

Asahi Industries Group Company Profile

Asahi Industries **[Steel]**

Asahi Agria **[Agriculture]**

Jobu **[Crushed Stone and Material Recycling]**

Asahi Business Support **[Temporary Staffing and Contracting]**

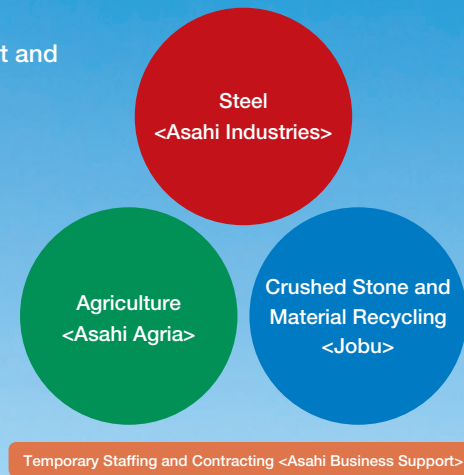


To create a sustainable society

The efforts that the Asahi Industries Group is making to build a sustainable society are actually part and parcel of everyone's daily lives.

Our activities now cover 3 areas.

In the future, our work recycling valuable resources will inevitably become even more wide-ranging.



Management Principles

Being honest, fair, and respected by all, both now and for generations to come.
Continuing to provide products and services of high quality and value while contributing to the global environment.

CSR Guidelines

Focusing on appreciating and contributing to the community.

Environmental Guidelines

Contributing to the environment by decreasing environmental impacts, preventing global warming and achieving zero emissions.

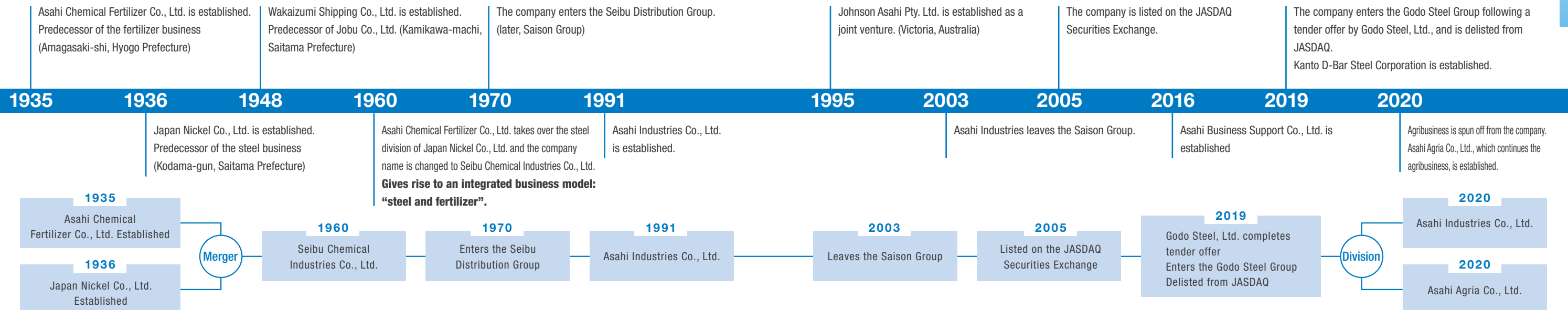


Our Story

Despite enormous change in the business world, throughout our more than 85-year history we have maintained our steadfast commitment to quality and to the importance of the global environment.

As a member of the Godo Steel Group, we will continue to be both agile and resilient as we rise to the challenge of building a sustainable future.

HISTORY



Asahi Industries Group's Products Around Us

Our products are comprised of items that are essential to living securely and safely.
We will continue to create products that support urban and rural living.

