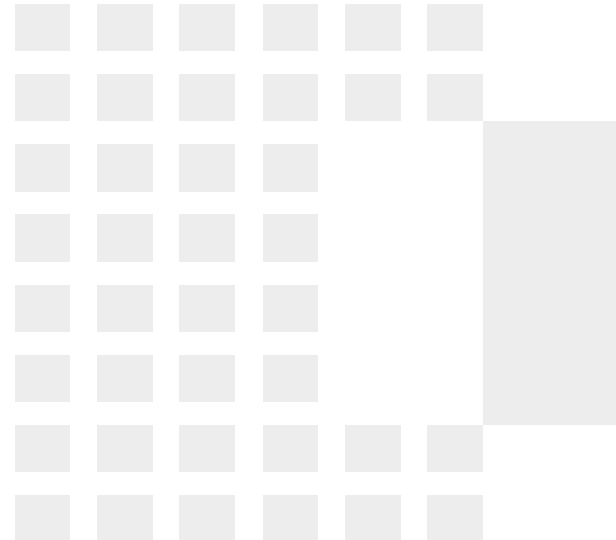




*Think Automation and beyond...*

# Company Introduction

**Tokyo Stock Exchange Prime  
Market Securities Code: 6652**



- Company Name : IDEC Corporation
- Representative : Toshiyuki Funaki, Chairman and CEO
- Founding : 1945
- Location : 2-6-64 Nishimiyahara, Yodogawa, Osaka, Japan
- Capital : 10 billion yen
- Number of employees : 3, 087 (FY2024)  
(consolidated)
- Listed exchange : Tokyo Stock Exchange Prime Market



## [Purpose]

Create the optimum environment for humans and machines,  
and to achieve safety, ANSHIN\*, and well-being for people around the world.

\* ANSHIN denotes a sense of trust and assurance without any fear or stress

## [The IDEC Way]

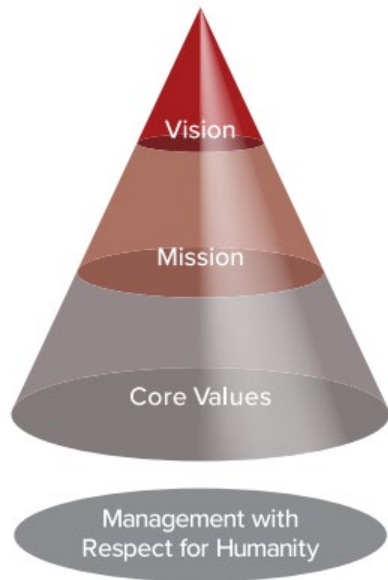
**Vision** \_\_\_\_\_

Pioneer the new norm for a safer and sustainable world.

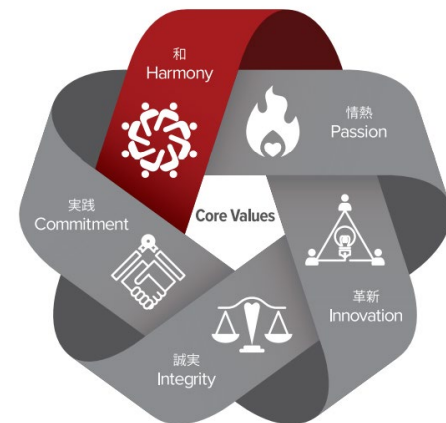
**Mission** \_\_\_\_\_

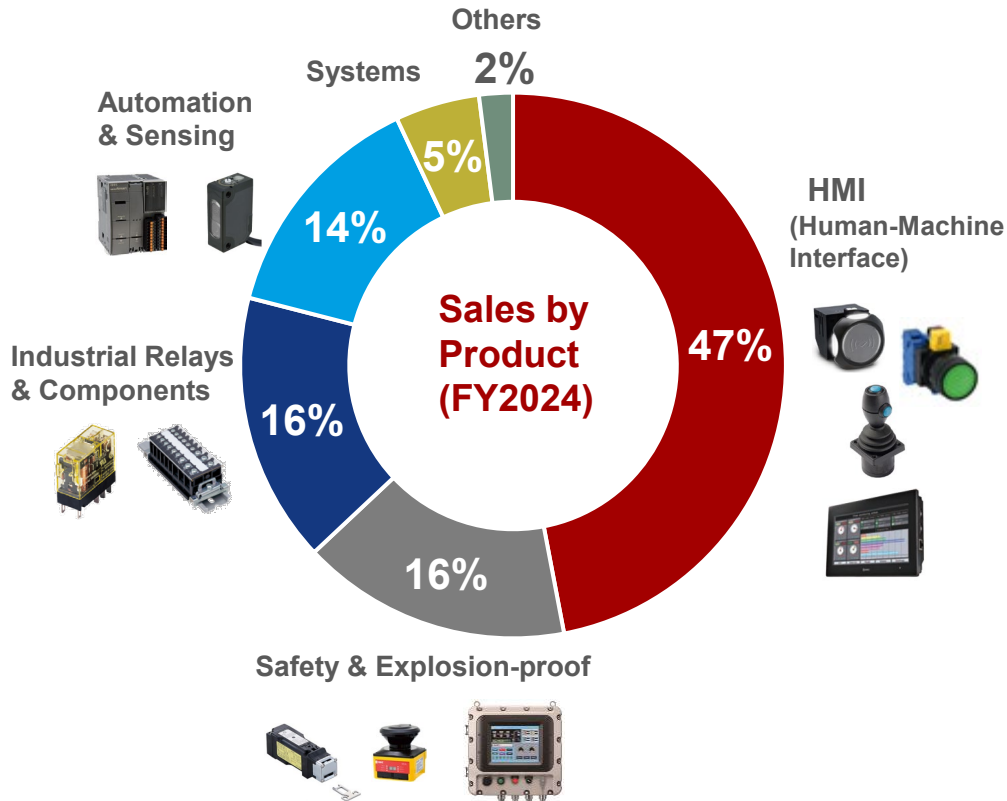
To create the optimum environment for humans and machines.

**Core Values** \_\_\_\_\_



## Core Values





- Based on the premise that people make mistakes and machines break down, we develop products that can "protect human lives" even in unforeseen circumstances.
- **Global development in the "Factory Automation (FA) & Control Equipment" industry, focusing on HMI products that serve as a point of contact between humans and machines.**
- We have a lineup of more than 100,000 models of various control devices to meet various needs.



# History of the IDEC Group

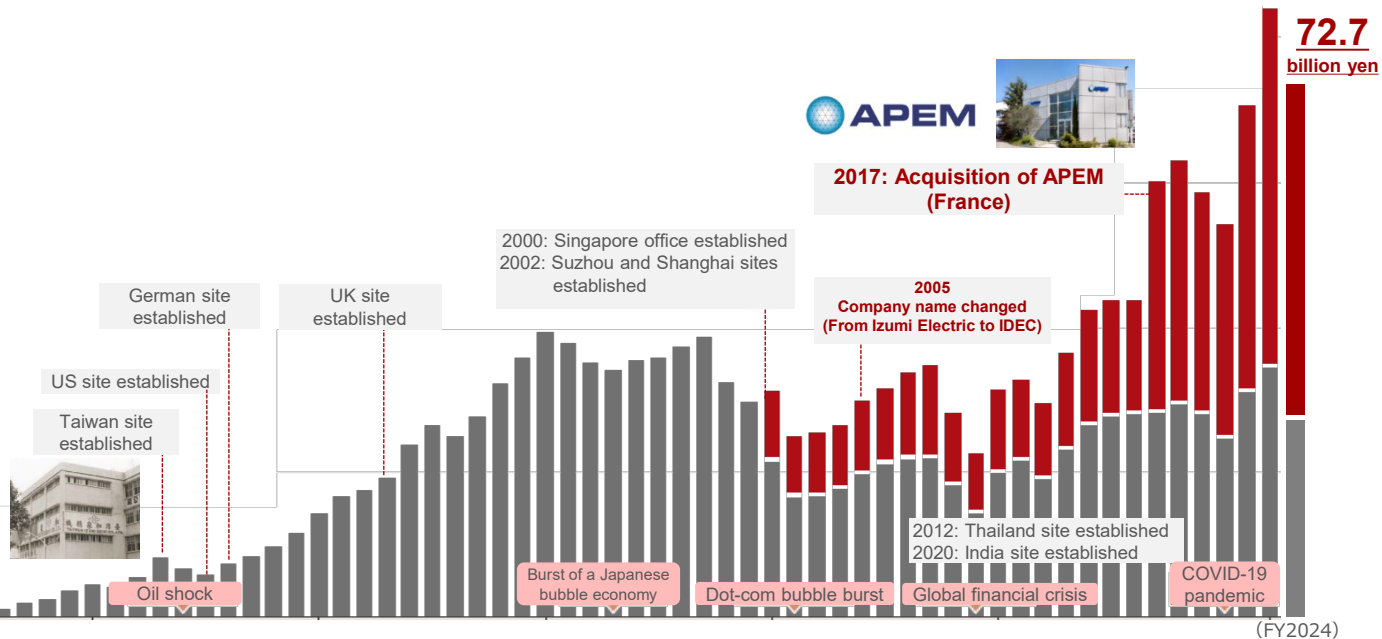


## Sales trends

- Net sales
- Overseas sales



**IZUMI**  
和泉電気



**72.7**  
billion yen



1950

1953

1958

1969

1972

1989

1993

1998

2011

2017

2023



SB metallic switch box



Explosion protection illumination unit



Small control unit



SPS type stepping programmer



Industrial relay



Operator interface



MICRO-1 programmable controller



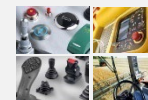
Interlock switch



Enabling device



Small control unit "LB Series"

