

東テク株式会社
TOTECH CORPORATION

CORPORATE PROFILE

Corporate site
www.totech.co.jp/en



The Totech Group creates a comfortable environment that is rich in spirit.

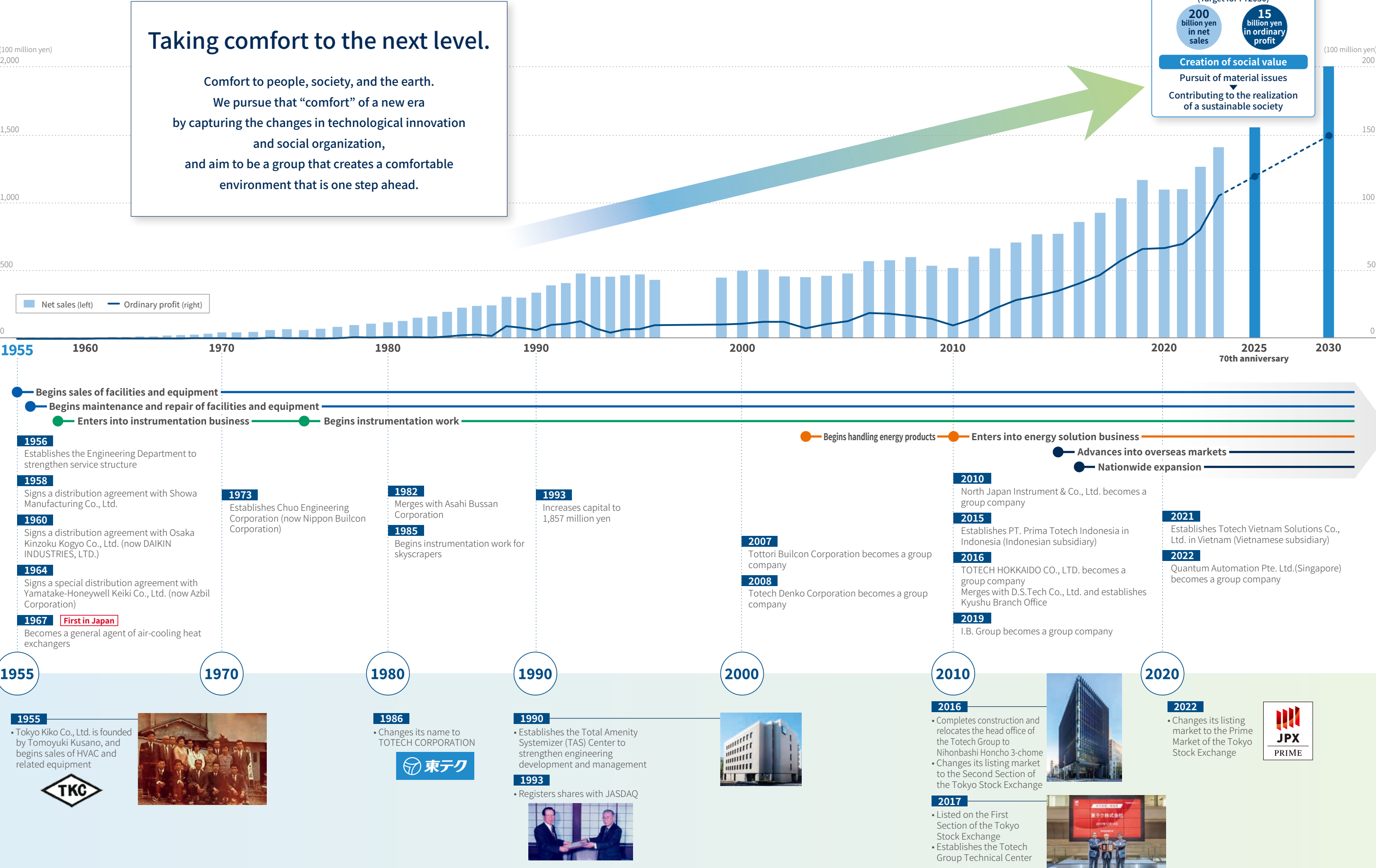
Our mission is to seek not only economic efficiency and convenience, but also the spiritual richness that lies beyond them.

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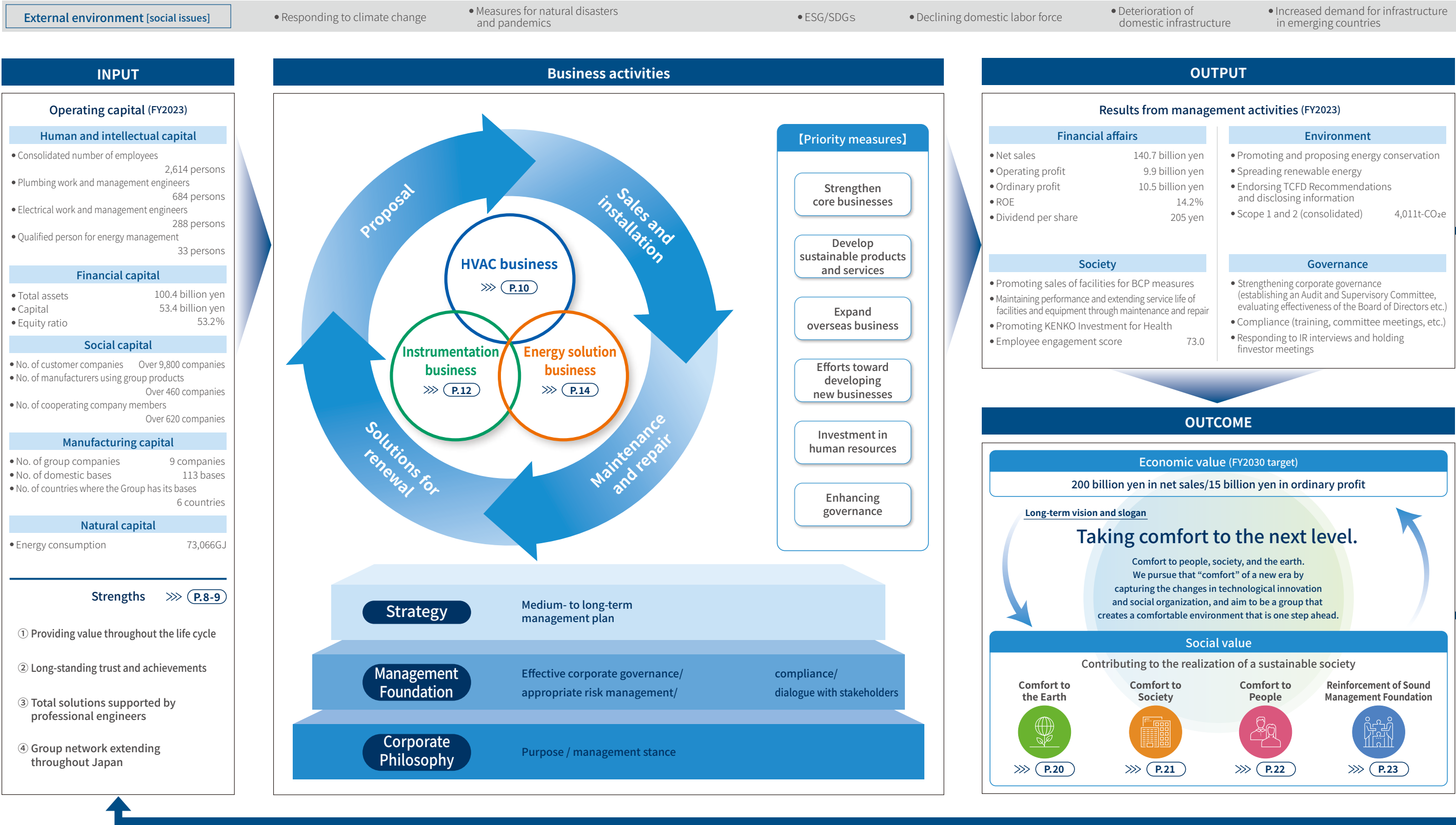


History and Future of the Totech Group



Value Creation Story

The Totech Group’s purpose is “to create a comfortable environment that is rich in spirit.” With the HVAC business, Instrumentation business, and energy solution business as its pillars, the Group as a whole generates synergy to provide high value-added products and services. By continuing to create economic and social value through our business activities, we aim to meet the expectations of society and achieve sustainable growth together with society.

