



ASAHI INDUSTRIES CO., LTD.

ASAHI AGRIA CO., LTD.

JOBU CO., LTD.

ASAHI BUSINESS SUPPORT CO., LTD.



# ASAHI INDUSTRIES GROUP

COMPANY PROFILE 2024



## Asahi Industries Group Company Profile

- Asahi Industries [Steel]
- Jobu [Crushed Stone and Material Recycling]
- Asahi Agria [Agriculture]
- Asahi Business Support [Temporary Staffing and Contracting]

Planning Section, Corporate Planning Department  
Asahi Industries Co., Ltd.  
Daiwa Higashi-Ikebukuro Building, 23-5, Higashi-Ikebukuro  
3-chome, Toshima-ku, Tokyo 170-0013, Japan  
TEL: +81-3-3987-4095 Email: ir@asahi-kg.co.jp

## To Be **A Light** that Shows Path Towards Sustainable Society

The Asahi Industries Group aims to realize a plentiful and recycling-oriented society through our activities in three areas - "Steel," "Agriculture," and "Crushed Stone and Material Recycling." To build a future where people can live with peace of mind, we will continue to be a leading company in resource recycling by using our core corporate values of technical expertise to seek out, utilize, and restore resources.

### 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.

## Three Sectors+1

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.



# Asahi Industries

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 CO<sub>2</sub> emissions.

It is our direction to continuously innovate and take on challenges to strengthen technology and sales force in cooperation with our parent company, Godo Steel, Ltd.



## Steel Products



### Deformed bars (rebar)

Rebar is widely used in construction projects such as apartment blocks and office buildings, highways, and railway piers to underpin our everyday lives.

Particularly, we are strengthening sales of our threaded deformed bars "Neji-A-Con," which is in increased demand due to advantages offered by shorter construction periods. This is because rods can be joined together using mechanical couplers in any type of weather instead of pressure welding.



### Structural steels

Structural steels are steels for secondary machining that are widely used in sectors such as construction, engineering, and machinery, where they are processed into products including bolts, nuts, and steel braces.

We manufacture both - ordinary steels, which are not heat-treated, and special steels, which are heat-treated and characterized by rigidity, strength, toughness, etc. that can be adjusted through proper constituent control.

## Manufacturing Process

Steel scrap generated from demolition of buildings, automobiles, and various factories is used to manufacture steel products.



### Selection and Combination

Several types of steel scrap are combined depending on the product to be manufactured



### Melting and Refining

The steel scrap is melted in the electric-arc furnace and refined in accordance with the product standards



### Casting and Rolling

Steel billets cast by continuous casting equipment are molded into products in a heating furnace and rolling stands

## How steel products are made



### Dismantling and Recovery

We purchase steel scrap collected from dismantled buildings, etc.



### Construction, Civil Engineering, and Machinery Industries

These products are used in a wide range of fields such as buildings and civil engineering structures, supporting people's lives and society



### Cooling and Commercialization

Products are gradually cooled on the cooling bed, cut, bundled, and then inspected before shipping



# Asahi Agria

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.



▲ Visit our website ▲



▲ Visit the Seed Department Instagram ▲



▲ Visit our official YouTube ▲



## Fertilizer Business

### Mastering compost

We are focusing on research and development of organic materials utilizing domestic fertilizer resources including compost to create various granular organic fertilizers using our original granulation technology and environmentally friendly equipment. Our effort also goes into utilizing resources generated in various parts of Japan, which contributes to local resource recycling. Fertilizers that use compost have advantages, such as the effects of both compost and fertilizer, granularity for easy application, and affordability. By adding organic liquid fertilizers and microbial materials to our line-up of products, we are helping to make food safer and more reliable.



## Seed Business

### Mastering squash

Our variety development efforts are directed towards various vegetables including squash, rootstock (tomatoes and melons), broccoli, and tomatoes based on the concepts of "disease resistance", "high yields", and "good taste". As a good example, we have developed varieties of squash that have features not merely flavor, but also ease of cultivation, yield, and fruit color. We are also investing resources into overseas marketing. By leveraging the benefits of being a fertilizer manufacturer, we can offer cultivation methods and fertilization that maximize the strengths of our products.



## Hay Business

### Mastering Australian hay

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. ensures stable supply of hay that accords with Japanese market trends in a timely manner. With a new plant starting its operations in FY2022, we have established a system that can provide a stable supply of hay to meet more diverse needs.