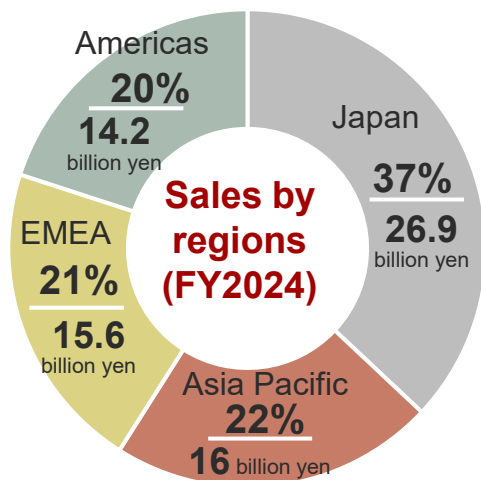


APEM products

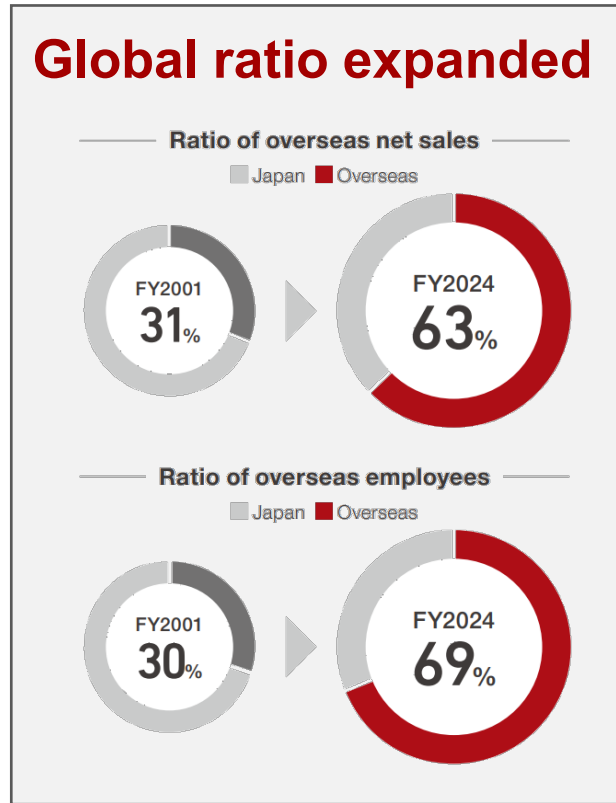
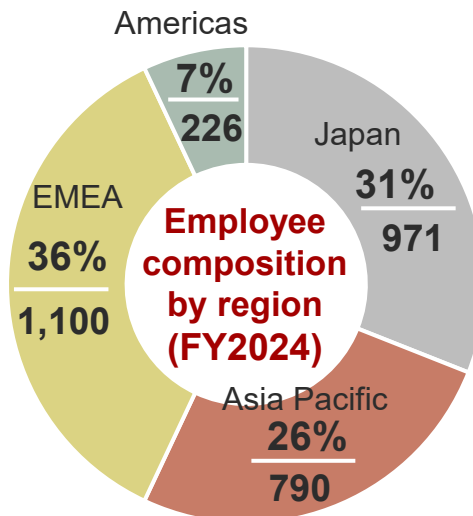


Touchless switch

Ratio of overseas net sales  
**63%**



Ratio of overseas employees  
**69%**



# Consolidated Performance (FY2024)



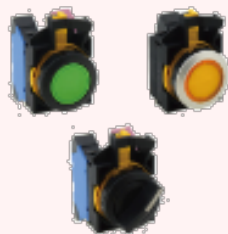
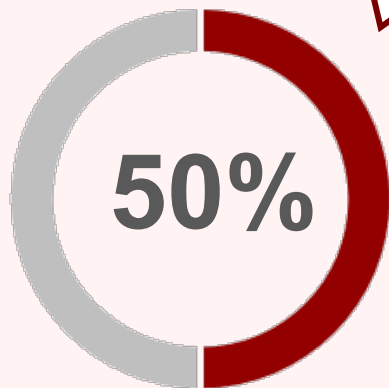
(Unit: million yen) *Round down to the millions	FY2023		FY2024		
	Actual	Sales Ratio	Actual	Sales Ratio	YoY
Net sales	83,869	100.0%	<b>72,711</b>	<b>100.0%</b>	<b>-13.3%</b>
Gross income	37,376	44.6%	<b>31,019</b>	<b>42.7%</b>	<b>-17.0%</b>
SG&A	23,315	27.8%	<b>24,743</b>	<b>34.0%</b>	<b>+ 6.1%</b>
Operating income	14,060	16.8%	<b>6,276</b>	<b>8.6%</b>	<b>-55.4%</b>
Ordinary Income	14,403	17.2%	<b>6,920</b>	<b>9.5%</b>	<b>-51.9%</b>
Net income attributable to owners of parent company	10,144	12.1%	<b>4,407</b>	<b>6.1%</b>	<b>-56.6%</b>
Earnings per share(EPS) (before diluting) (JPY)	348.37	—	<b>150.10</b>	—	<b>-198.27</b>
USD-yen rate (JPY)	135.51		<b>144.59</b>		<b>+ 9.08</b>
EUR-yen rate (JPY)	138.15		<b>156.74</b>		<b>+18.59</b>
CNY-yen rate (JPY)	19.75		<b>20.13</b>		<b>+ 0.38</b>

**IDEC's competitive advantages  
and strengths?**



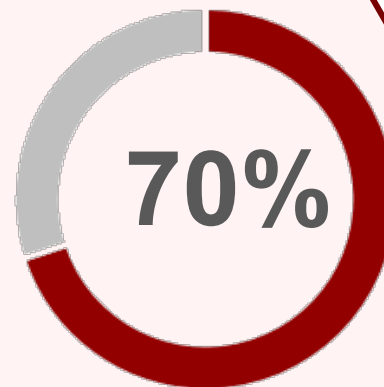
- We have a wide product lineup of control devices and sell them to various industries and customers.
- Our lineup of models are used in the tens of thousands. According to their specific applications, they are made to meet the high standards in each country, as well as the high demands for quality and safety.
- Focusing on developing solutions that meet customer needs by leveraging a wide range of products

**Top share in  
Japan!**



**Operation switch for control**

**Top share in  
Japan!**



**Emergency stop switch**

FY2024 results (in-house research)

- Since our founding, we have actively participated in product development based on safety DNA and the creation of international standards.

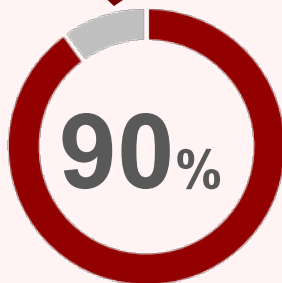
- Adopting an interlock mechanism to protect the safety of workers in the SB-type metal box switch developed in 1950, shortly after the company was founded.
- Our safety philosophy has been inherited as part of our DNA. In 1993, we launched Japan's first safety switch, and in 1998, we launched Japan's first enabling device.



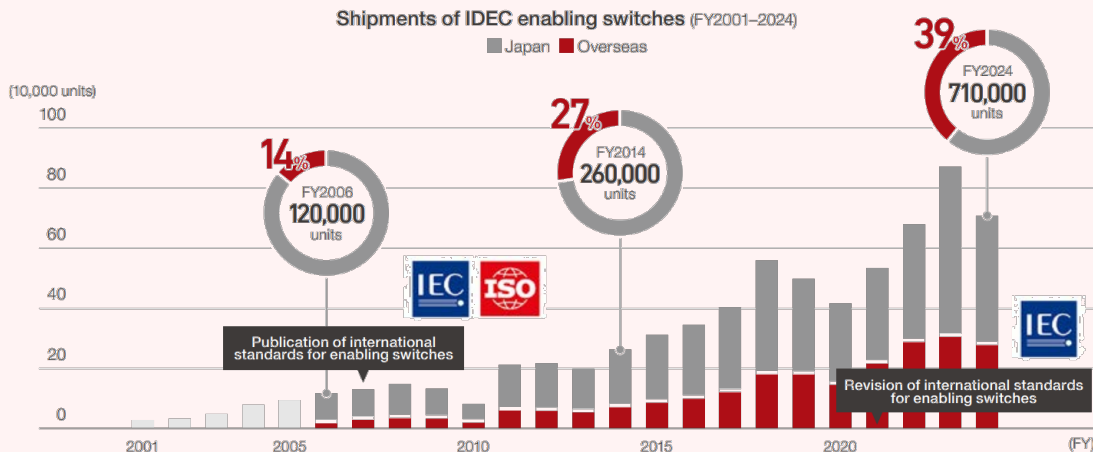
SB type metal box switch

- Actively participate in the creation of international standards, acquire international safety standards for enabling switches, and have a global share of about 90%.

