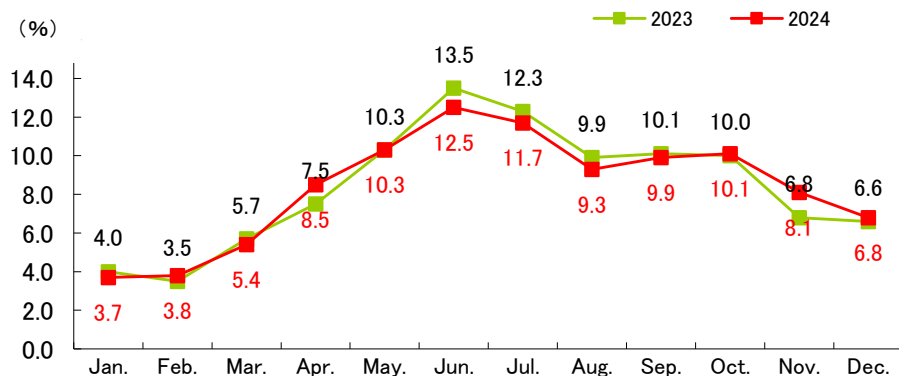
Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.

\*The figures are rounded down.

(Billions of yen)



## Seasonal Indices



## Salient Business Features and Strengths

Since the release of “DRYPET” in 1981, this business has always been leading the market. Its enriched product lineup includes “DRYPET,” the primary brand, and “BINCHOTAN CHARCOAL DRYPET,” which has deodorizing and dehumidifying functions and is refillable and sheet-shaped.



DRYPET  
COMPACT



DRYPET  
FOR CLOSET



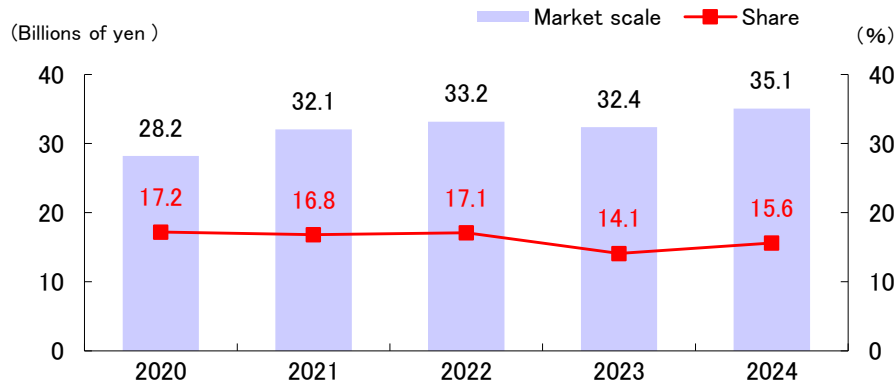
BINCHOTAN  
CHARCOAL  
DRYPET  
FOR SHOES



DRYPET CLEAR

## Trends in Market Scale and Share

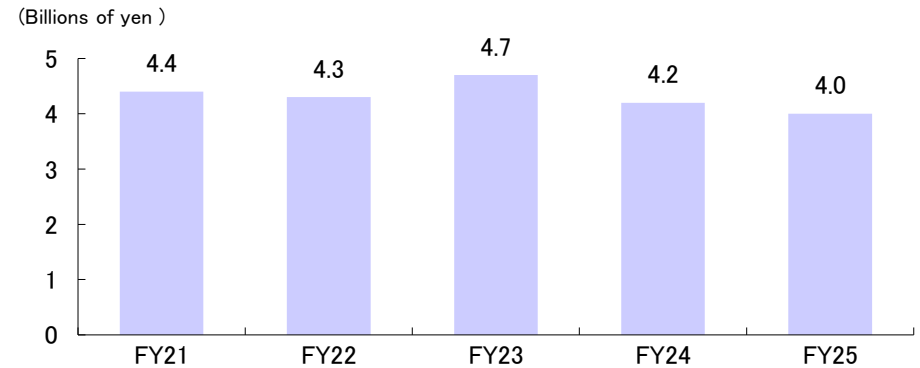
(Excluding Medical Use)