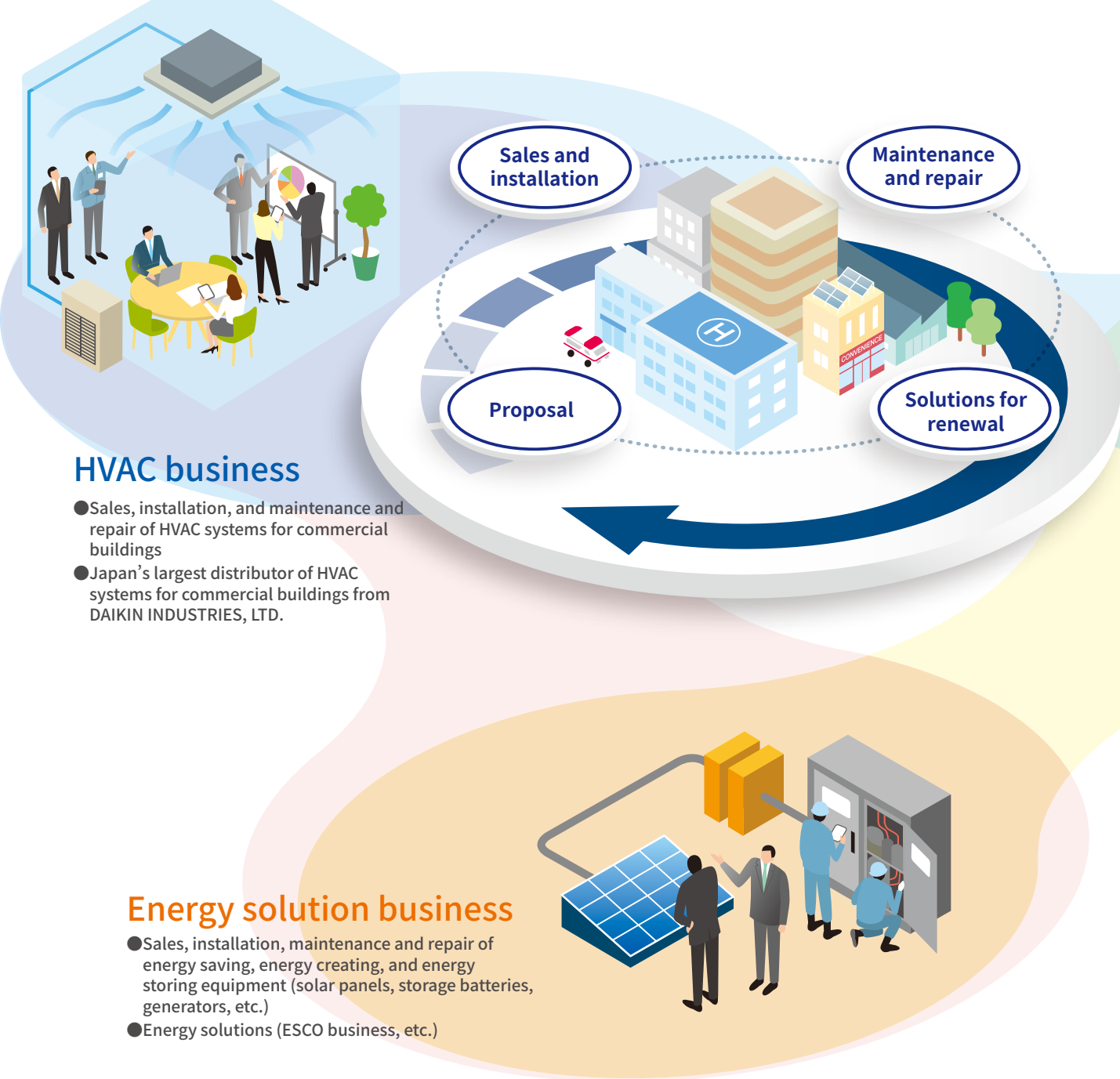


Business Model of the Totech Group

The business model of the Totech Group is designed to provide one-stop services that include both facility and equipment sales and instrumentation as a package, as well as maintenance, repair, and solutions for renewal. We are proud to be the only company that can create value through total solutions as a specialized trading company and building facility professional. We are also expanding into Southeast Asia, where the market is growing, and are working to expand our overseas business by responding to customer needs with the total solution capabilities we have cultivated.

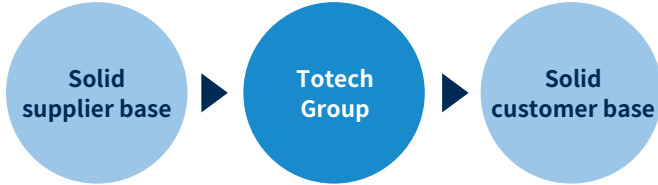
Strength 1 Providing value throughout the life cycle

In the HVAC, instrumentation, and energy business fields, the Totech Group is involved from the initial stages of building planning and construction, including facility and equipment sales and installation, and provides optimal value throughout the entire building lifecycle, including maintenance, repair, and solutions for renewal.



Strength 2 Long-standing trust and achievements

With the trust and track record we have built up over the years as a distributor for the industry's top manufacturers, we have formed a solid foundation with our business partners in the construction industry.



DAIKIN INDUSTRIES, LTD.
Azbil Corporation, Yanmar
Energy System Co., Ltd.,
etc.

〈Equipment〉
HVAC, heat source,
power generation,
control, energy saving,
etc.

Subcontractors, general
contractors, building
management companies,
public offices, property
owners, developers, etc.

Strength 3 Total solutions supported by professional engineers

Approximately half of its employees are engineers, and the Totech Group has formed a solid human resource base with many engineers holding specialized qualifications such as plumbing work and management engineers and instrumentation engineers. We are a total solutions planner, helping our customers create a better and more comfortable environment to meet their diverse needs.

Major qualified personnel		(as of March 31, 2024)	
Plumbing work and management engineers	684 persons	Refrigeration and air conditioning equipment installation technicians	240 persons
Electrical work and management engineers	288 persons	Boiler expert	159 persons
Electrical work engineers	772 persons	Refrigerant recovery technicians	190 persons
Instrumentation engineers	288 persons	Fire defense equipment officer	137 persons
Qualified Person for Energy Management	33 persons		

Strength 4 Group network extending throughout Japan

The Totech Group has a network of over 100 sites throughout Japan. Nippon Builcon Corporation, a core group company, provides community-based services in 46 regions throughout Japan, including equipment maintenance and repair, and operational proposals.

HVAC business

TOTECH, as an HVAC professional, creates comfortable environments for a variety of buildings

HVAC systems are now an essential part of our social infrastructure. In recent years, there has been an increased call for improved air quality and energy conservation against the backdrop of environmental issues and infectious disease control. TOTECH creates optimal, comfortable environments to meet customer needs and building applications by utilizing its know-how and extensive lineup of HVAC systems accumulated over many years.

TOTECH's strengths in the HVAC business

Capability to make proposals that only a specialized trading company can offer

As a pioneer trading company specializing in HVAC systems, we handle a wide variety of products. We have the capability to make proposals that connect facility construction companies (subcontractors) and manufacturers to create comfortable environments that meet customer needs.

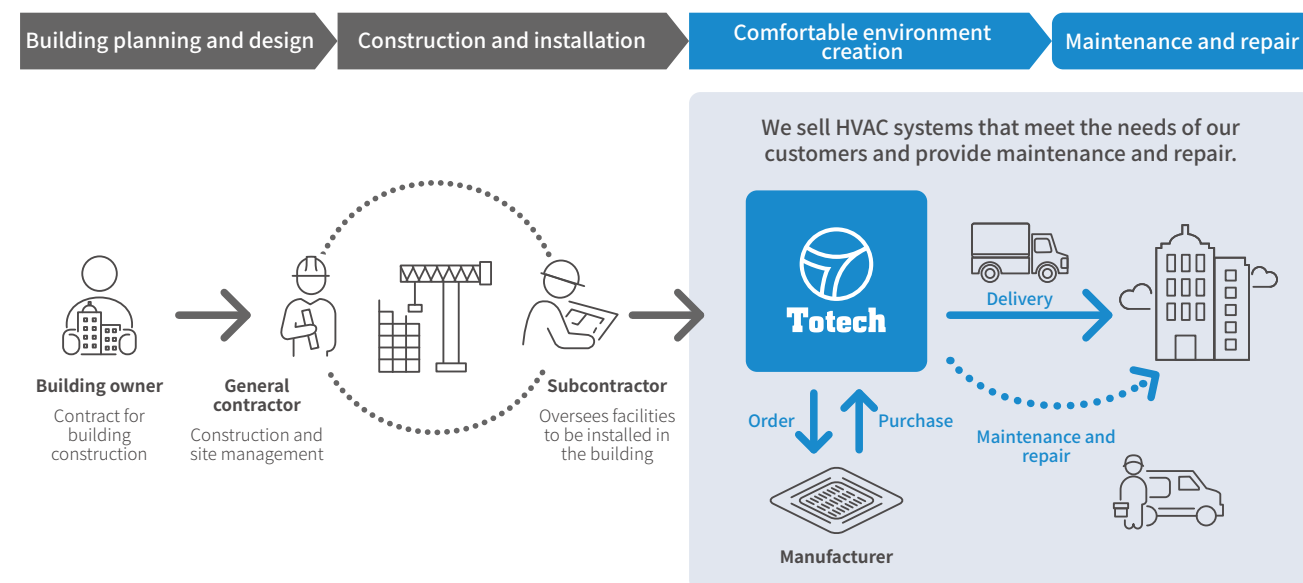
Providing added value through one-stop services

While we sell HVAC systems, we can also provide one-stop services for installation, maintenance, and repair through collaboration with our group companies. We have a unique business model that allows us to provide added value.

Extensive connections in the construction industry

We have established a strong network with building owners, construction companies (general contractors), and design offices, and have built up trust and experience in a variety of buildings. We are also Japan's largest distributor of HVAC systems for commercial buildings from DAIKIN INDUSTRIES, LTD.

Business flow



Equipment and services

Heat source equipment (central HVAC system^{*1})



HVAC systems (central HVAC systems)



HVAC for individual zones^{*2}



Image sources:
DAIKIN INDUSTRIES, LTD.
Topre Corporation
MIURA CO., LTD.
TERAL INC.
Kawasaki Thermal
Engineering Co., Ltd.
Tokyo Gas Co., Ltd.

^{*1} A system that combines a heat source equipment and HVAC unit, and centrally controls them to provide air conditioning throughout the entire building
^{*2} A system in which independent HVAC units are installed in the rooms or floors, with each unit providing air conditioning to independent rooms or floors

Topics

1 Off-site production for higher efficiency

We are working on off-site production where piping, peripheral and other components are installed at a location other than the installation site (off-site) before installing HVAC systems on site. The integrated equipment and facilities are delivered to the site, which helps reduce the workload on site, shorten the construction period, maintain higher safety, and reduce the burden on workers.



2 Recycled CFCs to reduce environmental load

CFCs, used as a refrigerant in HVAC systems, have greenhouse effects that cause global warming and are feared to have an impact on climate change. TOTECH is working with Kankyosoken Co., Ltd. to properly collect, recycle, and sell CFCs. By providing high-quality recycled CFCs, TOTECH aims to ensure a stable supply of refrigerants, while contributing to the effective use of resources and reduction of environmental impact.



Instrumentation business

TOTECH is proud of its high technological capabilities for the design, installation, maintenance and repair of automatic control systems

We install automatic control systems, also known as the brain and central nervous system of buildings, to provide safe, comfortable, and energy saving spaces. We use our advanced technological capabilities and know-how to build automatic control systems that match the characteristics of buildings and contribute to optimal operational conditions.



TOTECH's strengths in the instrumentation business

Reliability backed by experience and achievements

We approach customers from the early stages of new projects to gain a better understanding of their needs. We have installed many optimal automatic control systems by effectively utilizing the synergy provided by the Totech Group. Our experience and achievements are proof of the trust our customers place in us.