Three Sectors

Asahi Industries

Asahi Agria

Jobu

Steel Business

Agribusiness

**Crushed Stone and
Material Recycling
Business**

Structural steels
Asahi Industries



Fertilizer for home gardens
Asahi Agria



Deformed bars (rebar)
Asahi Industries



Fertilizer for farmers
Asahi Agria



Threaded deformed bars
Asahi Industries



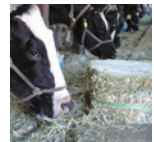
Crushed stone
Jobu



Wood chips
Jobu



Hay
Asahi Agria



Seeds
Asahi Agria



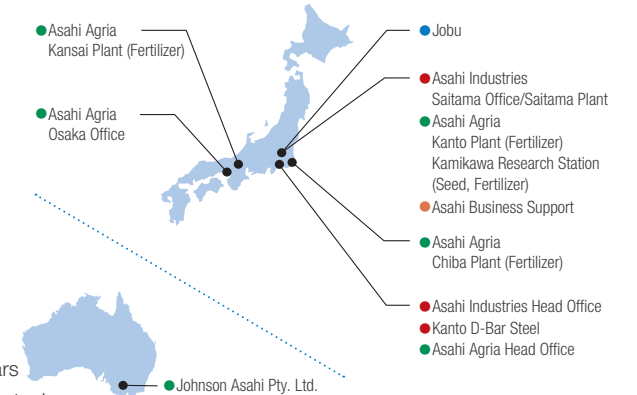
Company Overview

COMPANY OVERVIEW

(As of April 1, 2022)

Corporate Profile

Company Name **Asahi Industries Co., Ltd.**
Head Office Daiwa Higashi-Ikebukuro Building, 23-5,
Higashi-Ikebukuro 3-chome, Toshima-ku,
Tokyo 170-0013, Japan
TEL +81-3-3987-2161
URL <http://www.asahi-kg.co.jp>
Founded August 16, 1935
Established October 29, 1991
Parent Company Godo Steel, Ltd.
Common Stock 2,190 million yen
No. of Employees 259
Main Business Steel Business: production and sales of deformed bars (rebar) (including threaded deformed bars), structural steels



Offices/Plants

Saitama Office/Saitama Plant
222 Wataruse, Kamikawa-machi,
Kodama-gun, Saitama 367-0394, Japan
TEL: +81-274-52-2711 [Saitama Office]
TEL: +81-274-52-2713 [Saitama Plant]

Affiliated Companies

Kanto D-Bar Steel Corporation (40%-owned subsidiary of Asahi Industries)
Main business: Intermediary sales of steel bar as well as associated finished products and supplementary products
No. of Employees: 41
10th Floor, Marunouchi Chuo Building, 9-1, Marunouchi 1-chome, Chiyoda-ku, Tokyo 100-0005, Japan
TEL: +81-3-6267-0030

Subsidiaries: 3

1. Asahi Agria Co., Ltd. (wholly owned by Asahi Industries)
Main business: Manufacture and sales of fertilizer, development of vegetable varieties, production and sales of seeds, distributor of imported hay
No. of Employees: 176
Daiwa Higashi-Ikebukuro Building, 23-5, Higashi-Ikebukuro 3-chome, Toshima-ku, Tokyo 170-0013, Japan
TEL: +81-3-3987-2163
URL: <https://www.asahi-agria.co.jp/en>

2. Jobu Co., Ltd. (wholly owned by Asahi Industries)
Main business: Production and sales of crushed stone, processing of construction waste materials, and production and sales of recycled aggregate and wood chips
No. of Employees: 57
3085-1 Kanezawa, Minano-machi, Chichibu-gun, Saitama 369-1601, Japan
TEL: +81-494-62-1321
URL: <http://www.jobu-sg.co.jp>

Offices/Plants/Research Farms

Kanto Plant (Fertilizer Plant)
222 Wataruse, Kamikawa-machi,
Kodama-gun, Saitama 367-0394,
Japan
TEL: +81-274-52-2712

Chiba Plant (Fertilizer Plant)
13, Sakuradai 1-chome, Asahi-shi,
Chiba 289-0506, Japan
TEL: +81-479-68-1600

Kamikawa Research Station (Fertilizer/Seed Research Farm)
863-2 Higashikitahara, Niisato,
Kamikawa-machi, Kodama-gun,
Saitama 367-0232, Japan

Kansai Plant (Fertilizer Plant)
6776 Minakuchi, Minakuchi-cho,
Koka-shi, Shiga 528-0005, Japan
TEL: +81-748-62-8171

Osaka Office
12th Floor, Osaka JA Building, 2-5,
Nishitenma 1-chome, Kita-ku,
Osaka-shi, Osaka 530-0047, Japan
TEL: +81-6-6311-6215