Japan and Global  
Top share!



3-position enabling device  
FY2024 results (in-house research)





## ■ Received the Prime Minister's Commendation for Industrial Standardization Project



Left: Makoto Nagamine,  
Parliamentary Vice Minister of Economy,  
Trade and Industry (at that time)

Right: Toshihiro Fujita,  
Chief Safety, Hearth and Well-being Officer,  
IDEC CORPORATION

# Competitive Advantages and Strengths of IDEC (2)

- We are actively pushing forward the development of human resources with the goal of promoting safety and security to society.
- We encourage our employees to acquire qualifications such as safety assessors based on international safety standards, and we also conduct various seminars and safety consulting.

(as of March, 2024)

Qualifications attesting to the level of safety knowledge and designing competency for technical staff

Numbers of employees qualified as Safety Assessors, Safety Basic Assessors, and Robot Safety Assessors

**586**



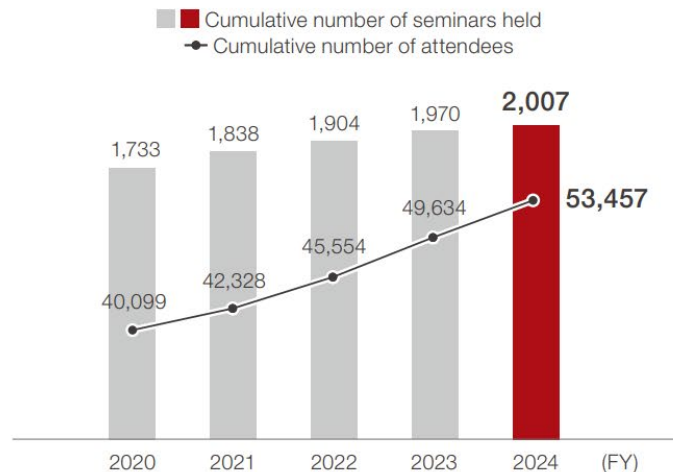
Qualifications of knowledge and competence in occupational safety management for administrative staff

Number of employees qualified as Safety Officers

**123**

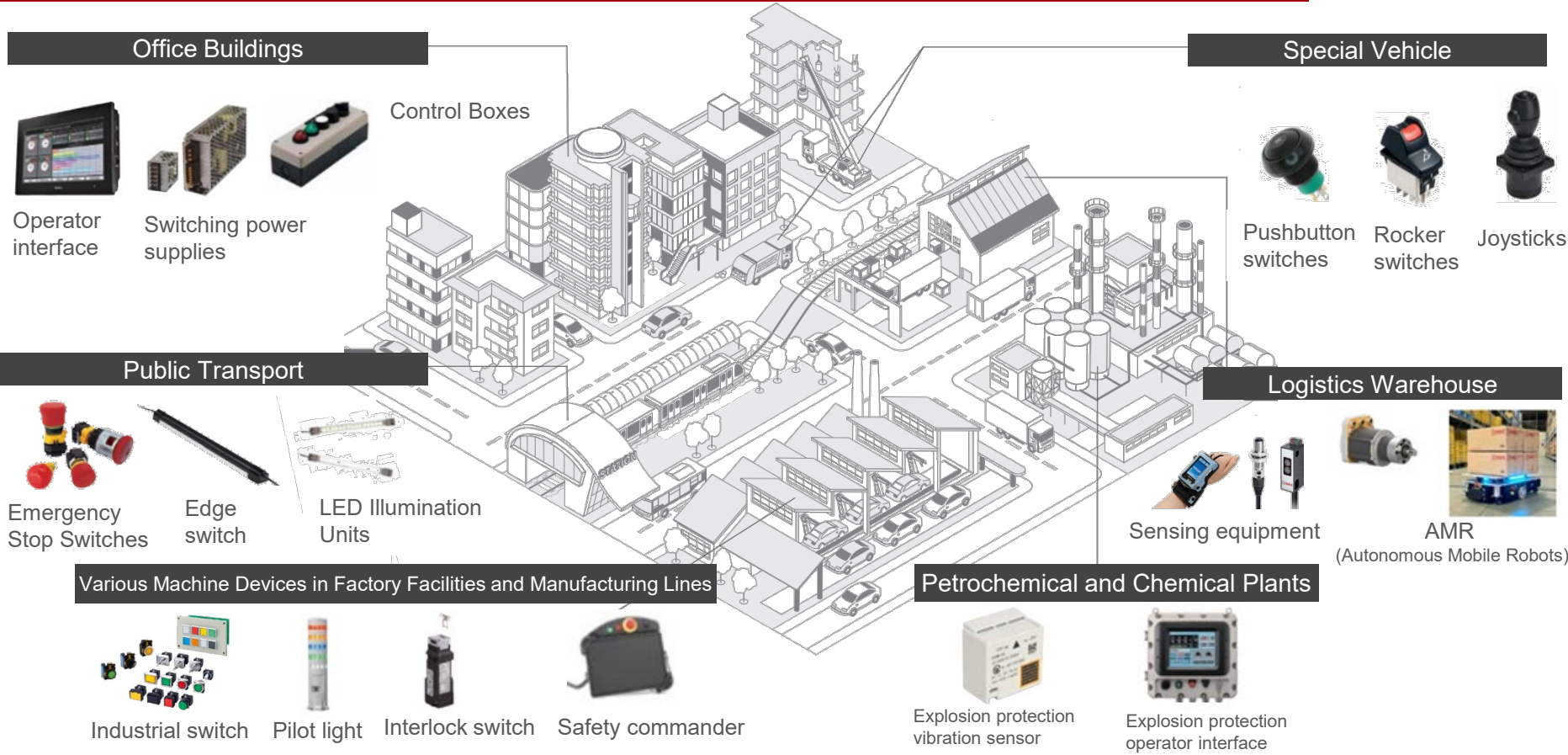


Cumulative number of attendees and number of safety & explosion protection seminar held (IDEC unconsolidated)



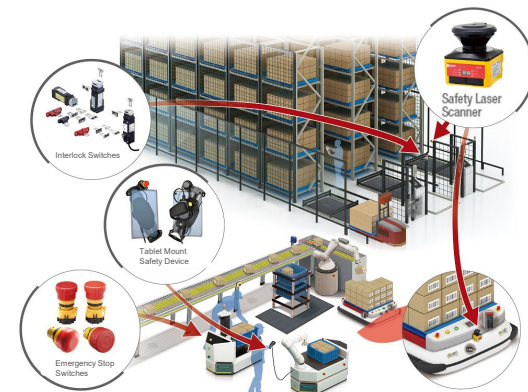
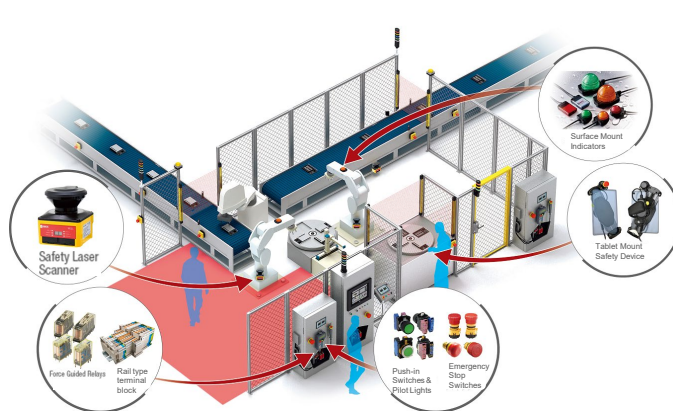
**Products and services that  
contribute to society**

# IDEC Products Used in Various Settings



## Products and Solutions for Automation and Equipment Control In Factory Production Lines and Distribution Warehouses

For example, it is installed as a control panel and safety device for controlling the production line of automobiles and electronic equipment, and it is also used as a safety device for logistics control, which has been growing in demand in recent years, and for autonomous transport robots.

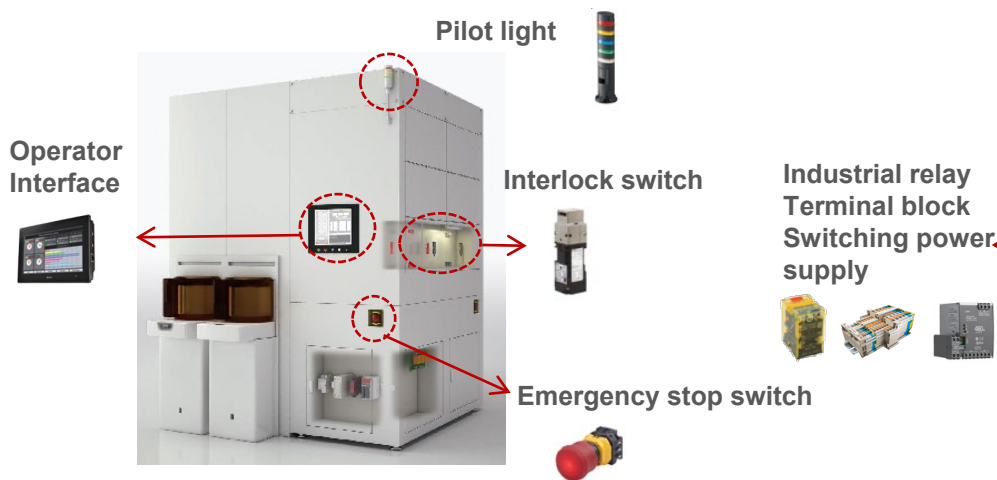




## Products That Control the Device Itself

Our broad product lineup is incorporated into a wide variety of equipment to automate and streamline manufacturing sites and ensure the safety, security, and wellbeing of workers.