# Jobu

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



▲ Japanese language only ▲



▲ Japanese language only ▲

## Temporary Staffing and Contracting Business

# Asahi Business Support

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



### Crushed Stone Business

Jobu Co., Ltd. owns high-quality greywacke mining claims covering 1.3 million m<sup>2</sup> in Saitama Prefecture (Minano-machi and Kamikawa-machi). The stone mined from this area is used as the raw material for concrete and asphalt 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

Four product shipping locations to cater to the various needs.



Wako Shipping Yard (To Tokyo Metropolitan Area)

### 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.



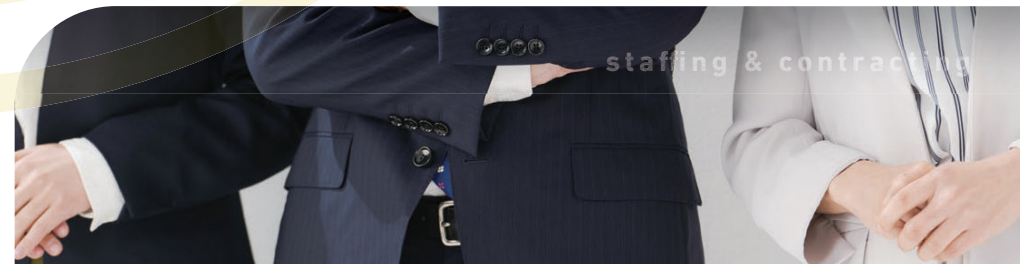
Wood chips



Recycled roadbed material



Debris processing facility



### Recruitment of People with Disabilities and Retired People

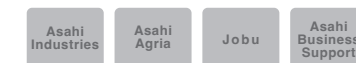
The company serves as the avenue for recruiting people with disabilities\* and retired people. Working hours, work days, and the type of work are determined with the person's individual characteristics in mind, providing a flexible employment regime.

\* Recruitment of people with disabilities: 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.



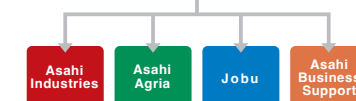
#### Recruitment of people with disabilities

We are enhancing our support system by assigning qualified personnel such as company-registered workplace adjustment assistants and vocational life counselors for people with disabilities.



Employees resigned upon reaching retirement age

#### Asahi Business Support



Management services, manufacturing, development, sales, etc.

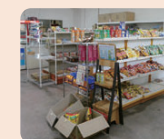


#### Recruitment of retired people

Even beyond the retirement age of 65, employees can work under flexible conditions by utilizing their knowledge and skills.

### Group businesses

We support the Asahi Industries Group with a wide range of support operations, such as management and operation of welfare facilities (company housing, shops, employee cafeterias, etc.), back-office operations, and manufacturing assistance for each group company. The Asahi Flower Garden in front of Asahi Industries Saitama Works grows seasonal flowers and plants. It is a place for local residents to relax.





# Sustainability

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

With an awareness that SDGs as a common global issues for the realization of a sustainable society, Asahi Industries Group continues to work under the principle of being "a company that values contribution to the global environment and local communities, and is loved by everyone."

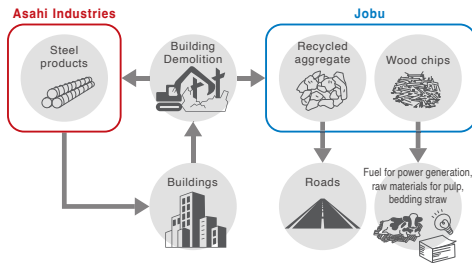
### Contribution to the Environment

#### We are proud to be serious about the environment.

Based on our three-year medium term environmental action plan, we are actively working towards preventing global warming, reducing environmental impact, and achieving zero emissions. We are also focusing on research and development of products that contribute to environmental improvement.

#### Sustainable use of resources, Commitment to infrastructure improvements

Our manufacturing is recycling. Steel scrap generated from the demolition of bridges, buildings, and automobiles are recycled into strong rebars, and debris and wood waste generated from the demolition of buildings are recycled into recycled aggregates and wood chips, thus contributing to waste reduction and resource recycling.