3. Asahi Business Support Co., Ltd.
(wholly owned by Asahi Industries)
Main business: Temporary staffing and contracting
No. of Employees: 18
222 Wataruse, Kamikawa-machi, Kodama-gun,
Saitama 367-0301, Japan
TEL: +81-274-52-6411
URL: <http://www.asahi-kg.co.jp/abs>

Affiliated Companies

Johnson Asahi Pty. Ltd.
(equity method affiliate of Asahi Agria)
Main business: Production and export of hay
119 Plumpton Road Horsham VIC 3400 Australia

Asahi Industries

Steel Business

Saitama Plant



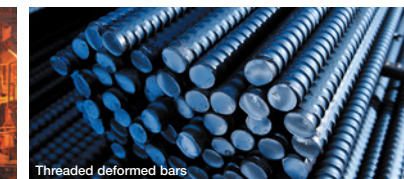
Japanese language only

Forging strong steel to support the infrastructure for life. Building an optimal portfolio.

Asahi Industries manufactures rebar and structural steel with an electric arc-furnace, using steel scrap as the raw material.

We are working to achieve carbon neutrality through initiatives such as operational improvements and capital investment aimed at reducing CO₂ emissions.

Our effort is put into cooperation with Godo Steel, Ltd. to achieve still greater technical excellence and further improve our sales capabilities, adopting innovation and taking on new challenges.



Deformed bars (rebar)

Rebar is steel for construction and engineering, and because it is used embedded in concrete, it has irregularities and transverse edges around the outside to improve concrete adhesion. The applications for deformed bars underpin our everyday lives and include their use in the construction field in apartment blocks and office buildings, as well as in the civil engineering field in expressways and railway bridge piers.

Strategic Product

“Neji-A-Con” threaded deformed bars

This is rebar that features a screw thread. Instead of pressure welding, rods are joined together with mechanical “couplers”, which allows shorter construction time as installation work can be carried out in any sort of weather. The rods can also be used in taller and larger structures. Demand for this product is growing due to such advantages.



Structural steels

Structural steels are steels used for secondary machining that are re-formed into products such as bolts, nuts, and steel braces. They are very widely used in sectors such as construction, engineering, and machinery.

Strategic Product

Special steels

These are steels that have their constituent materials finely managed to allow aspects such as rigidity, strength, and toughness to be adjusted. Special steels are used in automobiles, work tools, and components for construction and manufacturing machinery. We upgraded facilities such as our inspection equipment in FY2018 and developed new types of steel, allowing us to grow our client base.



Asahi Agria

Agribusiness



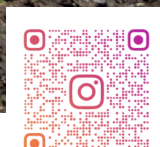
Towards Sustainable Agriculture

堆肥の極み

Mastering compost



▲ Visit our website



▲ Visit the Seed Department on Instagram

Aiming for “sustainable agriculture”. Honing our skills and creating new markets.

The only fertilizer manufacturer in Japan that deals with both seeds and hay.
We are collaborating with Japanese and overseas research institutions and Japanese government agencies to achieve sustainable agriculture, working towards labor-saving agricultural practices and making the best possible use of as-yet untapped resources.

Fertilizer Business

We are working hard on the development of organic materials using previously unused resources. Organic granular fertilizers produced using our original granulation technology and environmentally friendly equipment are expanding our sales network throughout Japan by catering to the needs of gardeners, kitchen garden enthusiasts, and farmers who demand both labor-saving measures and safety. In addition, products such as organic liquid fertilizers rich in amino acids and the microbial materials created through our joint research with outside organizations are both increasing our line-up of products and helping to make food safer and more reliable.



Mastering compost

To grow a good crop, farmers need compost to build up the soil and then have to add the right amount of fertilizer. Products that combine the benefits of both compost and fertilizer are the “Ecolet” series mixed compost compound fertilizers and the designated compound fertilizers. Benefits that make these products so appealing include the combined effects of compost and fertilizer, granularity for easy application, affordability, and improved resource recycling through the use of animal manures.