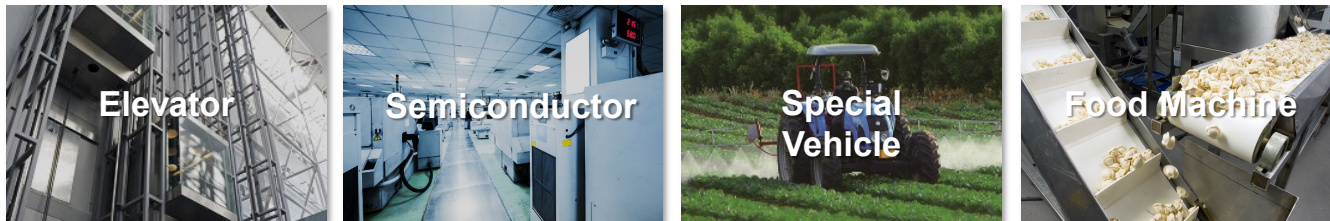
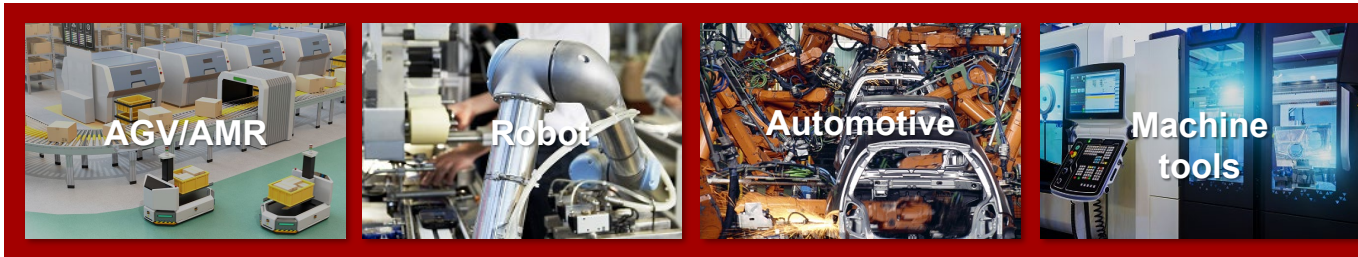
### 【Semiconductor manufacturing equipment】



### 【Machine Tools】



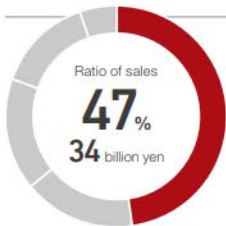
- Among the focus industries, in addition to AGVs (automated guided vehicles), AMRs (autonomous mobile robots) and robots, which are expected to grow rapidly in the future, we will focus on machine tools and the automobile industry.
- Strengthen competitiveness by proactively proposing solutions to each industry



# **IDEC's Business**



## HMI

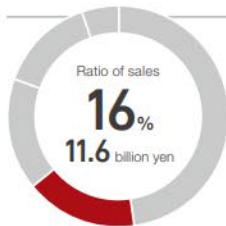


Industrial switch



Operator interface

## Safety & Explosion Protection



Emergency-stop switch



Safety laser scanner

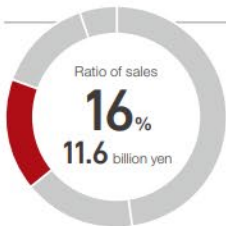


Emergency-stop assist system



Explosion protection vibration sensor

## Industrial Relays & Components



Industrial relay



Terminal block

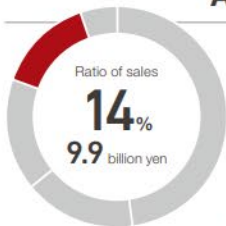


Switching power supply



LED illumination unit

## Automation & Sensing



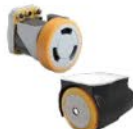
Cloud-based data logger



Sensor

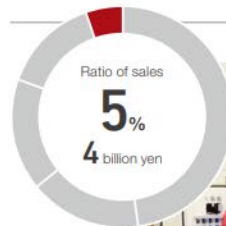


Programmable logic controller



ez-Wheel product

## Systems



# HMI (Human-Machine Interface)

- A wide product lineup of tens of thousands of models that can meet various uses and needs that differ by region and customer

IDEC products



APEM products





## Flush Silhouette Switches

### LB/LBW

- ø18.2
- ø22
- ø18.2
- ø22
- ø22.3
- ø26
- ø22.5
- ø26



### CW

- ø22
- ø30



### LW

- ø25.3
- ø28
- ø24.5
- ø28



## Switches / Pilot Lights

### LB

- ø16



### A6

- ø16



## Switches / Pilot Lights

### HW

- ø22



### TW

- ø22



### TWS

- ø25



### TWN/TWND

- ø30



## MA/MC

- ø30



## Switchboard



## Pilot Lights

### AP

- ø8
- ø10
- ø12
- ø16



### AP6S

- ø16



### AP22

- ø22



### SLC



### LH



## Operator Interface

### HG5G-V

- 15
- インチ



### HG3/4G-V/2G-V

- 8.4
- 10.4
- 12.1
- 5.7
- インチ



### HG1G

- 4.3
- インチ



## Illuminated Buzzer

### HW1Z

- ø22



## Cam Switch

### CS

- ø25
- ø30



## AC/UC

- ø30



## General purpose box

### FB

- ø30



### AG/KG



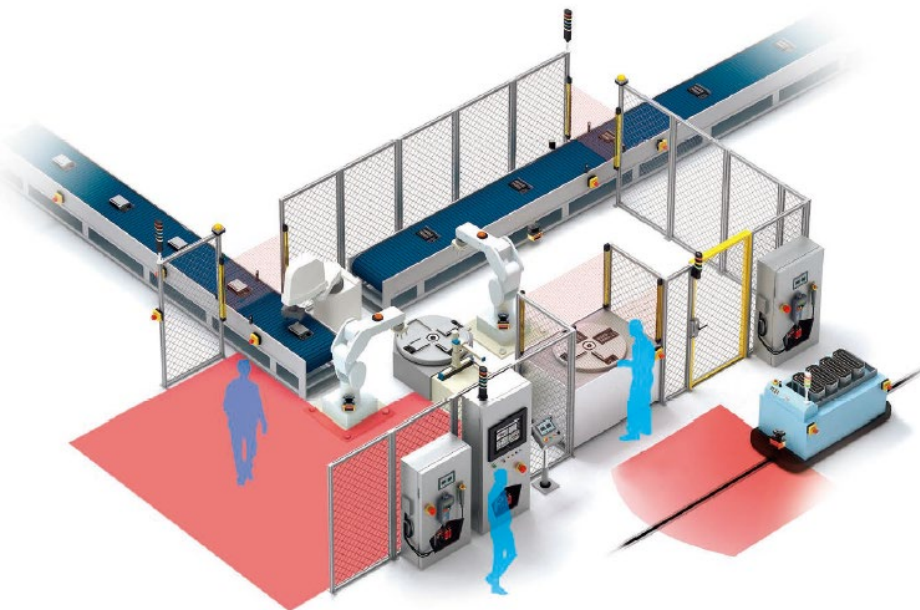
# HMI (Human-Machine Interface)



<p><b>Pushbuttons</b></p> <p>IP series <math>\phi 13.6</math></p>	<p>IS series <math>\phi 13.6</math></p>	<p>IA series <math>\phi 16</math></p>	<p>FD series <math>\phi 24.2</math></p>	<p><b>Tactile Switches</b></p> <p>Multimec™ series</p>
<p><b>Metal type Pushbuttons</b></p> <p>AV series <math>\phi 22</math></p>	<p>Piezo Switches</p> <p>PBA series <math>\phi 16</math></p>	<p><b>Toggle Switches</b></p> <p>600H-600NH series</p>	<p>CT series</p>	<p>5000 series</p>
<p><b>Rocker Switches</b></p> <p>K series</p>	<p><b>Pilot Lights</b></p> <p>Q series</p>	<p><b>Joysticks</b></p> <p>8000 series</p>	<p>1000 series</p>	<p>TS series</p>