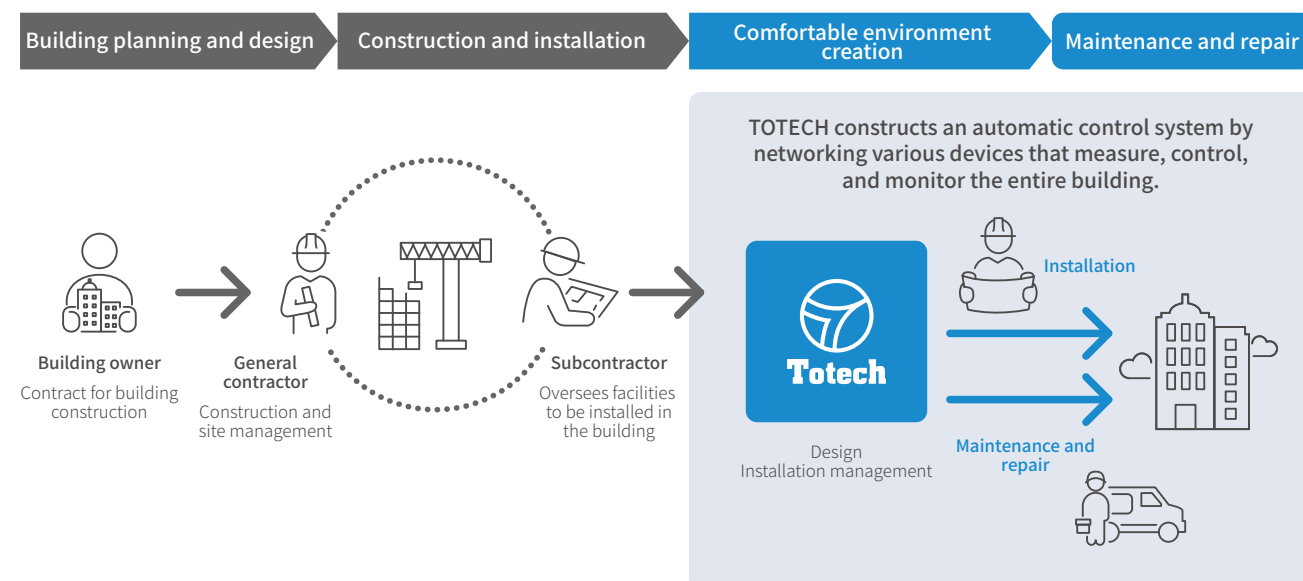
Cutting-edge high technological capabilities

Automatic control systems, also known as the central nervous system of a building, are essential for both energy conservation and comfort. TOTECH has established a strong framework of engineers who have acquired this know-how and supports buildings with cutting-edge technology and quality.

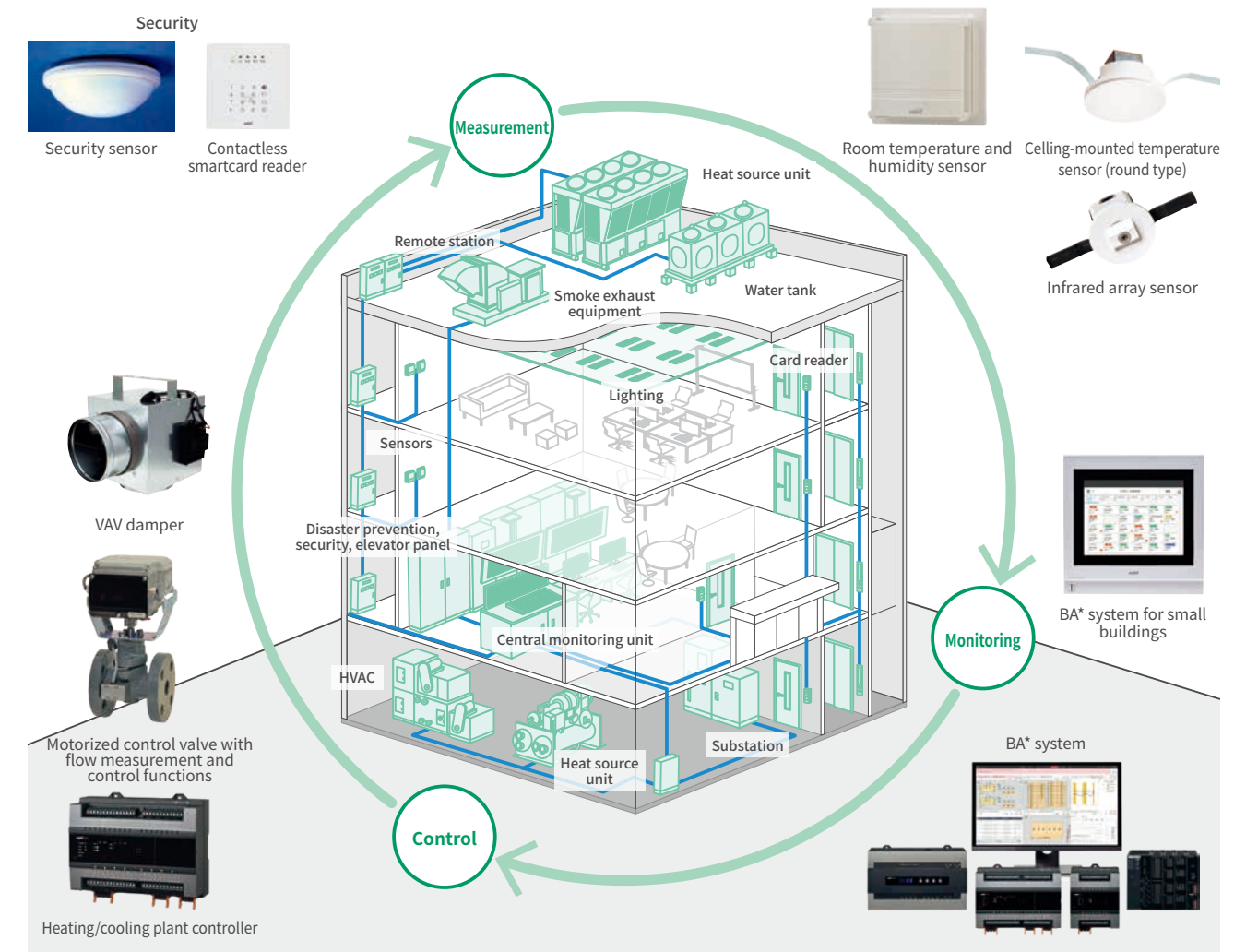
Efficient facility operation

Maintenance and repair of automatic control devices and systems are critical to building upkeep. Optimal tuning with solutions based on control data ensures efficient facility operation.

Business flow



Equipment and services



* Building Automation Image source: Azbil Corporation

Topics

1 Extensive track record in large projects that require cutting-edge technology

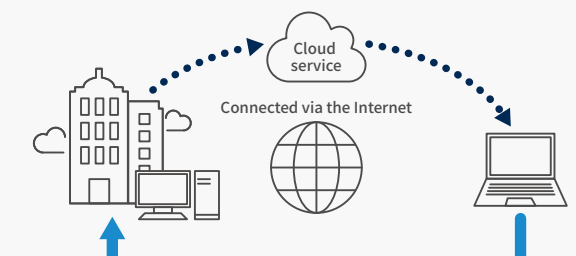
TOTECH has been involved in many large projects requiring state-of-the-art technology, including the Okura Tokyo and Yaesu Central Tower, as well as schools, hospitals, and factories. Our technology, cultivated by our extensive installation experience and expertise in automatic control systems, helps provide optimum conditions in large-scale buildings.



The Okura Tokyo

2 Digital transformation with data solutions

Remote monitoring of a wide variety of data from the central monitoring system enables the development of optimal data-driven maintenance plans and minimization of building life cycle costs (LCC). In addition, providing solutions in control and energy using data analysis technology contributes greatly to energy and CO₂ saving.



Energy solution business

TOTECH helps customers solve the myriad issues they face in their business activities, contributing to a sustainable society

With climate change and other environmental issues looming over the world today, efforts toward a sustainable society are no longer limited to energy conservation. TOTECH provides comprehensive energy services that help create a sustainable future, including cogeneration systems, solar power generation facilities, and lithium-ion storage batteries, as well as energy conservation through the installation of optimal facilities and equipment.



TOTECH's strengths in the energy solution business

Capability to make proposals that lead to solutions

We work closely with customers to identify issues through dialogue. In addition to equipment sales and installation, we offer optimal solutions through flexible responses such as collaboration with leasing and energy companies, and the effective use of subsidies.

Extensive product lineup

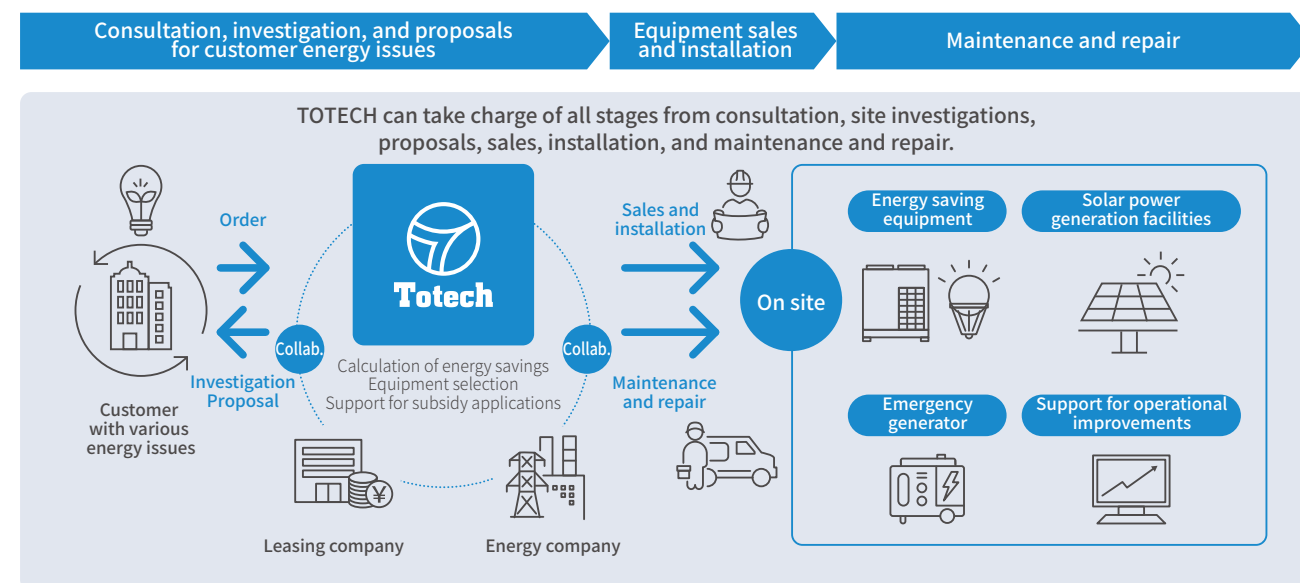
To meet a wide variety of needs, we do not recommend only products from particular manufacturers, but provide the best facilities and equipment. To help resolve the myriad issues faced by our customers, we stay one step ahead of the times to provide facilities and equipment of the future.