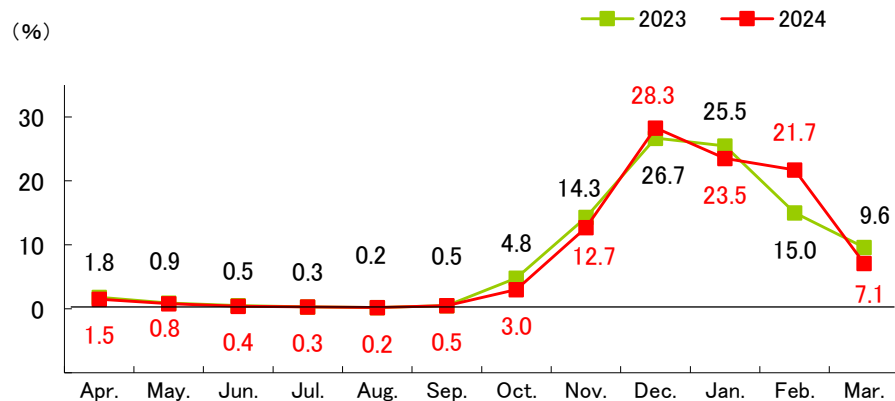
## Trends in Net Sales

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

\*The figures are rounded down.



## Seasonal Indices



## Salient Business Features and Strengths

We acquired the disposable warmers business from Mycoal Co., Ltd., and have been operating it as our Thermal Care business since 2019. We primarily sell the "ONPAX" brand.