# Safety & Explosion-proof -Safety-



## Enabling Switches

HE6B



HE2G



## Interlock Switches

HS1T



HS5L



HS5D



## Interlock Switches

HS6E/6B



## Actuators

Door Handle



Slide Handle



## Non-contact Interlock Switches

HS7A



HS3A



## Emergency Stop Switches

ø16 X6



X series

ø16 XA



ø22 XW



ø30 XN



FB



## Force-guided Relays

RF1/2



## Safety Relay Modules

HR5S/6S



## Safety Controllers

FS1A



## Safety Laser Scanner

SE2L



## Safety Light Curtains

SE4D



## SignalLight Towers

LD6A



# Safety & Explosion-proof -Explosion-proof-



Control Boxes  
EC2B



EC1A



Wired/wireless Zoom Camera  
PSM-03



Network Camera  
BBK24M-T



Mat switches



LED Illumination Units  
EF1A



Junction Boxes  
EJ5A



Operator Interface  
EX4R



EX1R-D3



Relay Barriers  
EB3C



EB3L



EB3N



EB3S



Interlock Switches  
HS5L-K



Barrier/Detection Device  
DX-IB
























D5000

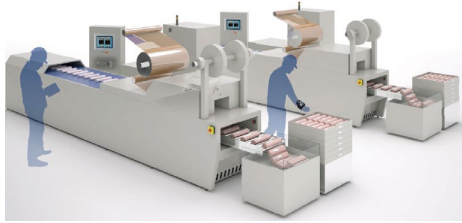


Vibration Sensors  
ES3M





<b>Relays</b> RJ 		RU 		RV8H 		RL 		<b>Timer</b> GT3 			
<b>Sockets</b> SJ 		SU 		DN/DF 		<b>Circuit Protectors</b> NC1V 		NRF/NRP 			
<b>Terminal Blocks</b> A Series 		A2C 35 Large capacity terminal block 		Z Series 		W Series 		BN-W/BNH-W 		BTB/BTBH 	
<b>Switching Power Supplies</b> PS5R-V 		PS6R 		PS3V 		<b>LED Illumination Units</b> LF2B 		LF3D/1D 			



## Programmable logic controller

FC6A Plus/All-in-One

FT1A Pro/Lite

3.8  
インチ FT1A Touch

## スマートリレー

FL1F

## イーサネットスイッチ

SX5E



## Sensing product

SA2E/1E

SA1E-L

SA1E-X

SA1Q

SA1F

SA1T



## Code reader

GD4590

PD9500DPM

Matrix 120

Magellan 1500i

Magellan 3450



welcat

WIT-series



ウェアラブルターミナル  
WIT-SERIES

XIT-series



ハンディターミナル  
XIT-series

## Sensor checker

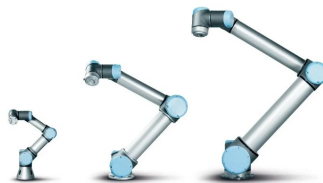
SA1P

## Code reader

WB1F







Collaborative robot system



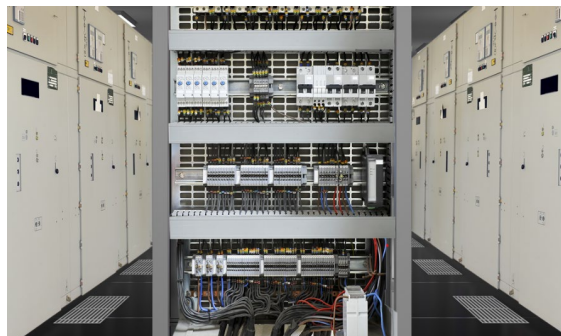
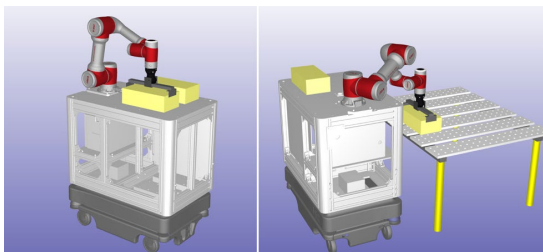
AMR



ultra fine bubble  
Generator



library system



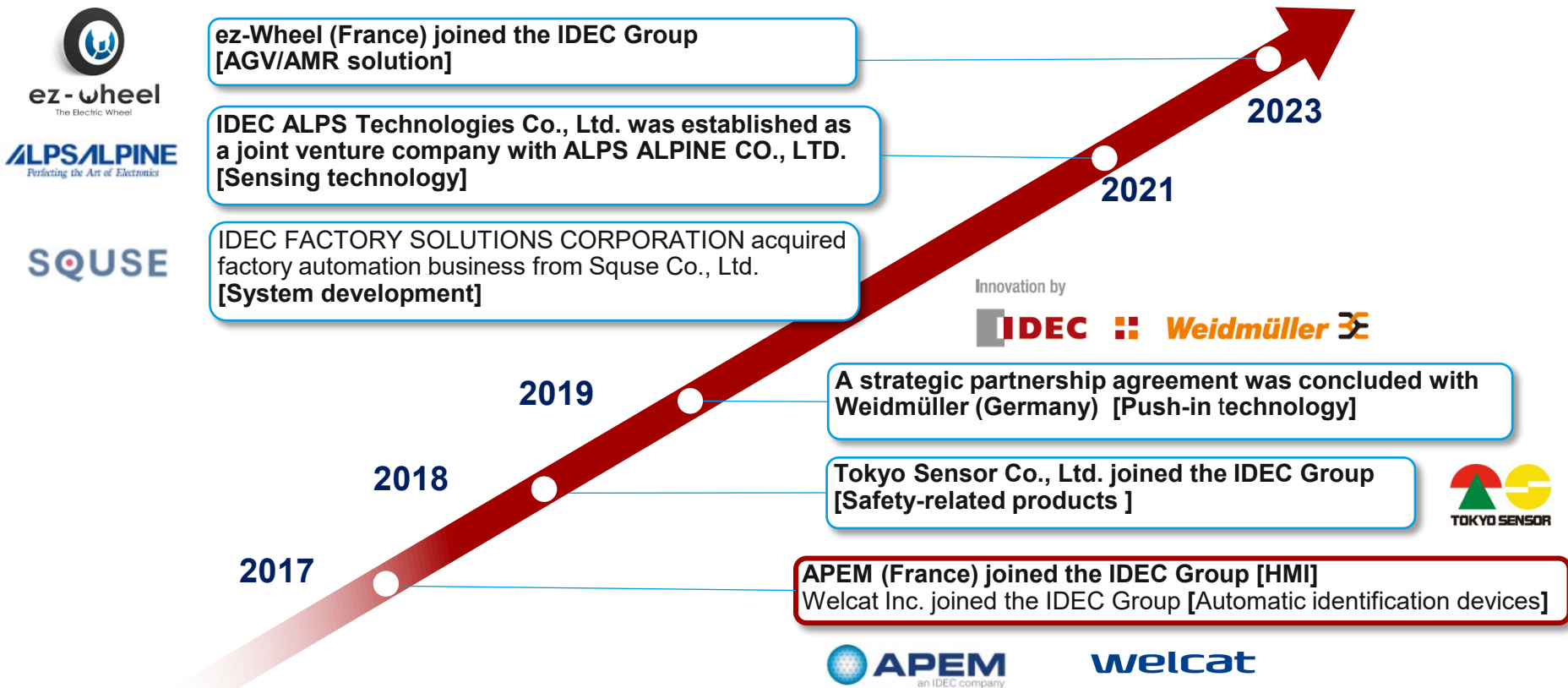
UL standard compliant/  
Control panel design and production system