Technological capabilities to solve issues

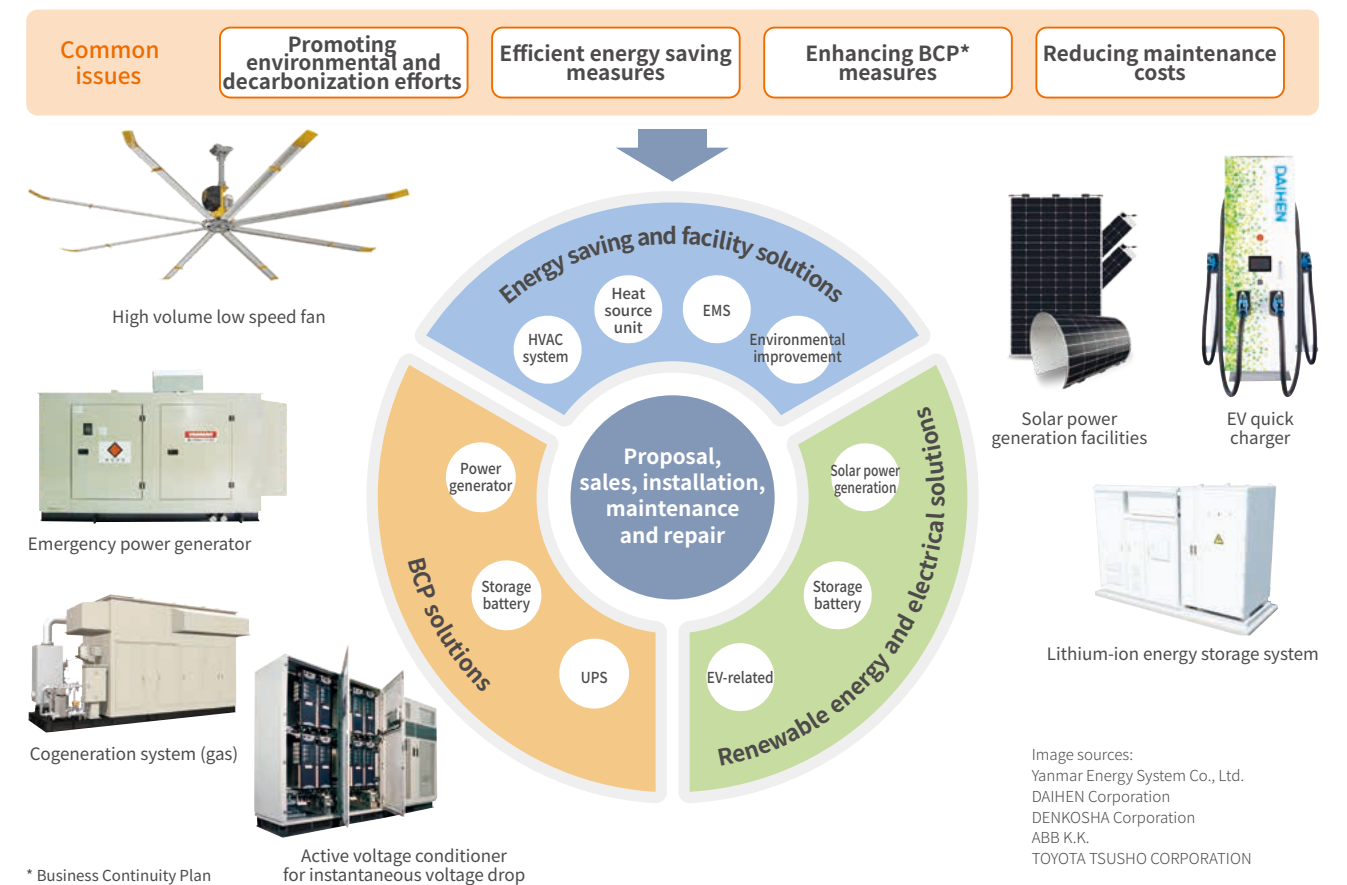
To help solve issues, we provide a one-stop service from equipment sales and design to installation, maintenance, and repair. We also help our customers improve their operations by visualizing their energy consumption status through energy management systems such as BEMS*.

* Building Energy Management System

Business flow



Equipment and services



Topics

1 Solution proposals for various issues

The issues that buildings face in relation to energy can vary widely. TOTECH takes a customer-oriented approach to propose optimal solutions by combining a wide variety of products and services with its advanced technological capabilities. TOTECH also helps customers apply for subsidies and follows up on tax incentives to reduce costs as much as possible.

Example

ICHIKOH INDUSTRIES, LTD. has established the goal of reducing its fuel oil A consumption at its plants to zero by 2030, with the aim of achieving carbon neutrality. When renewing the facilities, they held a competition, inviting proposals to reduce installation costs while placing the highest priority on reducing CO₂ emissions and TOTECH was recognized for our "ability to provide total solutions and speed." TOTECH also contributed to their business operations by handling the subsidy application procedures and reducing CO₂ emissions beyond what was planned.

Before renewal	[Results]
[Cooling] Steam absorption chiller, chiller for cooling only [Heating] Steam boiler [Humidification] Steam humidifier	Fuel oil A consumption zero
Post renewal	CO ₂ reduction Approx. 2,900t/year
[Cooling/heating] Air-cooled heat pump [Humidification] Vaporizing humidifier	



2 Promotion of carbon neutrality & BCP measures

TOTECH provides sales, design, installation, maintenance, and repair of solar power generation facilities, hybrid lithium-ion storage batteries, and other products. Our systems that integrate this equipment aim to reduce CO₂ emissions, serve as an emergency power source in the event of power outages, and cut electricity use during peak periods, and are being leveraged as an approach to achieving carbon neutrality and BCP measures.

Example

The new Kashiwazaki City building in Niigata Prefecture was built under the concept of "a new disaster-resistant, safe, and sustainable government building that uses natural energy." TOTECH delivered and installed solar power generation facilities and hybrid lithium-ion storage batteries in the building.



From the Kashiwazaki City website

Group Network

Leveraging our group network to provide high value-added services in Japan and overseas

We are expanding our business operations and building a network that extends across Japan and overseas. Group companies utilize their respective characteristics to complement each other and create synergy.



Nippon Bulcon Corporation

Providing “Cycle Maintenance®” according to customer facility conditions



Nippon Bulcon offers “Cycle Maintenance®”, a total support service for maintenance, repair, and renewal of a variety of facilities and equipment, in 46 regions throughout Japan to meet customer facility conditions. The market for large-scale redevelopment and expansion of data centers and logistics centers, especially in the Tokyo metropolitan area, is booming, and the requirements for facilities, such as achieving carbon neutrality and BCP measures, are constantly changing. Nippon Bulcon is responding quickly to these diversifying needs by leveraging its organizational strengths.

Established: July 1973 Capital: 100 million yen
2-11-10 Tatekawa, Sumida-ku, Tokyo 130-0023 TEL.03-5600-2371 FAX.03-5600-2370

I.B. Technos Co., Ltd.

Helping to create a comfortable and energy-efficient environment



I.B. Technos designs, installs, maintains, repairs and offers proposals for the renewal of automatic control systems and central monitoring systems based on the philosophy of “sticking to the basics and staying ahead of the times.” They specialize in clean room construction, software design, installation of open central monitoring systems, and energy saving projects. They have a proven track record of utilizing these strengths to deliver products to high-rise buildings, semiconductor factories, and foreign-affiliated data centers. They are helping to reduce CO₂ emissions by installing comfortable and energy-efficient systems to protect the global environment.

Established: August 1975 Capital: 50 million yen
Nihonbashi Core Building 2F, 2-8-4 Nihonbashi Horidome-cho, Chuo-ku, Tokyo 103-0012 TEL.03-6758-0221 FAX.03-6758-0220

Quantum Automation Pte. Ltd.

Providing solutions as both a manufacturer and a system integrator



Quantum Automation handles extra low voltage electrical facilities such as automatic control systems, access control systems, and surveillance cameras not only in Singapore but also throughout Southeast Asia. They are engaged in a wide range of business activities, both as a manufacturer with its own controllers and software and as a system integrator. They established a subsidiary in Thailand in 2023 as its third overseas base after Malaysia and China (Shanghai). They contribute to solving customer issues and operates in Southeast Asian countries.

Established: December 1979 Capital: SGD 2 million
9 Senoko Drive Singapore 758197



TOTECH HOKKAIDO CO., LTD.

Under the slogan “protecting Hokkaido’s winter”, TOTECH HOKKAIDO offers a one-stop service for HVAC for commercial buildings, from sales to installation, maintenance and repair, and instrumentation work. They create a comfortable environment by establishing a complete support framework together with manufacturers.

Established: March 1970 Capital: 130 million yen
1-86, Hondori 19-chome Kita, Shiroishi-ku, Sapporo-shi, Hokkaido 003-0027 TEL.011-555-2405 FAX.011-555-2585



North Japan Instrument & Co., Ltd.

North Japan Instrument has been operating in six Tohoku prefectures and Niigata Prefecture for over 50 years. They are one-stop shop for industrial instrumentation and control devices, from sales to installation, maintenance and repair. It provides added value instrumentation technology services that reflect the needs of the times.