ONPAX  
BODY WARMER  
CLOTHING  
ADHESIVE



ONPAX  
HAND WARMER



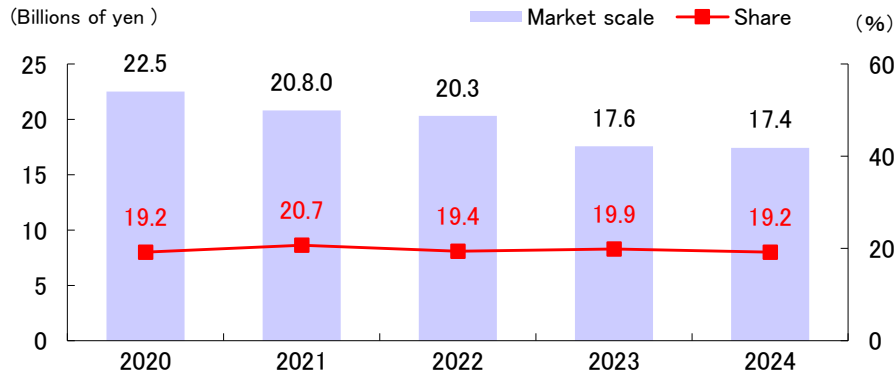
ONPAX  
TOE WARMERS  
SOCKS ADHESIVE



ONPAX  
BODY WARMER  
CLOTHING  
ADHESIVE  
AIRY

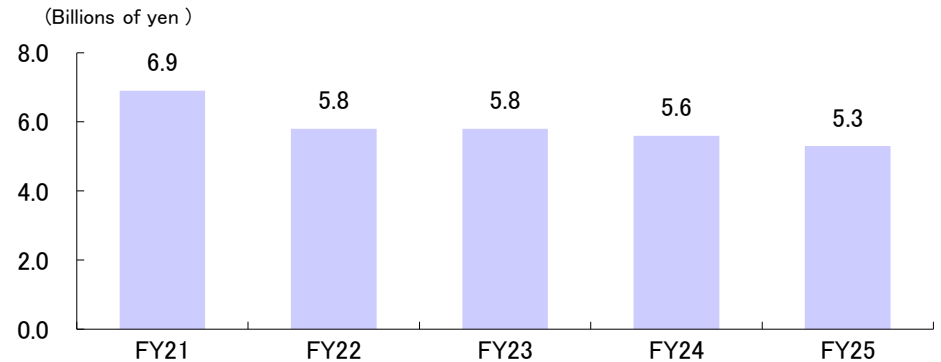


## Trends in Household Glove Market Scale and Share

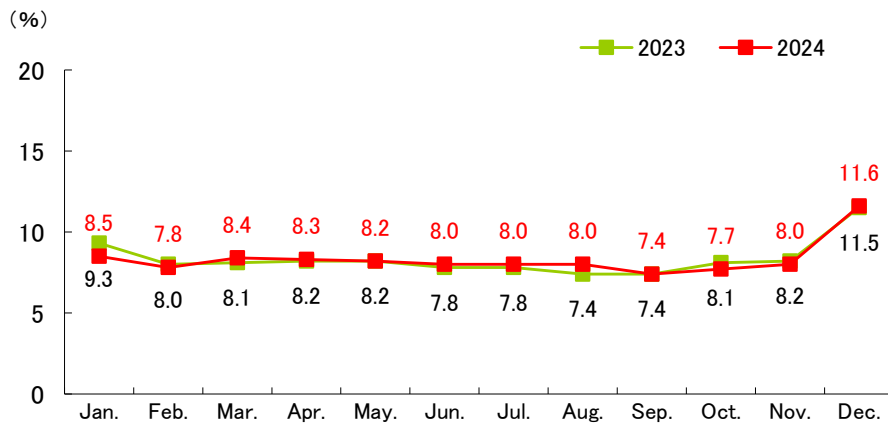


## Trends in Net Sales

Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.  
\*The figures are rounded down.



## Seasonal Indices



## Salient Business Features and Strengths

This business has a long history of 60years, like the Cloth Care business. Our product lineup includes “FAMILY” household gloves, “MODELLOVE” industrial-use gloves, and gloves for which the finger parts have been reinforced to prevent ruptures.



FAMILY  
VINYL THIN  
FINGERTIP  
ANTIVIRUS  
PROCESSING GLOVE



FAMILY VINYL  
MEDIUM-THICK  
FINGERTIP  
REINFORCED GLOVE



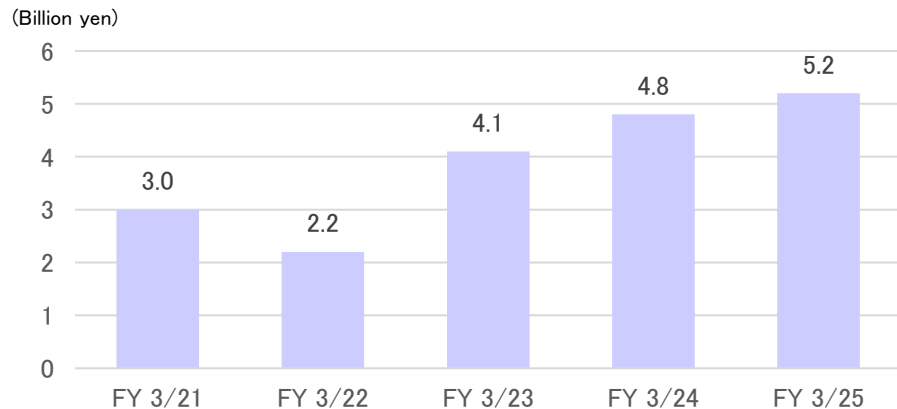
FAMILY  
POLYETHYLENE  
ELASTOMER  
ULTRATHIN  
GLOVE FOR COOKING



ONE-TIME USE  
POLYETHYLENE  
ULTRATHIN GLOVE

## Variation in sales

Beginning with the fiscal year ended March 31, 2022, we have applied the new accounting standards.  
 \*The figures are rounded down. \*Before adoption of Accounting Standard for Revenue Recognition



\*EC (BtoB) was transferred from S.T. CORPORATION in Jul. 2022.

## Characteristics and strengths of this business

It plans and sells products for professional use while utilizing the strengths of the S.T. Group. This business is expected to grow through the enrichment of products and services. The company mainly sells gloves and air fresheners, and also sells disposable warmers and so on.