Seed Business

We are engaged in developing a range of new types of vegetables that embody the concepts of disease resistance, high yields, and great flavor. At our Kamikawa Research Station, we are developing our own range of varieties, including squash and rootstock (tomatoes and melons), and we are also cooperating with other producers on the development of varieties such as broccoli and tomatoes. By leveraging the benefits of being a fertilizer manufacturer, we can offer cultivation methods and fertilization that maximize the strengths of our products.



Mastering squash

Under the brand name of “Primera”, we are developing squash with a variety of characteristics and cropping types. Careful attention is given to every detail of these varieties -- not merely flavor, but also features such as ease of cultivation, yield, and fruit color. We are also investing resources into overseas marketing.

Hay Business

As a sales agent of Australian hay processing and export company J.T. Johnson & Sons Pty. Ltd., we supply high-quality hay to Japan’s dairy and cattle farmers. Our Australian joint-venture company Johnson Asahi Pty. Ltd. manages local operations in Australia, ensuring a system capable of providing a stable supply of hay according to a schedule that accords with Japanese market trends. A supply of hay that is produced based on strict quality controls helps to ensure that the feed is safe, consistent and worry-free.



Mastering Australian hay

Principal product is oaten hay. This is a grass product that is widely used for everything from newly weaned calves through to mature cattle, with a high sugar content and excellent palatability. As well as supplying to Japan, we are also catering to the needs of the wider Asian market, expanding our marketing to a wide range of products.

Jobu

Crushed Stone and Material Recycling Business



Japanese language only

**Aiming to maintain its position as the top company in the region.
Using both nature's bounty and waste products as key resources.**



Crushed Stone Business

Jobu Co., Ltd. owns high-quality greywacke mining claims covering 1.3 million m² in Saitama Prefecture (Minano-machi and Kamikawa-machi). The stone mined from this area is used as the raw material for concrete and asphalt and is used in construction projects such as buildings, bridges, and highways. By supplying high-grade crushed stone and sand, we are helping to provide vital infrastructure.



Crushed stone for concrete Crushed sand for concrete Crushed stone for roads

Material Recycling Business

By recycling the concrete debris from building demolitions into roadbed material and waste timber from house demolitions and logging into wood chips, we are reducing waste products and helping to build a sustainable society.



Recycled roadbed material Wood chips

Asahi Business Support

Temporary Staffing and Contracting Business



Japanese language only

**Supporting the Asahi Industries Group from behind the scenes.
Wishing to be professionals in utilizing personnel of all kinds.**

Temporary staffing and contracting

[Welfare-related]

As well as managing and running facilities such as the Group's dormitory, housing, store, and staff canteen, Asahi Business Support also drafts business cards for Group employees and provides cleaning and grounds maintenance services, creating and maintaining a pleasant working environment. As of FY2020, the company started providing a laundry service for employee work uniforms at Group companies. The cleaning system is environmentally friendly, using electrolyzed water (produced by electrolyzed water generators*) for its cleansing, antibacterial, and deodorizing effects, thereby reducing the amounts of detergent and hot water used.



Staff dormitory management

Laundry service

* We not only use electrolyzed water generators, but also sell them.

[Business-related]

The company provides a wide range of support services to the Group, including financial, personnel, accounting, and other management services, production support at production sites for steel, fertilizer, and crushed stone (including heavy equipment operation, inspection, and maintenance), R&D support for fertilizers and vegetable varieties, as well as marketing and administrative services.



Management services

Quality control

[Recruitment of people with disabilities]

The company also serves as the avenue* for recruiting people with disabilities. Working hours, work days, and the type of work are determined with the person's individual characteristics in mind, providing a flexible employment regime. With an exhaustive support structure, including in-house certified job coach and vocational lifestyle consultants for disabled staff, the system ensures that everyone, without exception, can enjoy a long and fulfilling working life.

* The number of employees with disabilities of Asahi Business Support as a special subsidiary can be calculated into the employment rate of people with disabilities of its parent company.

[Recruitment of Older People]

This acts as a safety net for Asahi Industries Group employees of retirement age who would like to continue working beyond the retirement age. Provided such employees can meet certain conditions regarding concerns such as their health, they can continue working even after they reach the age of 65. This enables them to work flexibly, taking into account their individual preferences in areas such as the number of days and hours worked, and the type of work they do. In this way, they can continue contributing their knowledge and skills within the group.