Established: February 1971 Capital: 20 million yen
1-18-3 Shiroshita, Hachinohe-shi, Aomori 031-0072 TEL.0178-51-8773 FAX.0178-51-8774



Tottori Bulcon Corporation

Tottori Bulcon operates an HVAC business mainly in the eastern area of Tottori Prefecture and is able to provide a one-stop service for sales, design, installation, maintenance, and repair of HVAC, refrigeration, and freezing equipment. They provide comfortable and efficient environmental systems through total engineering of “air, water, and energy.”

Established: January 1983 Capital: 20 million yen
722 Minamigakuma, Tottori-shi, Tottori 680-0903 TEL.0857-30-7400 FAX.0857-30-7411



Totech Denko Corporation

Totech Denko focuses on the installation of electrical facilities and provides support from the proposal of equipment with superior environmental performance to maintenance and repair. As a registered Chiba SDGs Partner, the company is contributing to the development of local communities and the realization of a sustainable society.

Established: November 1973 Capital: 100 million yen
594-3 Hamano-cho, Chuo-ku, Chiba-shi, Chiba 260-0824 TEL.043-305-1000 FAX.043-208-4750



PT. Prima Totech Indonesia

PT. Prima Totech Indonesia is engaged in sales and installation of HVAC systems and instrumentation business in Indonesia. They build relationships of trust with customers by providing high-quality proposals and services to resolve issues.

Established: December 2015 Capital: USD 300,000
Sona Topas Tower 15th Floor, Unit. 1503 Jl. Jend. Sudirman Kav. 26 South Jakarta 12920



Totech Vietnam Solutions Co., Ltd.

Totech Vietnam Solutions sells HVAC systems, automatic control and monitoring facilities, and energy-related equipment in Vietnam. They also propose energy saving and other solutions in line with customer needs.

Established: May 2021 Capital: USD 500,000
10th Floor, ICON4 Tower, 243A De La Thanh, Lang Thuong Ward, Dong Da District, Hanoi City

Sustainability

The Totech Group has identified a number of material issues in order to contribute to the realization of a sustainable society through the creation of a comfortable environment that is rich in spirit. The Group promotes sustainability activities through its business operations to continuously enhance corporate value.



Sustainability Policy

Advances in science and technology and the expansion of economic activities have made our lives more convenient and affluent. At the same time, the world is facing a range of issues such as climate change, resource depletion, natural disasters and poverty. The Totech Group’s purpose is “to create a comfortable environment that is rich in spirit.” So, it is our natural responsibility to contribute to solving these social issues and to pursue affluence and convenience while coexisting with the global environment. For the continued growth of our group, we practice thorough compliance and highly transparent management, and contribute to the realization of a sustainable society through our corporate activities.

- 1 We actively work to protect the global environment and reduce environmental impact through our corporate activities, and contribute to solving environmental issues by providing environmentally friendly products and services.
 - 2 We actively participate in social and community activities, build amicable relationships with society, and work to solve local community issues to create more vibrant communities.
 - 3 We provide a work environment that attracts diverse human resources and allows all employees to maximize their full potential.
 - 4 We are committed to providing safe, high-quality products and services, and provide a safe, secure, and comfortable environment.
 - 5 We conduct fair and free transactions in compliance with laws, regulations, and corporate ethics. We also respect human rights and do not tolerate any form of discrimination, forced labor, or child labor.
 - 6 We aim to be a trusted corporate group by emphasizing dialogue with stakeholders and disclosing corporate information in a positive and fair manner.

Sustainability Promotion Structure

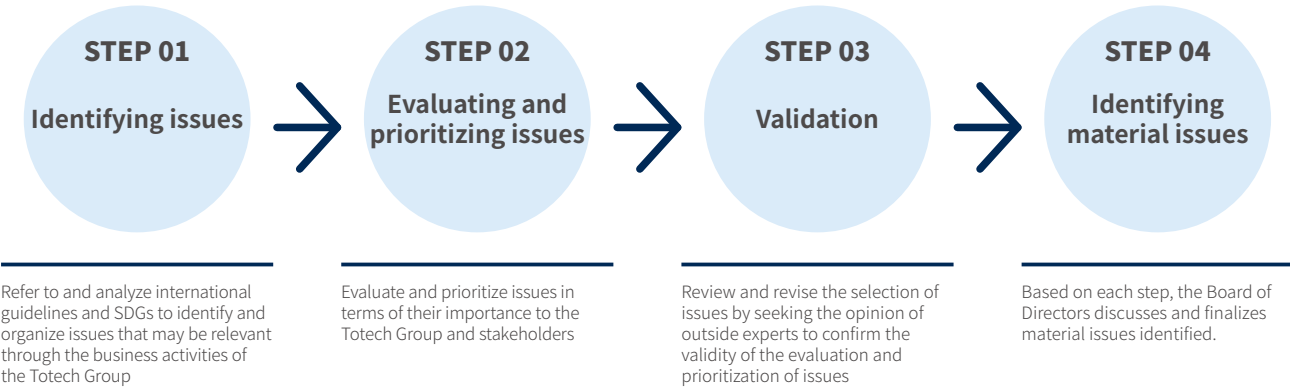
The Totech Group has established a Sustainability Committee to accelerate efforts to realize a sustainable society. The Committee identifies material issues, evaluates sustainability issues such as climate-related risks, examines countermeasures, and discloses information in order to promote sustainability initiatives.



Scan the QR code for more information

Process for Identifying material issues

In response to a wide range of social issues, the Totech Group has identified material issues that it should prioritize, taking into account changes in social conditions and the business environment, through the following process. In identifying material issues, we also carefully considered external perspectives obtained through workshops with outside experts and relevant departments, and through dialogue with experts.



Material issues and Aims of the Totech Group

Over the years, the Totech Group has pursued not only economic efficiency and convenience, but also the spiritual richness that goes beyond that, by providing comfortable spaces. We continue to create a comfortable environment that is “comfort to people, society, and the earth” in order to realize both a sustainable society and pleasantness.

Material issues and aims		Examples of specific efforts
E Environment	Comfort to the Earth ➔P.20 As the problems caused by climate change become increasingly serious, air conditioning and other facilities are consuming increasingly huge amounts of electricity. The Totech Group recognizes that addressing this is an important management issue, and we promote energy conservation and the spread of renewable energy to significantly reduce CO₂ and greenhouse gas emissions, and aim to achieve both carbon neutrality and comfort for people living there.	● Promoting sales of energy saving equipment ● Proposing operational improvements to facilities ● Promoting sales of solar power generation systems ● Properly recovering and processing refrigerants ● Reducing environmental impact at workplaces ● Introducing renewable energy at workplaces
	Comfort to Society ➔P.21 As the risk of all natural disasters increases, people’s lives and economic activities must be protected. The Totech Group proposes facilities and systems that can respond to emergencies, provides long-term maintenance and repair to reduce the risk of facility failure, and aims to create safe, secure, and comfortable spaces that constitute a resilient society.	● Promoting sales of facilities for BCP measures ● Promoting sales of facilities for infectious disease control ● Expanding facility maintenance and repair services
	Comfort to People ➔P.22 The Totech Group creates a comfortable environment in response to technological innovation and changes in social infrastructure to provide people with a sense of comfort. We also aim to become a corporate group that attracts diverse human resources and allows them to play an active role by promoting the development of attractive workplaces where employees, our most important management capital, can work safely and healthily.	● Promoting diversity & inclusion ● Improving work-life balance ● Respecting human rights ● Ensuring safety and quality ● Strengthening technological capabilities ● Promoting KENKO Investment for Health
G Governance	Reinforcement of Sound Management Foundation ➔P.23 The Totech Group is committed to improving the transparency, soundness, and efficiency of its management with the aim of realizing highly effective corporate governance. We are aware of our social responsibility as a corporation and aim to be a trusted corporate group that meets the expectations of society and our stakeholders by ensuring compliance and fostering a sound corporate culture.	● Strengthening corporate governance ● Compliance ● Establishing risk management measures



Comfort to the Earth

Working toward carbon neutrality and the comfort of the people who live there

As the problems caused by climate change become increasingly serious, efforts to achieve carbon neutrality are accelerating worldwide.

The Totech Group contributes to the realization of a sustainable society by providing products and services related to energy saving, creation, and storage through its business activities.

In order to reduce the environmental impact of our business activities, we are working on carbon neutrality by reducing power consumption through energy conservation activities at our business sites and switching company vehicles to electric vehicles.

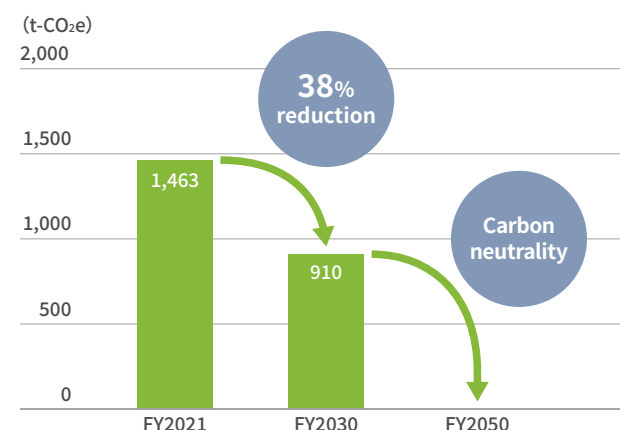
1 Towards carbon neutrality

Recognizing that responding to climate change is a management issue, TOTECH expressed its support for the recommendations made by the Task Force on Climate-related Financial Disclosures ("TCFD") in May 2023 to achieve carbon neutrality. TOTECH conducts scenario analysis based on the TCFD recommendations and discloses its "Governance," "Strategy," "Risk Management," and "Metrics and Targets." We continue to further our understanding of the risks and opportunities affecting our business and promote proactive information disclosure.