**MODEL LOBE**  
No.600  
Nitrile rubber model



**SHOSHURIKI**  
Beads type for professional use

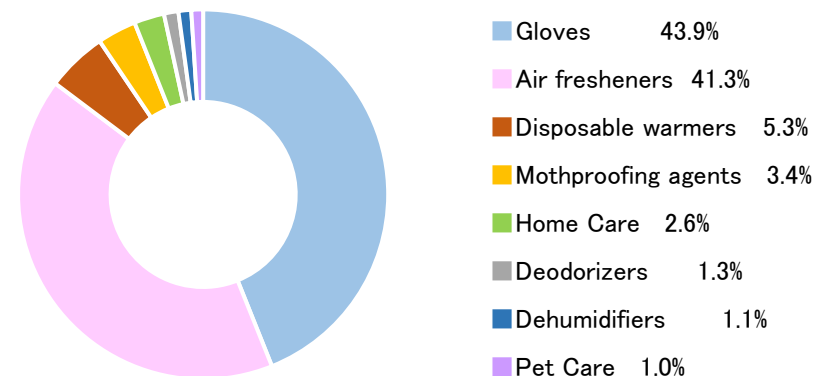


**SHOSHURIKI**  
Wide spray for professional use



**ONPAX**  
Disposable warmer with a long shelf life

## Sales composition by product category (FY 3/25)

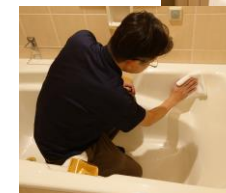


Gloves are sold via mainly distributors (including home improvement centers), while air fresheners are sold via mainly EC sites and mail-order catalogues.

## New business (Bathroom coating)

Service of coating the bathrooms of hotels  
 (Launched in Feb. 2025)

Through the coating based on the technology of KeePer Technical Laboratory, we will improve the efficiency of cleaning of bathrooms and keep them immaculate.



# New Business Development: Utilization of “Clear Forest”



To solve social and environmental issues in cooperation with research institutes and local communities

“Japan Aroma Laboratory Co., Ltd.,” a group company established in 2004, conducted R&D on the tree extract that has functional components in collaboration with Forest Research and Management Organization, and established the technological brand “Clear Forest.” This technology is attracting attention because it would supply sustainable components with low environmental burdens by utilizing the unused branches and leaves.

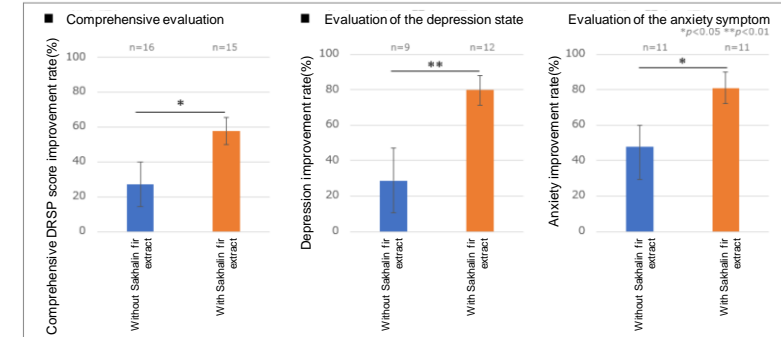
Under S.T. CORPORATION’s vision of “From a daily necessities manufacturer to a wellness company,” this laboratory engages in R&D in the field of “aroma × wellness.” Based on the unique extraction technology, we are proceeding with the extraction of new plant-derived components and the accumulation of evidence for their functionality through collaboration between industry, academia, and government. In addition, we are scientifically discussing the effects and efficacies of the ingredients of “Clear Forest.” These research results will be reflected in the development of new products of the S.T. Group and the cooperation with external partners, to solve social issues and improve sustainable corporate value.