Food manufacturing system

# M&A and Partnerships

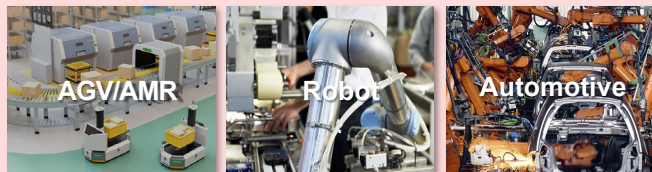
# Recent M&As and Business Alliances



## Expansion of Target Markets Through The Acquisition of APEM



### Market centered on the FA industry



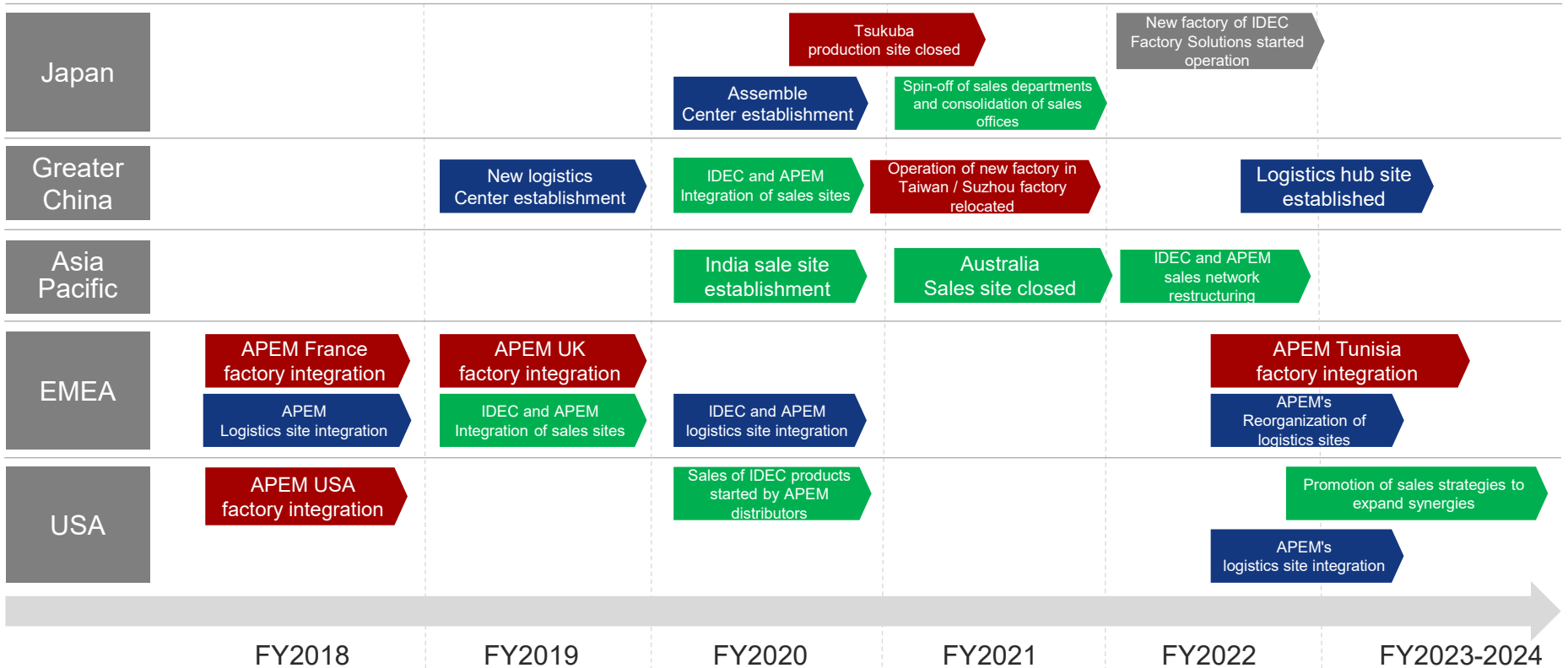
### Special vehicle Defense/Aerospace Material handling

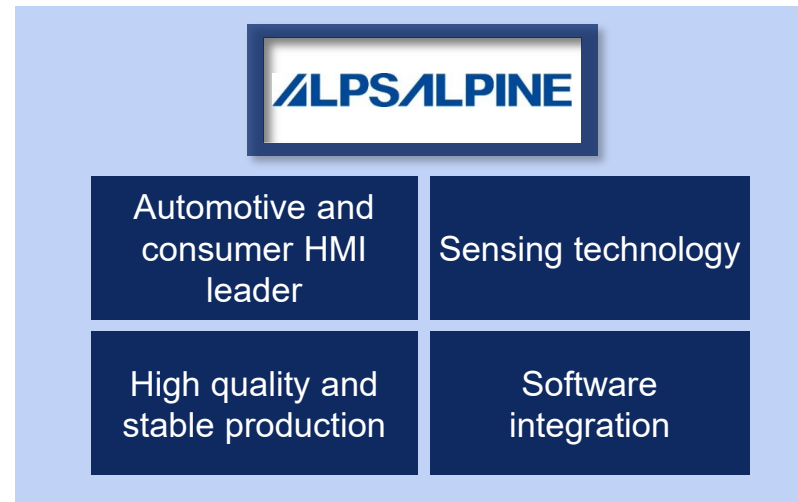
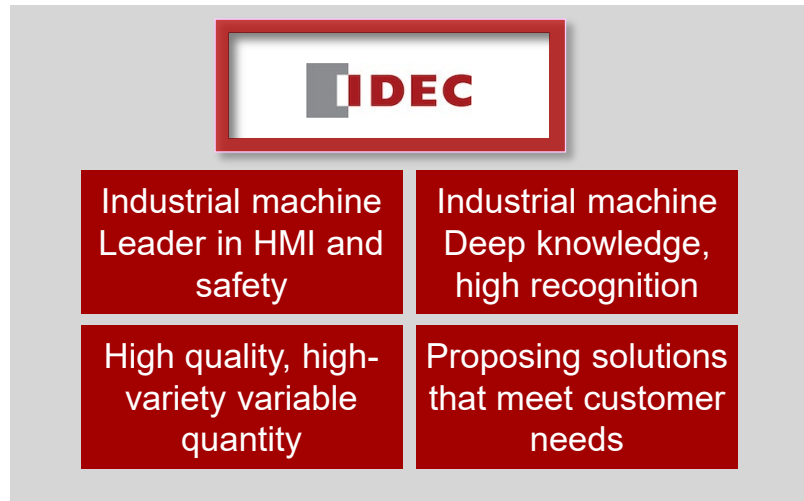


# Roadmap for Business Structure and Reorganization of Sites



● Production ● Sale ● Logistics





Shared strengths as HMI leaders

+

Proposal of optimal solutions utilizing the unique knowledge of both companies



**Established a joint venture company aiming to establish a highly profitable business**

## Acquires ez-Wheel in August 2023

to accelerate business development in mobility solutions and further expand sales.

(1) Company Name	ez-Wheel SAS
(2) Location	Moulin de l'Abbaye, 135, Route de Bordeaux 16400 La Couronne, France
(3) Representative	Chief Executive Officer, Antoine Juan
(4) Business	Development, manufacturing and sales of autonomous electric wheels
(5) Date of Establishment	November 2009





## Assist Wheel Drive

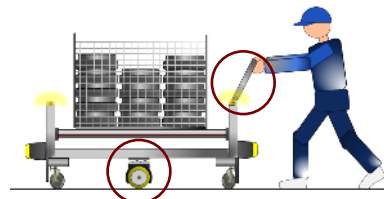
Easily and safely electrify carts for transporting heavy loads

### Heavy work, heavy burden on workers

Harsh working conditions make it difficult to secure a stable workforce



- ✓ Easily turn it into an electric assist by simply attaching a handle and wheels
- ✓ Safety and ANSHIN systems also provided



**Improve well-being**



Electric assist system



+

Safety and ANSHIN system





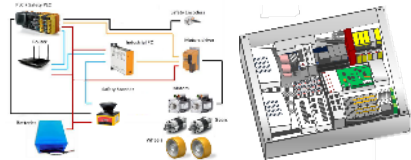


## Safety Wheel Drive

Easily build safe and secure AGVs/AMRs

### Complex Systems

High cost, huge development time, and assembly time are barriers to the widespread adoption of AGVs/AMRs



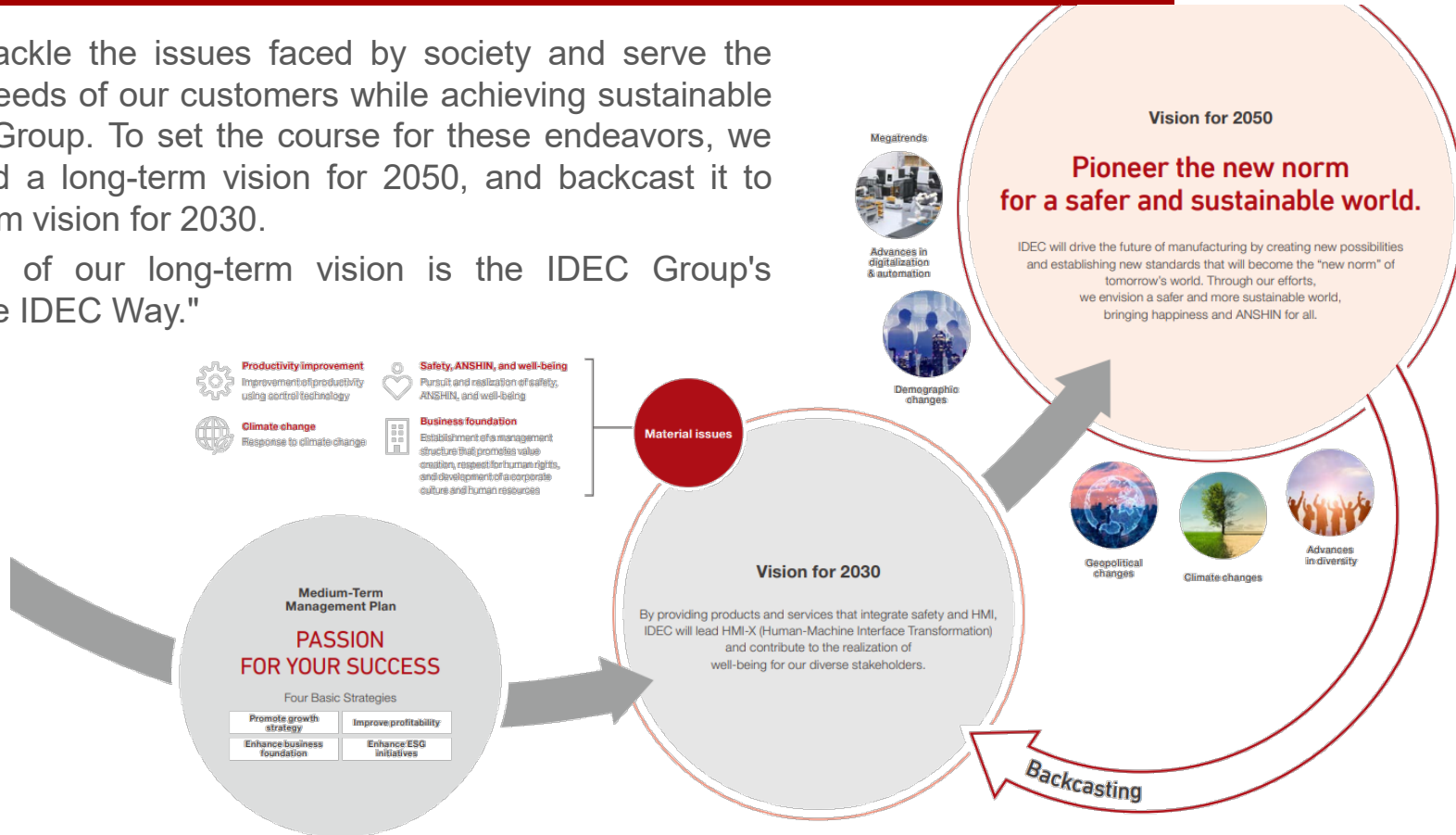
- ✓ Super-simplified system
- ✓ Safety features essential for working with humans are also integrated