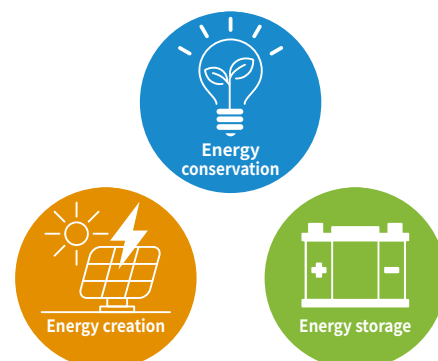
In addition, we calculate greenhouse gas ("GHG") emissions as a metric for assessing climate change-related risks and opportunities. Toward carbon neutrality, we have set Scope 1 and 2 GHG emissions targets, which are a "38% reduction by FY2030" and "100% reduction by FY2050" from the FY2021 level. These targets are at a level to achieve an annual reduction of 4.2%, the international level, in light of the Carbon Neutrality Declaration of the Japanese government and the international call for a stronger response to climate change. To achieve these targets, we are working to further increase our rate of renewable energy use, in addition to strengthening our existing efforts.

Scope 1 and 2 emissions targets (non-consolidated)



2 Introduction of energy saving, creation, and storage facilities

Buildings consume an enormous amount of energy especially for HVAC facilities. TOTECH encourages building owners to install high-efficiency equipment and also proposes appropriate control and operational reviews of facilities and equipment. Through these business activities, we promote energy conservation, the spread of renewable energy systems such as solar power generation systems and biomass power generators, and the use of energy storage such as lithium-ion storage batteries.



Topics Forest conservation activities

We do environmental volunteer work as part of our new employee training. Our new employees clear underbrush and thin out trees in poorly maintained *satoyama* forests to encourage the growth of a variety of plants and trees. Through these activities, they learn the importance of biodiversity for a sustainable society, the role *satoyama* (outskirt of country) plays in environmental conservation, and the importance of social contribution activities.



Comfort to Society

Towards safe, secure, and comfortable spaces that constitute a resilient society

With the increasing risk of all kinds of natural disasters such as earthquakes, torrential rains, typhoons, and pandemics, there is a need to ensure and strengthen resilience to protect our lives and businesses.

The Totech Group proposes facilities and systems as BCP measures, and provides facility maintenance and repairs to extend their service life and performance.

As a member of society, we also promote harmonious coexistence with local communities and strive to create safe and secure spaces.

1 Creating safe, secure, high-quality spaces

In order to provide products and services that earn the trust and satisfaction of our customers, we are working to maintain and improve quality through the use of an on-site management application, BIM*, and other means to achieve greater operational efficiency. We are also strengthening our health and safety assurance by conducting safety awareness activities and regular safety patrols to identify and remedy hazardous areas and detect unsafe behaviors at an early stage.

* Building Information Modeling



2 Maintaining performance and extending the service life of facilities

TOTECH not just sells and install facilities, equipment, and automatic control devices, but also provides maintenance, repair, renewal and retrofit services. These services not only maintain and improve facility performance and provide safe and secure spaces, but also contribute to the realization of a resilient society as a foundation to speed up recovery and restoration in the event of a disaster.



3 Coexisting with local communities

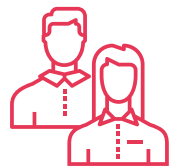
As a member of society, we are engaged in various efforts to coexist with local communities. Near the headquarters of the Totech Group is the Takarada Ebisu Shrine, around which a traditional event called "*Bettara-ichi*" is held every year on October 19 and 20, a two-day event that has continued since the Edo period. During this event, TOTECH opens part of its premises to the public for use as a waiting area for *mikoshi* (portable shrines). We also cosponsor the "*Kanosei Art Project*", which allows artists with disabilities to be active, as well as donating to children's homes.



Topics Supporting Para-Sports

TOTECH has concluded an official partner agreement with the Itami Super Phoenix wheelchair basketball team. Itami Super Phoenix was established in 1986 and is based in Itami City, Hyogo Prefecture. The team has several Japan national team players. Through our support of Para-Sports, we aim to realize an inclusive society and assist in the further development of sports culture.





Comfort to People

To be a corporate group that attracts diverse human resources and allows them to play an active role

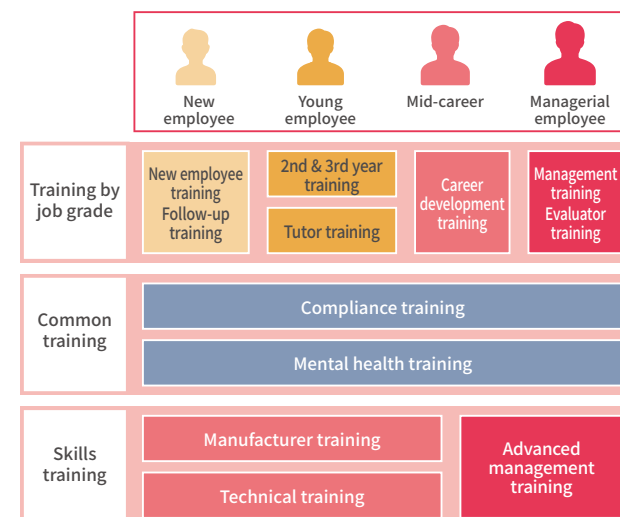
The Totech Group creates a comfortable environment in response to technological innovation and changes in social infrastructure to provide people living there with a sense of comfort.

We also recognize that our employees, who form the foundation of our corporate activities, are our most important management capital, and we aim to enhance our corporate value by promoting the development of attractive workplaces where employees can work safely and healthily, thereby drawing out their full potential and encouraging them to play an active role.

We are committed to promoting diversity, developing human capital, and increasing employee engagement in order to revitalize individuals and organizations.

1 Human resource development and training systems

In order to maximize the potential of each and every employee, TOTECH focuses not only on on-the-job training, but also on educational activities away from the work site, and promotes communication activities that transcend divisions and generations. We have a step-by-step and systematic HR development and training system, beginning with training for new employees and continuing through the skill levels of employees, business needs, and careers.



In particular, our training facility, the Totech Group Technical Center, is equipped with facilities, equipment, and automatic control systems for hands-on training, and provides training for employees to learn basic skills, specialized skills, and the latest technology, as well as training to support them to acquire qualifications. Our training programs are open to subcontractors and trading partners, through which we are working to improve technological capabilities throughout the industry.



2 Active participation of all human resources and improvement of the workplace environment

We are working to reduce long working hours, introduce a flextime system, and increase the percentage of male employees taking childcare leave so that our employees can achieve a fulfilling work-life balance. We also promote the advancement of women and have introduced a system to change job titles and actively hire female employees. We are committed to creating an environment in which a diverse range of human resources can play an active role, leading to increased productivity and the creation of new value.



Topics KENKO Investment for Health

TOTECH is practicing KENKO Investment for Health to secure sustainable growth and realize an environment where employees are safe and healthy and can maximize their abilities. As part of efforts to promote KENKO Investment for Health, we increased the number of items for health checkups and utilize a health management system to identify health issues and consider countermeasures. We also encourage employees to maintain and improve their health through walking events, health seminars, quit smoking programs, and mental health training.



Reinforcement of Sound Management Foundation

Toward a trusted corporate group that meets the expectations of society and stakeholders

In order to continue to be a company trusted by various stakeholders and needed by society, TOTECH is working to upgrade its corporate governance structure, review its institutional design, promote compliance, and strengthen internal controls.

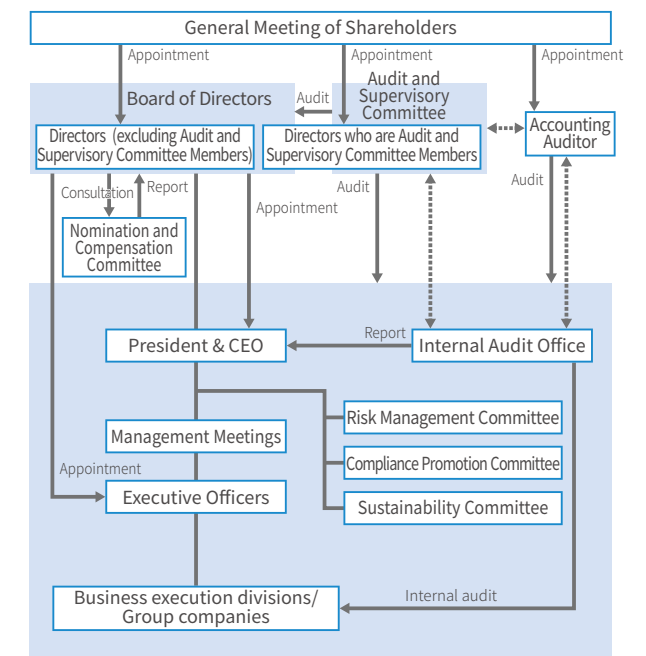
We are also working to strengthen the relationship of trust with stakeholders through dialogue with shareholders and investors and timely and appropriate disclosure of management information.

1 Basic Policy on Corporate Governance

The Totech Group's purpose is "to create a comfortable environment that is rich in spirit," and the Group recognizes that fair and transparent corporate management is essential to earn the trust of stakeholders, including shareholders, investors, customers, trading partners, and employees, and to enhance corporate value over the medium to long term. Accordingly, the Group continues its efforts to build more effective corporate governance.

2 Corporate Governance Structure

TOTECH has transitioned to a company with an audit and supervisory committee in order to achieve more transparent management and to build a structure that accurately meets the expectations of stakeholders in Japan and overseas. TOTECH has also introduced an executive officer system in order to clarify management decision-making and supervisory functions and business execution functions, as well as to ensure prompt and flexible business execution. TOTECH has a structure in which the Audit and Supervisory Committee, Accounting Auditors, and Internal Audit Office monitor and check the decision-making of the Board of Directors and business execution by Executive Officers, and appoint an appropriate number of Outside Directors to ensure the legality and appropriateness of business operations.



3 Compliance Promotion Structure

TOTECH has established a Compliance Promotion Committee to oversee compliance for the entire group. The Compliance Promotion Committee consists of a Chairperson and members appointed by the President & CEO, and is responsible for reviewing and deciding on compliance policies, checking and evaluating the status of activities based on these policies, and enhancing the compliance structure. The Committee reports to the Executive Committee, the Audit and Supervisory Committee, and the Board of Directors on important matters brought before it. The Compliance Office, a dedicated department, serves as the secretariat of the Compliance Promotion Committee and is in charge of the development of activity policies and decisions, as well as the consultation and reporting desk, regular information dissemination, and education and training to raise officer and employee compliance awareness.