## Expected effects of tree extracts

- Reduction of air pollutants
- Antioxidant function
- Deodorizing effect
- Stress alleviating effect
- Relief of premenstrual syndrome (PMS)






## PMS improvement rate with or without Sakhalin fir extract in solid perfume

Collaborative research with Kindai University Research Institute of Traditional Asian Medicine



DRSP stands for the daily record of severity of problems, which is the global standard for evaluating PMS precisely. In order to discuss the effects of solid perfume, randomly selected patients were treated with or without Sakhalin fir extract, and symptom improvement rates were evaluated based on DRSP at intervals of two menstrual cycles. The results of this research indicate the possibility that Sakhalin fir extract has enhanced the effect of alleviating PMS. The result was presented at the 52nd Conference of Japanese Society of Psychosomatic Obstetrics and Gynecology (Aug. 31 to Sep. 1, 2024).

## 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 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. Co., Ltd, S.T. PRO Co., Ltd, etc.
Intangible assets	The transportation of residual forestland materials, other	Extraction equipment, other (S.T. Co., Ltd)			Ingredients, other (S.T. Co., Ltd)

# 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.

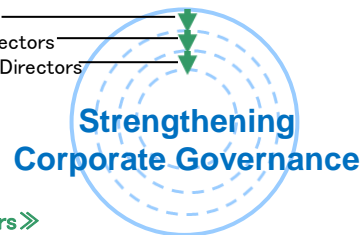
## 《Description of Corporate Governance》

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 2024, female directors make up 22% of the board . 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, 31.2025)

Governance Type	Company with three committees
Number of Board Members	8
Number of Outside Directors	5 (62.5%)
Number of Independent Outside Directors	5 (Notified as the independent outside directors designated by the Tokyo Stock Exchange)
Board Diversity	2 female directors (25.0%)
Number of Board Meetings Held per Year	13 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 6 times per year)
Audit Committee	5 members (5 outside directors; chaired by an outside director; meetings held 6 times per year)
Compensation Committee	4 members (3 outside directors; chaired by an outside director, meetings held 3 times per year)

## 《Board Composition》

(As of June 17, 2025)

Directors	Nomination Committee	Audit Committee	Compensation Committee	Name
Chairman of the Board	○			Yo Kozuki ◎
Director	○		○	Koichi Yoshizawa ◎
Director				Kazunari Yamamoto ◎
Director				Naruaki Hashimoto ◎
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 April 1, 2026)

Executive Officers	Responsibilities	Name
President & CEO	Overall management In charge of the Strategic Investment Office and the Customer Relation Office	Yo Kozuki ◎
Senior Managing Executive Officer	Overall Management In charge of Domestic Group Companies	Koichi Yoshizawa ◎
Managing Executive Officer	In charge of the Wellness Business Division, the Marketing Communication Division and the International Business Division; General Manager of the International Business Division	Kazunari Yamamoto ◎
Executive Officer & CDO*	In charge of the Business Administration Division; General Manager of the Business Administration Division and the Shared Service Office	Naruaki Hashimoto ◎
Executive Officer	In charge of the Manufacturing Division; General Manager of the Manufacturing Division	Hideki Naito
Executive Officer	In charge of the Core Business Division and the Research & Development Division; General Manager of the Core Business Division	Yosuke Maeda
Executive Officer	In charge of the Sales Division; General Manager of the Sales Division	Yukihiro Takayama
Executive Officer	In charge of Professional Use Business of the Company; (Dispatched) President of S.T.PRO Co., Ltd. (Company subsidiary)	Hirokazu Shimosaka
Executive Officer	In charge of the Corporate Value Enhancing Division; General Manager of the Corporate Value Enhancing Division; General Manager of the Corporate Planning Department	Gaku Ibaraki

◎: Holds the concurrent position of Director  
 \*: Chief Digital Officer

## Compliance

### «Approach to Compliance»

Compliance is the foundation not only for corporate activities, but also for social activities, and without it, neither the comfortable and prosperous lives of our customers nor the survival of our company would be possible. Our corporate group not only adheres to laws and regulations, but also respects internal and external rules, ethics, and social norms. By practicing our corporate philosophy and code of conduct, we align our actions with societal demand and strive to meet our group's expectations. This approach is aimed at maintaining and enhancing the trust of all stakeholders and becoming a company loved by customers and societies around the world.