# Long-Term Vision and Materiality

# Long-Term Vision

- We aspire to tackle the issues faced by society and serve the ever-evolving needs of our customers while achieving sustainable growth for our Group. To set the course for these endeavors, we have formulated a long-term vision for 2050, and backcast it to define our interim vision for 2030.
- The foundation of our long-term vision is the IDEC Group's philosophy, "The IDEC Way."

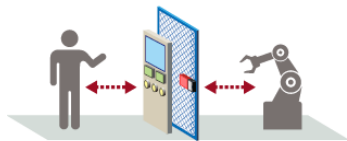


- Considering the external environment, we added “respect for human rights” as the contents of “business foundation.”

Material issues	Vision for 2030	Related SDGs
 <p><b>Productivity improvement</b> Improvement of productivity using control technology</p>	<ul style="list-style-type: none"> <li>■ Contribute to improving the productivity and efficiency of our customers and society around the world by providing the IDEC Group’s long-cultivated control technology, products, and system solutions.</li> </ul>	 
 <p><b>Safety, ANSHIN, and well-being</b> Pursuit and realization of safety, ANSHIN, and well-being</p>	<ul style="list-style-type: none"> <li>■ Realize the optimum environment for both humans and machines to resolve societal issues to create safe and comfortable environment and achieve healthy, happy, and vigorous lives.</li> <li>■ Improve safety, productivity, and well-being through technology development, human resource development, management, and rulemaking.</li> </ul>	    
 <p><b>Climate change</b> Response to climate change</p>	<ul style="list-style-type: none"> <li>■ Contribute to the reduction of the environmental impact of customers and society through the use of the IDEC Group’s technologies and products.</li> <li>■ Reduce CO<sub>2</sub> emissions through the in-house use of renewable energy.</li> </ul>	   
 <p><b>Business foundation</b> Establishment of a management structure that promotes value creation, respect for human rights, and development of a corporate culture and human resources</p>	<ul style="list-style-type: none"> <li>■ Ensure a thorough understanding of “The IDEC Way” and stimulate the company by creating an attractive work environment that gives employees a sense of purpose.</li> <li>■ Conduct business with the highest ethical standards, respect human rights both at our company and in the value chain, and further strengthen corporate governance and compliance.</li> <li>■ Strengthen human capital to cultivate employees who will be able to create new value and innovate.</li> </ul>	   

## HMI-X [Transformation]

- HMI-X is defined as **a change in the optimal interface** accompanying changes in the relationship between people and machines
- **We will take the lead on HMI-X by providing society with products and services that combine the HMI and safety** that we have cultivated over the years, contributing to the realization of well-being for a diverse range of stakeholders



Control in an environment where people and machines are isolated



Control in an environment where human and machine collaborate





■ **Sensor**



■ **Emergency-stop assist systems**

■ **RFID readers** that enable restrictions on the use of machines, on entry into control rooms and fences, on managing the operation history of devices, etc.

## HMI-X [Transformation]



■ **Touchless switches** to meet contactless needs



■ **Controller with operator interface**



■ **ez-Wheel safety wheel drive** installed on AGVs, AMRs, etc.



■ **Compact IoT devices** for realizing a remote monitoring



■ **ANSHIN sensor**



■ **Safety commanders** that allow emergency-stop switches and enabling switches to easily be attached to commercial tablets



- Expand growth investment, including sustainability investment and human resource investment
- Accelerating digital transformation investments, such as ERP and SCP implementation
- Continuous and stable shareholder returns

## Aggressive investment aimed for medium to long-term growth

Issues	Medium-term management plan
Growth investments	<ul style="list-style-type: none"> <li>■ <b>Investment in M&amp;A and alliances</b> <ul style="list-style-type: none"> <li>- M&amp;A and alliances for enhancing the safety business, AGV industries, software, and engineering field</li> <li>- Strengthen partnerships in China and India</li> </ul> </li> <li>■ <b>Investment in new products</b> <ul style="list-style-type: none"> <li>- Proactively invest in the new HMI and safety businesses</li> </ul> </li> <li>■ <b>Investment in human resources</b> <ul style="list-style-type: none"> <li>- Investment in expanded training spending and global talent development</li> </ul> </li> <li>■ <b>Investment in sustainability</b> <ul style="list-style-type: none"> <li>- Install solar power generation equipment, replace air conditioning equipment with energy-saving models, develop eco-friendly products, and pursue applied research on eco-friendly materials</li> </ul> </li> </ul>
Capital expenditures	<ul style="list-style-type: none"> <li>■ <b>Sites and equipment</b> <ul style="list-style-type: none"> <li>- Increase manufacturing sites and introduce automation and labor-saving systems, optimize sites</li> </ul> </li> <li>■ <b>Investment in DX</b> <ul style="list-style-type: none"> <li>- Upgrade ERP, introduce global SCP system, and develop talent management system</li> </ul> </li> </ul>
Shareholder returns	<ul style="list-style-type: none"> <li>■ <b>Measures for returns</b> <ul style="list-style-type: none"> <li>- Proactively pay dividends at a dividend payout ratio of 30-50%, acquire treasury stock in a timely manner in view of the stock price level</li> </ul> </li> </ul>

# Initiatives of ESG





## Realization of the carbon neutrality

- As a target of reduction in CO<sub>2</sub> emissions for achieving the carbon neutrality in 2050, **the target of reduction by 24% in FY2025 and by 50% in FY2031 was set, respectively.**
- **The Environmental policy was revised in 2024** that reflects new social issues such as responses to climate change.
- **ICP (internal carbon pricing) was introduced in 2022.** The price of 2023 is set as JPY8,000/t-CO<sub>2</sub>, and we utilize for decision making of environmental investment.
- As an initiative for plastic wastes reduction and effective resources usage, **the regrinding that reuses plastic materials end by crushing and granulating, has started in two factories in Japan following overseas sites.**
- The environmental management will be promoted throughout design, development and manufacture of products, logistics, and package, placing **eco-friendly product development emphasizing reduction in environmental impact and environmental issues** at the core.

### Medium-term targets by the end of FY2025

- Renewable energy utilization ratio **18% or more**
- Reduction in CO<sub>2</sub> emissions **24%** (vs. FY2020)
- Reduction in industrial wastes **24%** (vs. FY2020)
- Cumulative ratio of enhanced eco-friendly products to total new products **60% or more** (cumulative total since FY2020)



The example of enhanced eco-friendly products  
Controller with operator interface “FT2J” type



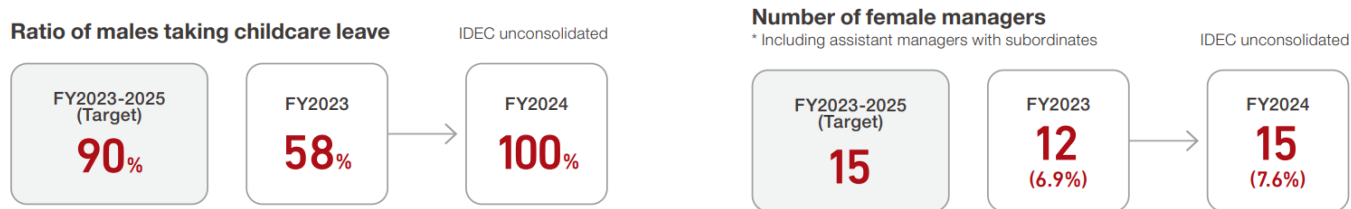
## Enhancement of business foundation by creating a pleasant workplace where diversity is respected

- The “Human Right Subcommittee” was established in the Risk Management Committee under the Sustainability Committee in 2024 for conducting business activities in consideration of human right.
- Human right due diligence is scheduled for promotion from here.
- In order for the IDEC Group to contribute to the sustainable development of society, the “IDEC Human Rights Statement” was established in 2023 and the IDEC Human Rights Policy was revised.
- Based on the results of the engagement surveys, we have been taking steps to make improvement of three major issues that scored lower.
- Introduction of a human resource development policy, a new personnel system based on the engagement surveys, conduct of multifaceted evaluation system, and promotion of fulfilling training programs for strengthening human resources.