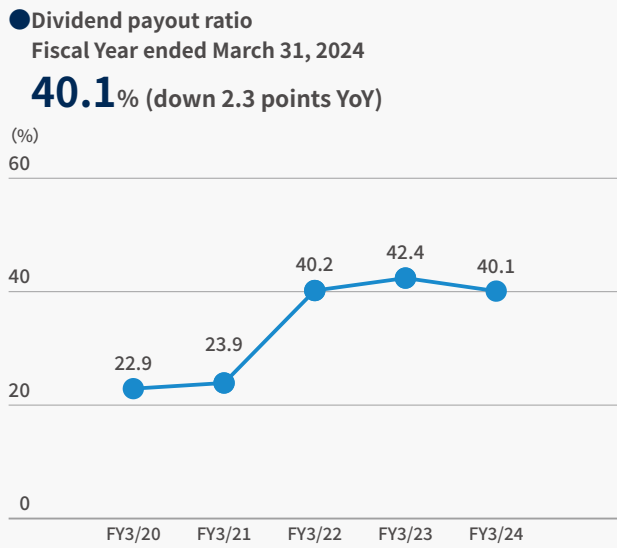
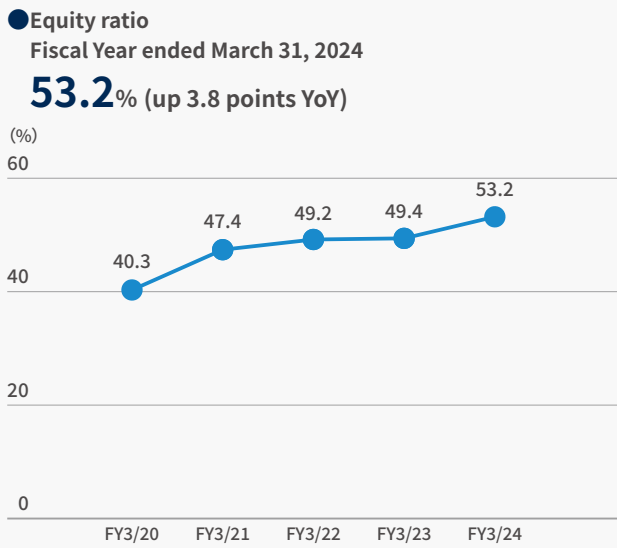
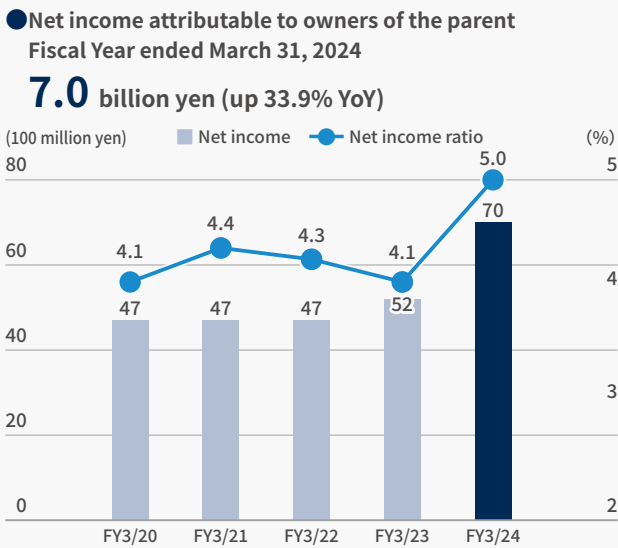
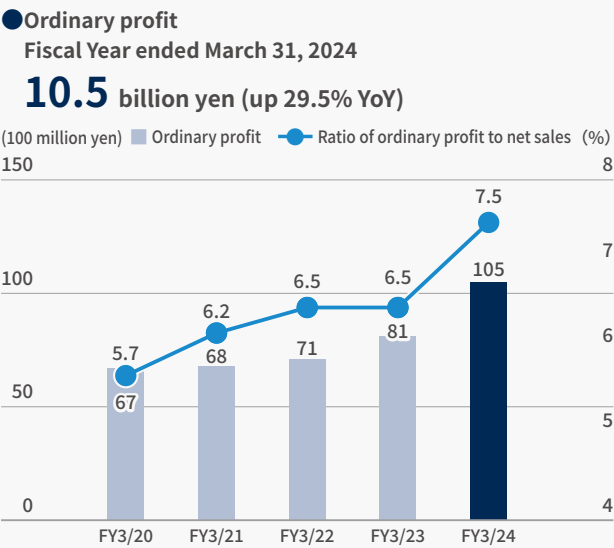
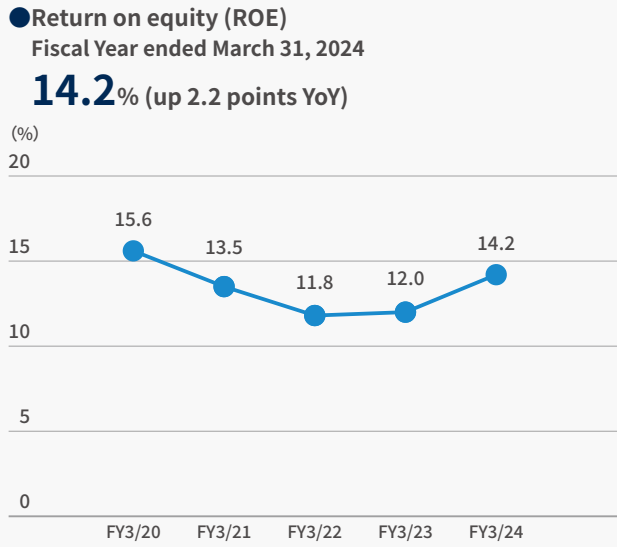
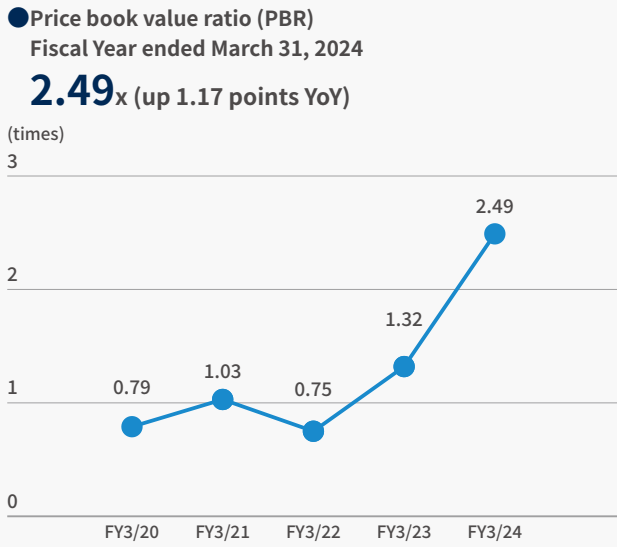
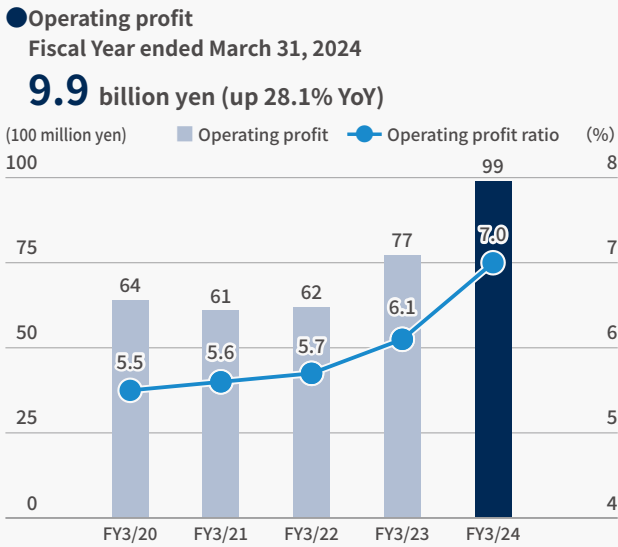
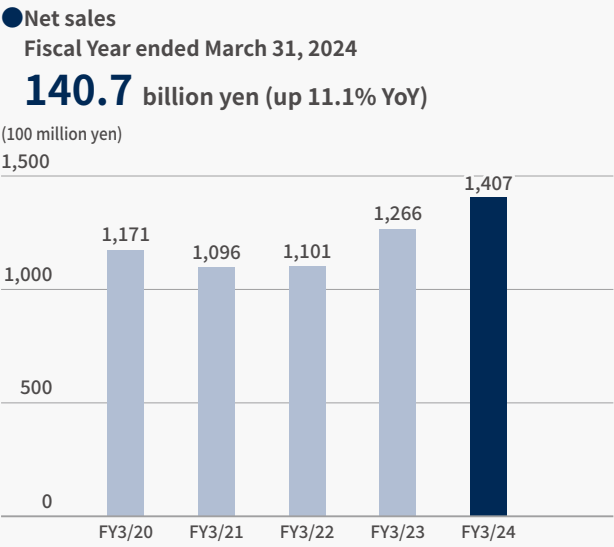
4 Compliance Promotion Activities

We have prepared and distributed a Compliance Guidebook to our officers and employees to raise awareness of compliance and prevent misconduct. We specifically conduct compliance training by job grade, training using case examples and e-learning. We also have an internal reporting system for the prevention, early detection and correction of legal violations and misconduct in the Totech Group. Our internal and external consultation and reporting offices handle consultations and reports from employees and other parties.