### «Compliance System»

Our compliance management structure includes a Human Rights Compliance Committee, which manages human rights initiatives along with other compliance matters, and is established under the Sustainability Council that centrally manages all risks. Regarding roles and responsibilities, the committee is chaired by the executive officer in charge of the Corporate Value Enhancing Headquarters, which oversees human resources and legal affair, manages compliance-related risks. The members primarily consist of the heads of various departments within our corporate group. The Human Resources & General Affairs Department is in charge of the secretariat, which provides management and support, as well as awareness-raising and education for the entire group. Regarding reporting, we hold the Human Rights Compliance Committee meetings five times a year. The chair reports the activities and decisions of these meetings to the Sustainability Council, as well as updating the Audit Committee on the status of the committee's activities. The head of the Audit Office is responsible for the examination and reports to the President and CEO and the Audit Committee. The head of the Audit Office will make suggestions and recommendations to the executive officers in charge as necessary.

## Internal Control

With regard to the internal control of our corporate group, we will develop and continuously improve the systems necessary to ensure the reliability of financial reporting, to ensure the appropriateness and efficiency of organizational operations, to comply with laws and regulations related to corporate activities and internal rules, and to ensure the appropriateness of the operations of our entire corporate group.

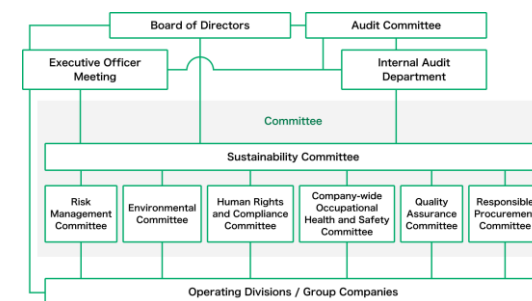
## Risk Management

### «Approach to Risk Management»

S.T. Group conducts risk management for preventing various management risks surrounding our company and minimizing possible damages. In recent years, the demand for sustainability has increased, further amplifying the business risks surrounding corporations. Our group addresses these risks by managing them appropriately, thus realizing sustainable growth and enhancing corporate value. We have established a risk management system to identify such risks that may affect management and to appropriately address and manage them.

### «Risk Management System»

The risk management structure is as shown below. The representative executive officer and president chairs the sustainability council, managing all kinds of risks. Executive officers serve as members, and take action according to the characteristics of respective risks. The management planning section serves as the secretariat for operating and supporting the council. A sustainability meeting is held every quarter, and the chair reports the results to the board of directors. The head of the audit division oversees the council, and gives advice and suggestions to executive officers in charge when necessary.



# Company Information

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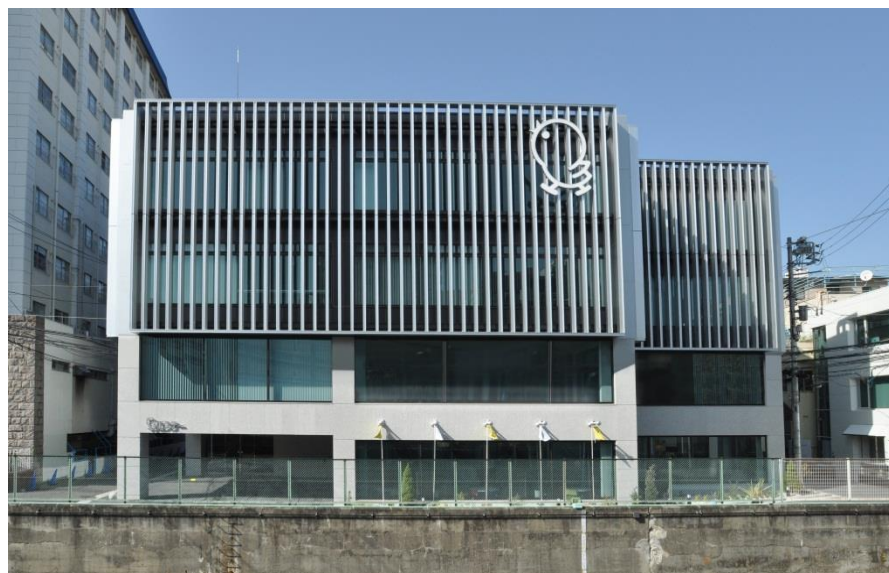
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1	Company Outline . . . . .	2 5
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4	History (2001 to 2010) . . . . .	2 8
5	History (2011 to the Present) . . . . .	2 9