Staff canteen

Asahi Flower Garden



Plant pathology test

End trimming

Reaching the Sustainable Development Goals (SDGs) through our ordinary activities.

The Asahi Industries Group continues to contribute toward the achievement of SDGs not only through our environmental and social activities, but through our core businesses as well, with an awareness that SDGs are a common global issue for the realization of a sustainable society, as we work under our management principle of “continuing to provide products and services of high quality and value while contributing to the global environment”.

Promoting sustainable agriculture, Eliminating hunger

Production and sale of organic granular fertilizer that can promote maintenance and improvement of the soil environment and resource recycling
Development of microbial materials in cooperation with municipalities and universities
Donations of food to the economically disadvantaged via social welfare councils

Supporting reliable and safe agriculture with organic granular fertilizer

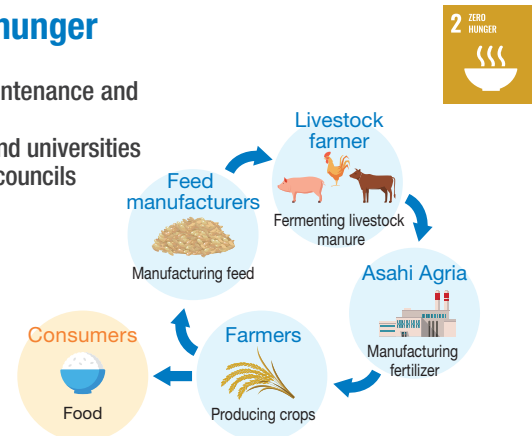
Waste such as livestock manure, wastewater from beverage manufacturers, poultry feathers, and palm ash are used as raw materials for fertilizers. As well as promoting sustainable agriculture, we can contribute to plentiful harvests and reliable and safe food.

Creating new possibilities for agriculture with microbes

Using microbial materials, it is expected to improve root development in plants and help maintain consistent crop yields. Asahi Agria develops them through joint research with experimental research facilities at universities and other institutions. A major benefit of this is that the basis for factors such as the mechanisms by which the microbes work is clearly understood. We strive for agriculture that is kind to both the environment and to people.

Supplying foodstuffs to children's canteens and visiting caregivers

The Group supplies children's canteens and households of the elderly through social welfare councils with vegetables raised on the Kamikawa Research Station, foodstuffs for the staff canteen, frozen foods sold at the in-house store, and emergency stockpiles. As a member of the local community and a company involved in agriculture, we want to play a useful role in everyone's life through “food”.



Experimentation with rice plant



Experimentation with soybeans



Toshima Ward Residents Council of Social Welfare



Kamikawa Town Social Welfare Council



Health Management Initiatives

Providing an appropriate workplace environment
Manufacturing that cares about people's health

Following on from FY2021, the Asahi Industries Group was again listed in METI's Certified Health & Productivity Management Outstanding Organizations Recognition Program. By investing in the health of our employees in line with our management principles, we are working to build an environment in which the employees can work in healthy settings, as we believe this is effective in boosting our enterprise value.

So that people can live healthy and secure lives, we see it as our responsibility as a manufacturer to focus our efforts on environmentally friendly production equipment and methods and to utilize our technological strengths to address environmental issues, such as by creating disease-resistant vegetable varieties that can be grown with fewer agricultural chemicals and developing slow-acting fertilizers that do not use microplastics.



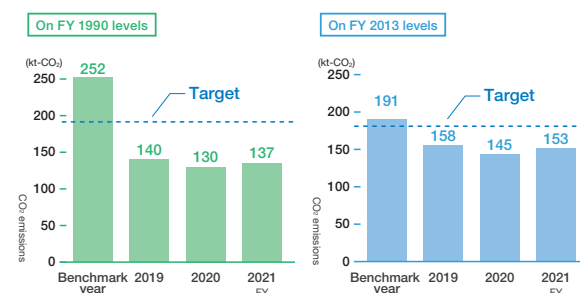
Improvement in water quality, Efforts to deal with climate change, Conservation of ecosystems in rivers and oceans