### Issues identified through engagement surveys and initiative plans

Issues	Major action plans implemented since FY2024
<b>1 2</b> HR development Strengthening of management abilities	<ul style="list-style-type: none"> <li>■ Improving personnel training including managerial training, career design training, etc.</li> <li>■ Implementing a career design program</li> <li>■ Preparing to introduce a global talent management system</li> <li>■ Expanding the operation of multi-faceted evaluations</li> </ul>
<b>3</b> Improvement of the acceptability of human resource systems	<ul style="list-style-type: none"> <li>■ Strengthening feedback provided on personnel evaluations</li> <li>■ Conducting training for evaluators</li> </ul>
Encouragement of communication	<ul style="list-style-type: none"> <li>■ Further enhancing information messaging aimed at achieving “One IDEC”</li> <li>■ Disseminating and instilling the Medium-term Management Plan and corporate policies, etc.</li> </ul>
Promoting work style reform and improving the welfare system	<ul style="list-style-type: none"> <li>■ Phased reinstatement of welfare services</li> <li>■ Introducing flexible workstyles (discretionary work and flex-time)</li> <li>■ Promoting working from home</li> </ul>
Improving workplace culture	<ul style="list-style-type: none"> <li>■ Implementing action plans to resolve workplace issues in each department</li> </ul>
Promoting diversity and inclusion	<ul style="list-style-type: none"> <li>■ Implementing policies to support families raising children</li> </ul>

- We drive the implementation of work style reforms that enable flexible ways to work.
- As part of efforts to develop an environment and culture in which a diverse range of human resources can take on challenges, we have been pursuing initiatives enabling female employees to find success.  
**In FY2024, the percentage of managerial positions filled by women on a consolidated basis was 23.9%.**



- We have strengthened investments in human resources that are essential to support sustainable growth.
- we have also introduced selective training programs for the early development of next-generation management candidates who will drive the future of the IDEC Group.

### Next-generation management candidate training programs

Program	Purpose	Details	Number of trainees								
IDEC Top Management Program	Development of next-generation director candidates	<ul style="list-style-type: none"> <li>■ Outside manager development training</li> <li>■ Lectures on specialized fields delivered by outside directors</li> <li>■ Nominating Committee reporting session</li> </ul>	From FY2022 3								
IDEC Advanced Management Program	Development of next-generation executive officer candidates	<ul style="list-style-type: none"> <li>■ MBA study (for executive tiers)</li> <li>■ Assessment exercises</li> <li>■ Training to overcome weaknesses based on assessment results</li> </ul>	From FY2022 17								
IDEC General Management Program	Development of next-generation department general manager candidates	<ul style="list-style-type: none"> <li>■ MBA study (for middle-management tiers)</li> </ul>	To be conducted in FY2025								
IDEC Leadership Challenge Program	Development of next-generation manager candidates	<ul style="list-style-type: none"> <li>■ Theme-based lectures delivered by directors (10 sessions in total)</li> <li>■ Presentations on solutions to management issues (year-long group work)</li> <li>■ MBA study (basic)</li> <li>■ English language learning</li> </ul>	<table border="1"> <tr><td>FY2021</td><td>28</td></tr> <tr><td>FY2022</td><td>19</td></tr> <tr><td>FY2023</td><td>31</td></tr> <tr><td>FY2024</td><td>18</td></tr> </table>	FY2021	28	FY2022	19	FY2023	31	FY2024	18
FY2021	28										
FY2022	19										
FY2023	31										
FY2024	18										

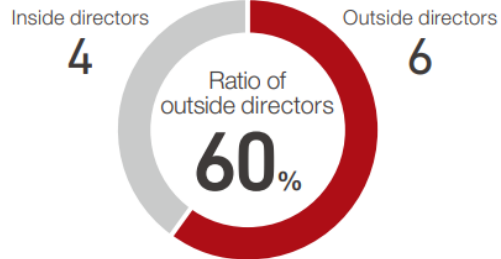
## Aiming for effective governance

### ■ Features of IDEC's governance

(As of June 30, 2024)

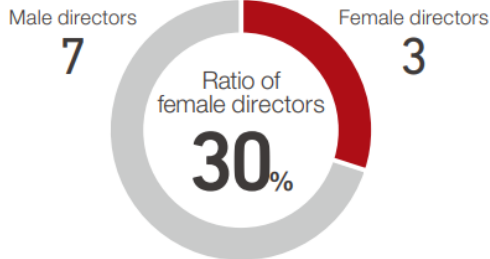
1

Outside directors represent **more than half of all directors**, and all of them are **independent directors**



2

Female directors represent **30%** of the Board of Directors



3

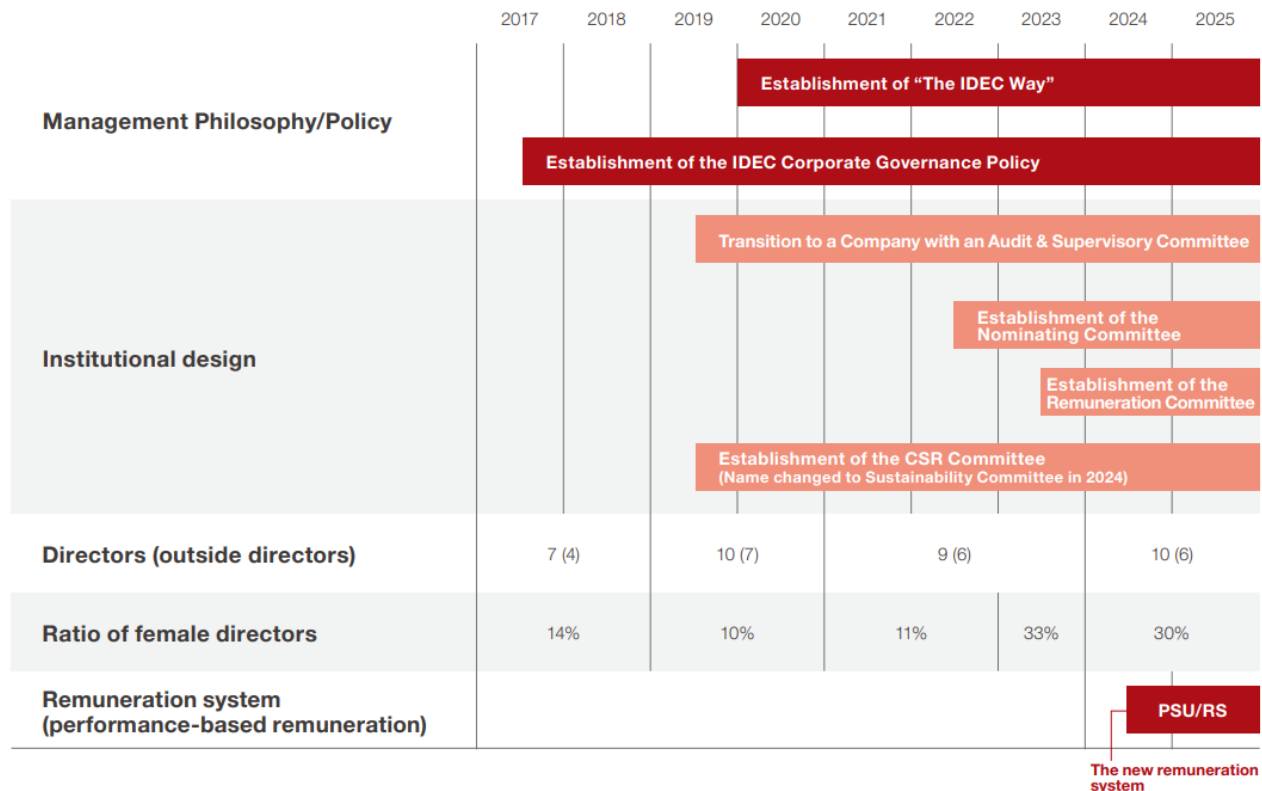
The effectiveness of the Board of Directors has been **continuously evaluated** since FY2016

4

Outside directors **actively participate** in outside directors' exchange sessions and other events

## Corporate governance initiatives

(FY)



- IDEC achieved to be selected into diverse indexes by continuous initiatives.
  - We have been selected as FTSE indexes for the third consecutive year since 2022.
  - In 2024, we were selected as a “Group 1”, the highest estimation among five stages, of Morningstar Japan ex-REIT Gender Diversity Tilt index.
  - We were also selected as JPX-NIKKEI Mid Small Index in addition to S&P/JPX Carbon Efficient Index.



FTSE Blossom  
Japan Index



FTSE Blossom  
Japan Sector  
Relative Index

MORNINGSTAR GenDi J

Japan ex-REIT Gender Diversity  
Tilt Index

TOP CONSTITUENT 2024

2024



Sompo Sustainability Index



JPX-NIKKEI Mid Small