(As of March 31, 2025)

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: 814 / Non-consolidated: 451 (excluding part-time and temporary employees)
Listed Stock Exchange :	Tokyo Stock Exchange, PRIME

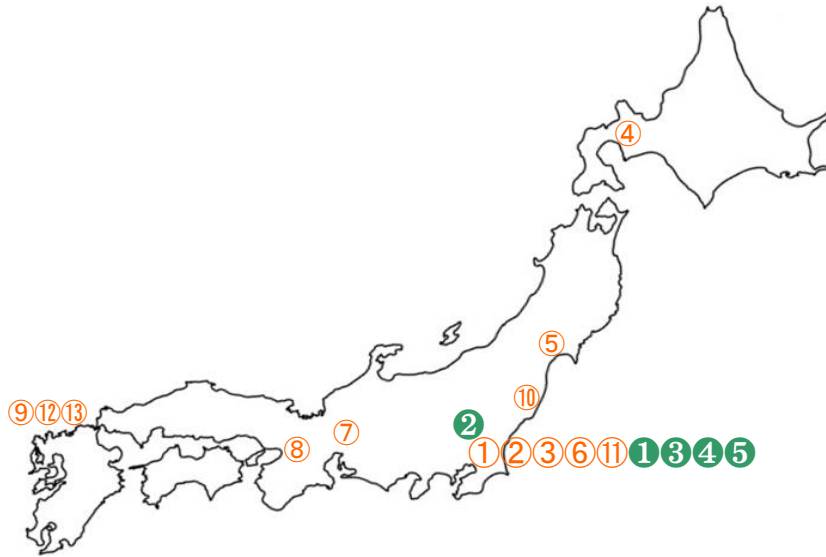


Headquarters (STR CENTER)

(As of January 15, 2026)

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
















# Location (Business offices and group companies)














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

Major Affiliated Companies (Japan)
① S.T. PRO Co., Ltd.
② S.T.MYCOAL Co., Ltd.
③ Japan Aroma Laboratory Co., Ltd.
④ CODE Meee Inc.
⑤ PetBit Inc.

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

Company Milestones	Air Fresheners and Deodorizers	Mothproofing Agents	Dehumidifiers	Gloves • Warmers • Others
<p>1946 S.T. Chemical Plant founded 1948 Establishes S.T. Chemical Industries Co., Ltd.</p> 		<p>1946 Commences the production of mothproofing agents Suishounou at the Time of Foundation</p> 		<p>1960 Launches household gloves Jab and Family</p> 
<p>1964 Establishes Saitama Plant in Horjo City, Saitama Prefecture</p>				
<p>1974 Establishes Iwaki Plant in Iwaki City, Fukushima Prefecture</p> 	<p>1971 Launches Air Fresheners Air Shaldan and Shaldan Ace</p>  <p>1978 Launches Air Fresheners Shaldan Liquid</p> 	<p>1976 Launches mothproofing agent NEOPARA Corner 1977 Launches mothproofing agent NEOPASS 1979 Launches mothproofing agent NEOPARA ACE</p> 		
<p>1982 Changes company name to S.T. Chemical Co., Ltd</p> <p>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</p>	<p>1983 Launches Air Fresheners My Shaldan and Shaldan Stained</p> 	<p>1988 Launches mothproofing agent MUSHUDA</p>  <p>1988 Launches mothproofing agent MUSHUDA</p> 	<p>1981 Launches dehumidifier DRYPET</p> <p>1984 Launches dehumidifier DRYPET for wardrobes</p> <p>1988 Launches the dehumidifier DRYPET SKIT</p> 	
<p>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.</p>	<p>1999 Launches Air Fresheners Shoshu-Pot</p>  <p>2000 Launches Air Fresheners SHOSHURIKI and deodorizer DASHUTAN CHARCOAL</p> 	<p>1994 Launches the mothproofing agent MUSHUDA COVER</p>  <p>1997 Launches mothproofing agent MUSHUDA FOR CLOSET</p>  <p>2000 Launches the mothproofing agent MUSHUDA FOR 1 YEAR</p> 		<p>1994 Launches the cleaner Ultra-Powers Washing Tub Cleaner</p> 