Financial and Non-Financial Highlights

Financial Highlights (consolidated)



Non-financial Highlights (consolidated)

(as of March 31, 2024)



Number of employees

Consolidated :
2,614 persons

Non-consolidated :
1,065 persons

Coverage: consolidated



Average age

39.4 years old

Coverage: domestic consolidated



Average years of service

12.5 years

Coverage: domestic consolidated



Ratio of female managers

4.8%

Coverage: domestic consolidated



Average hours worked per month

170.9 hours

Coverage: domestic consolidated



Rate of annual paid leave taken

70.9%

Coverage: domestic consolidated



Rate of childcare leave taken

Males : **33.3%**
Females : **108.3%**

Coverage: domestic consolidated



GHG emissions

Scope 1 and 2 :
4,011 t-CO₂e

Coverage: consolidated

Corporation Information

Trade name	TOTECH CORPORATION
Head office	3-11-11, Nihonbashi Honcho, Chuo-ku, Tokyo 103-0023
Established	July 6, 1955
Representative	Kiyotaka Kaneko, President & CEO
Capital	1,857 million yen (number of shares issued: 13,988,000)
Fiscal year-end	March 31
Number of employees	1,065 [Consolidated: 2,614] (as of March 31, 2024)
Listed stock exchange	Tokyo Stock Exchange Prime Market (Securities code: 9960)



Major Trading Partners and Manufacturers

Major trading partners

Takasago Thermal Engineering Co., Ltd.
SHINRYO CORPORATION
Taikisha Ltd.
SANKI ENGINEERING CO., LTD.
DAI-DAN CO., LTD.
SHIN NIPPON AIR TECHNOLOGIES CO., LTD.
ASAHI KOGYOSYA CO., LTD.
SANKEN SETSUBI KOGYO CO., LTD.
TONETS CORPORATION
TECHNO RYOWA LTD.
TAISEI ONCHO CO., LTD.
SUGA Co., Ltd.
KINDEN CORPORATION
KANDENKO CO., LTD.
Kyudenko Corporation
(in no particular order)

Major manufacturers (suppliers)

DAIKIN INDUSTRIES, LTD.
Azbil Corporation
Showa Manufacturing Co., Ltd.
MIURA CO., LTD.
TERAL INC.
Takao Iron Works Co., Ltd.
Kawasaki Thermal Engineering Co., Ltd.
Topre Corporation
Tokyo Gas Co., Ltd.
Yanmar Energy System Co., Ltd.
WETMASTER CO., LTD.
HISAKA WORKS, LTD.
Techno Yazaki Co., Ltd.
Schneider Electric Japan Holdings Ltd.
DAIHEN Corporation
(in no particular order)

Construction Permits

Date of Permit	July 29, 2020
License from the Minister of Land, Infrastructure, Transport and Tourism	Special construction license (TOKU-2) No. 4948
Licensed business	Electrical construction business Plumbing business
Date of Permit	July 29, 2020
License from the Minister of Land, Infrastructure, Transport and Tourism	Ordinary construction license (HAN-2) No. 4948
Licensed business	Fire protection facilities business Telecommunication engineering business Interior finishing business Machinery and equipment installation business

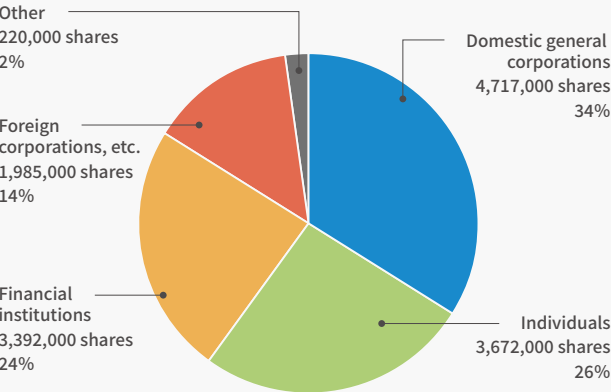
Stock Information

Total number of shares authorized to be issued	46,308,000 shares
Total number of shares issued	13,988,000 shares
Number of shareholders	5,721 persons
Major Shareholders (Top 10)	

Shareholder Name	Number of shares held (1,000 shares)	Shareholding ratio (%)
Nippon Ray Co., Ltd.	1,760	12.79
DAIKIN INDUSTRIES, LTD.	1,000	7.27
BBH FOR FIDELITY LOW-PRICED STOCK FUND (PRINCIPAL ALL SECTOR SUBPORTFOLIO)	884	6.43
The Master Trust Bank of Japan, Ltd. (trust account)	797	5.80
Mizuho Bank, Ltd.	670	4.87
Sumitomo Mitsui Banking Corporation	670	4.87
Totech Group Employee Stock Ownership Plan	630	4.58
Tomoyuki Kusano	392	2.85
Showa Manufacturing Co., Ltd.	378	2.74
SUMITOMO CORPORATION	315	2.29

(Note) Shareholder ratio is calculated excluding treasury stock.

Distribution of shares by shareholder



(as of March 31, 2024)
(Number of shares is before stock split)

Head Office and Branch Offices



Totech Group Head Office
3-11-11, Nihonbashi Honcho, Chuo-ku, Tokyo 103-0023
TEL.03-6632-7000 FAX.03-6632-7755

Horidome Office
Nihonbashi Core Building 4F, 2-8-4 Nihonbashi Horidome-cho, Chuo-ku, Tokyo 103-0012
TEL.03-6632-7035 FAX.03-6632-7788



Tohoku Branch Office
2-8-20 Ichibancho, Aoba-ku, Sendai-shi, Miyagi 980-0811
TEL.022-263-0111 FAX.022-265-4495



Yokohama Branch Office
KRC Building 7F, 18 Nihonodori, Naka-ku, Yokohama-shi, Kanagawa 231-0021
TEL.045-681-3641 FAX.045-651-6431



Niigata Branch Office
4-4-1, Ryutsu Center, Nishi-ku, Niigata-shi, Niigata 950-2031
TEL.025-260-2131 FAX.025-260-5529



Osaka Branch Office
OBIC Midotsuji Building 3F, 4-2-3 Hiranomachi, Chuo-ku, Osaka-shi, Osaka 541-0046
TEL.06-6203-4871 FAX.06-6222-6205



Kyushu Branch Office
4-10-8, Hakataeki-Minami, Hakata-ku, Fukuoka-shi, Fukuoka 812-0016
TEL.092-411-9241 FAX.092-481-0767

Totech Group Technical Center
2-25-12 Kasuga, Bunkyo-ku, Tokyo 112-0003
TEL.03-3830-0527 FAX.03-3830-0528

Sales Offices

Aomori Sales Office
2-9-4 Ishie, Aomori-shi, Aomori 038-0003
TEL.017-782-8444 FAX.017-782-8395

Morioka Sales Office
14-1, Iiokashinden 6 chiwari, Morioka-shi, Iwate 020-0852
TEL.019-637-3377 FAX.019-637-5800

Akita Sales Office
6-5-18 Niida-honcho, Akita-shi, Akita 010-1421
TEL.018-839-7764 FAX.018-839-8170

Yamagata Sales Office
3-5-21 Nanuka-machi, Yamagata-shi, Yamagata 990-0042
TEL.023-616-5030 FAX.023-616-5031

Koriyama Sales Office
2-287 Azumi, Koriyama-shi, Fukushima 963-0107
TEL.024-946-7541 FAX.024-946-7545

Mito Sales Office
3-11-7 Honcho, Mito-shi, Ibaraki 310-0815
TEL.029-224-8371 FAX.029-226-3001

Utsunomiya Sales Office
3172-21 Tonya-machi, Utsunomiya-shi, Tochigi 321-0911
TEL.028-656-5851 FAX.028-656-2168

Gunma Sales Office
167 Ara-machi, Takasaki-shi, Gunma 370-0831
TEL.027-345-7121 FAX.027-345-7122

Saitama Sales Office
3-372 Miyahara-cho, Kita-ku, Saitama-shi, Saitama 331-0812
TEL.048-653-7821 FAX.048-653-7820

Chiba Sales Office
2-7-2 Shin-Chiba, Chuo-ku, Chiba-shi, Chiba 260-0031
TEL.043-204-2421 FAX.043-204-2420

Nagaoka Sales Office
1950-1, Shingumi-machi, Nagaoka-shi, Niigata 940-0897
TEL.0258-24-3307 FAX.0258-24-3552

Nagano Sales Office
2063 Oaza Kurita, Nagano-shi, Nagano 380-0921
TEL.026-229-6710 FAX.026-229-6640

Shizuoka Sales Office
8-3 Hinode-cho, Aoi-ku, Shizuoka-shi, Shizuoka 420-0837
TEL.054-652-1131 FAX.054-252-1022

Nagoya Sales Office
2-27-8 Meieki, Nishi-ku, Nagoya-shi, Aichi 451-0045
TEL.052-856-8001 FAX.052-856-8003

Kyoto Sales Office
1 Tachiuri Higashi-cho, Shimogyo-ku, Kyoto-shi, Kyoto 600-8005
TEL.075-222-7771 FAX.075-222-7772

Kobe Sales Office
4-4-17 Kano-cho, Chuo-ku, Kobe-shi, Hyogo 650-0001
TEL.078-321-1635 FAX.078-331-3805

Okayama Sales Office
2-2-5 Shimoishii, Kita-ku, Okayama-shi, Okayama 700-0907
TEL.086-206-6466 FAX.086-206-6007

Hiroshima Sales Office
2-5-16 Futabanosato, Higashi-ku, Hiroshima-shi, Hiroshima 732-0057
TEL.082-535-7771 FAX.082-535-7772

Matsuyama Sales Office
3-9-3 Sanbancho, Matsuyama-shi, Ehime 790-0003
TEL.089-961-1339 FAX.089-961-1340

Kitakyushu Sales Office
3-4 Nishiminato-machi, Kokurakita-ku, Kitakyushu-shi, Fukuoka 803-0801
TEL.093-561-6980 FAX.093-561-7077

Nagasaki Sales Office
1404, Kawahira-machi, Nagasaki-shi, Nagasaki 852-8143
TEL.095-840-0102 FAX.095-840-0105

Kumamoto Sales Office
2-11-11 Egoe, Minami-ku, Kumamoto-shi, Kumamoto 860-0834
TEL.096-334-3122 FAX.096-334-3168

Oita Sales Office
25-8 Minamizuru, Oita-shi, Oita 870-0937
TEL.097-558-3547 FAX.097-553-0890

Miyazaki Sales Office
701 Aza Hieda, Oaza Akae, Miyazaki-shi, Miyazaki 880-0912
TEL.0985-50-0570 FAX.0985-50-0572

Kagoshima Sales Office
4-91 Tokai-cho, Kagoshima-shi, Kagoshima 891-0115
TEL.099-210-2122 FAX.099-210-2132

Okinawa Sales Office
620-83 Aja, Naha-shi, Okinawa 900-0003
TEL.098-863-2600 FAX.098-863-2501