Activity with goals set for reduction of wastewater concentration and CO₂ emissions based on our medium-term environmental action plan
Production and sales of fertilizer contributing to decreased environmental burden
Preventing nutrient overload and groundwater contamination by using livestock manure as the raw material for fertilizers

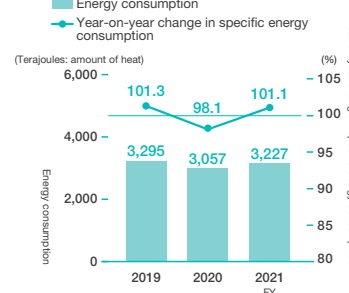
We are working to mitigate global warming through our measures to promote energy-saving activities and actively reduce our CO₂ emissions, setting a reduction target of at least 51% on 2013 levels by 2030, on our way to achieving carbon neutrality by 2050. We are also making efforts to reduce our environmental impacts by setting our own voluntary management targets for exhaust gas and wastewater emissions that are stricter than the standards stipulated by law. In addition, it is our mission to develop environmentally friendly products. The excess application of fertilizers is posited as one cause of groundwater contamination, but we are protecting our abundant water resources by delivering products such as organic granular fertilizers that utilize livestock manure and slow-release fertilizers that gradually release nutrients into the soil.

Changes in CO₂ emissions



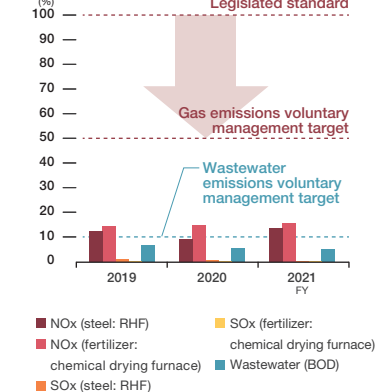
Emissions trading system utilized to sell reduction portions in excess of our reduction allotment

Changes in energy consumption



Year-on-year change in specific energy consumption of less than 100% deemed as improvement over previous fiscal year

Changes in NO_x, SO_x, BOD



Employment of people with disabilities, Women's participation, Foreign staff acceptance



Improvement in work environments for activity by people with disabilities
Expansion of areas of work where women can take an active part to enhance the ratios of female employees
Acceptance of foreign staff and nurturing of personnel as future local leaders
Cultivation of compliance and harassment prevention awareness

Our goal is to create workplaces where people from diverse backgrounds can overcome their individual differences and values so that they can come to enjoy working together in an atmosphere of mutual respect. We are actively promoting diversity and inclusion through measures such as providing work environments that cater to people with disabilities, expanding the scope of work open to women, and accepting foreign staff and providing them with the training to go on to become future local leaders.

As a company, we go beyond mere legal compliance, striving to treat our employees fairly and equitably by providing equal opportunity and full compliance in the prevention of harassment, and the elimination of bias and/or prejudice based on nationality, age, or gender.



We use our initiative for people with disabilities to live independently and with pride.



Women are also actively employed for research positions and technical sales positions.



Not only can foreign staff acquire skills, but they can also work with purpose and pride within a supportive system.

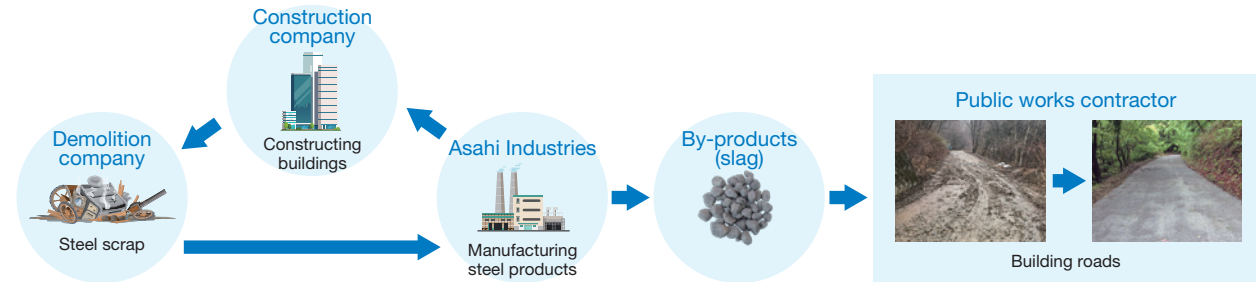
Sustainable use of resources, Commitment to infrastructure improvements