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 Mycolo 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)                      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 SHOSHURIKI AUTOMATIC SHUPATTO</p>    <p>2009 Complete design renewal of SHOSHURIKI AUTOMATIC SHUPATTO and SHOSHURIKI PLUG under the Design Revolution</p>   <p>2010 Launches the stick-type air freshener My Aroma Stick and the deodorizer SHOSHURIKI FOR GARBAGE</p>  	<p>2003 Launches the mothproofing agent SHOSHURIKI FOR GARBAGE</p>  <p>2007 Launches the mothproofing agent MUSHUDA FOR 1 YEAR FOR WALK-IN CLOSET</p>   <p>2010 Launches the mothproofing agent MUSHUDA FOR 1 YEAR FOR FLORAL</p> 	<p>2002 Launches the dehumidifier DRYPET COMPACT</p>   <p>2004 Launches the dehumidifier BINCHOTAN CHARCOAL DRYPET</p>   <p>2005 Launches the dehumidifier BINCHOTAN CHARCOAL DRYPET FOR SHOES</p>  <p>2006 Launches the dehumidifier BINCHOTAN CHARCOAL DRYPET Futon Kaiteki Sheet</p>  <p>2010 Launches the dehumidifier BINCHOTAN CHARCOAL DRYPET FOR BOOTS</p> 	<p>2003 Launches the insect repellent for rice bins KOMETOBAN and Air Activated Warmer ONPAX</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 SUNSHINE POWER SHOE CLEANER</p>  

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. 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>2011 Launches the insect repellent Air Fresheners SHOSHURIKI FOR GARBAGE WITH FLY REPELLENT </p> <p>2014 Launches Air Fresheners SHOSHURIKI CLIP LIQUID TYPE FOR CAR </p> <p>2015 Launches Air Fresheners SHALDAN and SHOSHURIKI PREMIUM AROMA FOR ROOM </p> <p>2016 Launches Air Fresheners SHOSHURIKI kinou-Plus </p> <p>2017 Launches deodorizer Dashu-Tan-Smell removing paper and Launches Air Fresheners SHOSHURIKI ION DEODORANT PLUS </p> <p>2020 Launches Air Fresheners SHOSHURIKI DEOX </p>	<p>2018 MUSHUDA BOTANICAL 2019 MUSHUDA PREMIUM AROMA </p> <p>2020 MUSHUDA MITE REPELLEN </p>	<p>2016 DRYPET DRY KEEPER </p> <p>2018 DRYPET CLEAR 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>2018 Pollen measures MORILABO POLLEN BARRIER And Air Activated Warmer ONSTYLE ABDOMEN WARMER </p>
<p>2021 Sold ZETA S.R.L. (Italy) 2022 Sold Shaldan (Philippines), Inc.</p> <p>2023 Acquired CODE Meee Inc.</p> <p>2024 Took over the NYANTOMO business from Kao Corporation Co., Ltd.</p> <p>2025 Conducts an absorption type merger of S.T. Business Support Co., Ltd.</p>	<p>2023 Launches Air Fresheners SHOSHURIKI PREMIUMAROMA FOR SLEEP </p>	<p>2024 MUSHUDA NOTE </p>		<p>2022 Pet Product S.T.PET </p> <p>2024 Pet Product NYANTOMO </p>



S.T. Corporation <https://www.st-c.co.jp/>

**[Note]** If you use data regarding market share and ranking, please also provide the source of the data.