- Promotion of the effective use of by-products, and production and sales of products that underpin infrastructure provision and manufacturing
- Promotion of waste recycling into raw materials
- Mitigation of environmental impacts and contribution to resource recycling
- Promotion of pollutant and waste minimization
- Reductions in food wastage by making donations of leftover food



Cars, ships, electrical appliances, and other used steel products are turned into scrap which is then remade into the strong and stable steel that forms the foundation of our safe and secure lifestyles. Our steelmaking processes use recycling, with the slag generated in the manufacturing process also being used as an important resource.

We are also contributing to waste reduction and sustainability in a range of other ways, including by developing organic granular fertilizers that utilize waste products such as livestock manure that would otherwise be an environmental burden. Furthermore, it is our duty to recycle various construction waste products, including the concrete and other rubble and the ceramic and timber waste generated by building demolitions.



Sustainable forest management and biodiversity conservation

- Management of green spaces at business locations giving attention to conservation of biodiversity
- Management of corporate-owned forest to contribute to conservation of ecosystems



We are fortunate that our production facilities are located in verdant natural surroundings, so we work hard to protect the local plants, wildlife, and ecosystems through programs such as cleaning and revegetating nearby waterways, parks, and roadways, maintaining the grounds around our factories, and formulating guidelines that reflect the importance of biodiversity. One example of this is the formulation of treatment operations and weed removal that promote insect populations and the growth of plants in early spring, and the prioritization of native species in plantings. And through the conservation and cultivation of around 40 hectares of corporate-owned forest (Gunma Prefecture) which is the habitat of Japanese cypress and cedar, we promote absorption of CO₂ in a contribution to both preventing global warming and protection of flora and fauna ecosystems.



Publication of our “Declaration of Partnership Building”

Formation of partnerships that go beyond corporate affiliations and are not limited by company size



We are actively engaged in optimizing our business relationships and following preferred trade practices with the aim of building mutually beneficial relationships with our trading partners so as to achieve improved value adding throughout our supply chain.



For our employees and for the region

Superb products and excellent services are produced at the workplaces where employees are working actively.

Diversity and inclusion are emerging as important issues as we cope with changes in the business environment due to factors such as labor shortages and an aging workforce. We believe that creating workplace environments that foster innovation helps to boost employee motivation and increase enterprise value.

Support of women's careers

To provide employment situations that encourage participation by women, we are setting up a structure that provides all employees with access to systems for childcare and caring leave. We are also reviewing the disparities in work types according to gender and treating staff according to their capacities and the level of effort required, which helps to create opportunities for everyone to make the most of their capabilities. The areas in which women can work have grown to encompass a wide variety of sectors, including providing technical support for threaded deformed bars, developing organic materials and vegetable varieties, formulating business strategy, and doing overseas business marketing.

Work-style reform

To reduce waste in our business operations, we have undertaken initiatives such as launching our “Business Efficiency Project”, making our meetings paperless, using e-applications and teleconferencing (remote working), and building a new group portal. This means that large amounts of time previously taken up by inefficient tasks and travel can now be allocated to new tasks, and this also helps to improve conditions and margins for employees, such as reduced overtime and improved rates of paid leave being taken. In the future, as we use technologies such as DX tools and RPA, we will look for ways to further push the boundaries and expand existing business reforms into previously problematic workplaces, redoubling our efforts to achieve more diverse work styles.



In the Saitama Prefecture's "Certification as a Company Providing Diverse Work Patterns" scheme, we have been recognized as a Platinum company, the scheme's highest ranking.



Information exchange in the global hay market



Paperless meeting (Board of Directors)

Striving to be a company that moves in step with the community.

To convey our gratitude by contributing to the community, we support a range of regional events and programs. In particular, we are active in promoting initiatives such as clean-up volunteers and educational programs that assist children.



Dietary education courses for local primary school students



Exhibition of works by local primary school students on the walls surrounding our Saitama Office



Regular clean-up volunteers