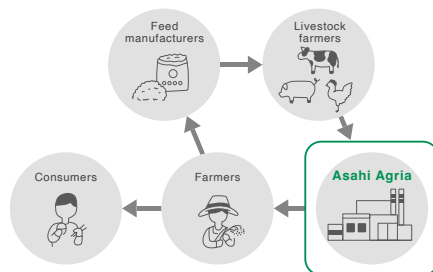
#### Promoting sustainable agriculture

We use waste materials such as livestock manure and wastewater (biosolids) from food and beverage factories as raw materials to produce fertilizers, thus achieving resource recycling. Our effort is also putting into joint research and development with research institutes such as universities. Through the development of microbial materials, we are contributing to agriculture that is friendly to both the environment and people.



Biosolids generated in wastewater treatment processes at food plants and other facilities

Cooperative research into microbial materials

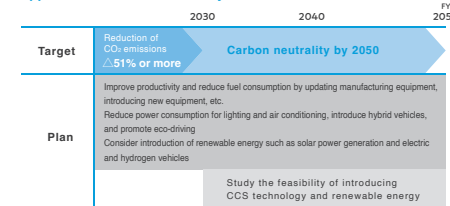


#### Efforts to deal with climate change

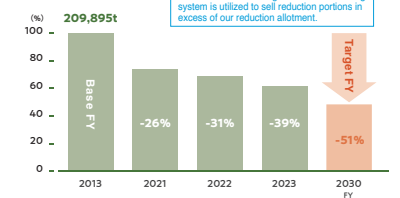
#### Improvement in water quality, Conservation of ecosystems in rivers and oceans

Aiming to become carbon neutral by 2050, we have set a CO<sub>2</sub> reduction target of 51% or more compared to FY2013 by FY2030, which is a transit point. We are also focusing on reducing the environmental burden by setting voluntary control targets for exhaust gas and wastewater that are stricter than the standard values stipulated by law.

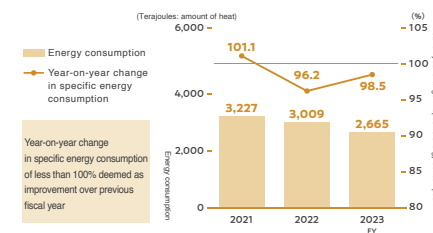
##### Approach to Carbon Neutrality



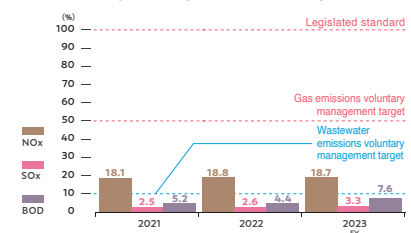
##### CO<sub>2</sub> reduction rate



##### Changes in energy consumption



##### Changes in NO<sub>x</sub>, SO<sub>x</sub> (exhaust gas from facilities generating soot and smoke) and BOD (industrial wastewater)



#### Sustainable forest management and biodiversity conservation

As our production facilities are located in verdant natural surroundings, we strive to protect the local plants, wildlife, and ecosystems through programs such as developing green spaces considering the importance of biodiversity, and cleaning and re-vegetating nearby waterways, parks, and roadways. In addition, we contribute to the absorption of CO<sub>2</sub> and the prevention of global warming, as well as to the protection of the ecosystem of animals and plants by preserving and nurturing approximately 40 hectares of company-owned forest (Gunma Prefecture) inhabited by Japanese Cypress and Japanese Cedar.



# Sustainability

## Supporting Local Communities

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

Asahi Industries Group has a long history, owing it all to the understanding and support of the local residents. With a strong awareness of being a member of the community and a desire to develop together with everyone, we actively promote community contribution activities, such as programs to support children, who will lead the future, and cleaning volunteers to create livable communities.

#### Supporting children

We provide children with opportunities for learning in ways different from school, such as creating large canvas paintings for exhibiting at Asahi Kamikawa Gallery (on walls surrounding our Saitama Office) and offering hands-on vocational experience.



Asahi Kamikawa Gallery



Factory tour



Work experience



Tomato cultivation class



Sponsorship for elementary school judo tournaments

Photo Courtesy : General Incorporated Association Sports Hinomaru-kids Association



Contribution to Photo News

#### Acting as a member of the community

We contribute towards improving the local natural environment and living environment through volunteer activities such as cleaning roads, waterfronts, parks, etc., business cooperation with facilities for people with disabilities, and food donations to social welfare councils.



Facilities for people with disabilities



Sainokuni Road Support (Saitama Prefecture's Adapt-A-Highway Program)



In-house firefighting team



Clean-up volunteers



Maintaining and managing flower gardens



Food distribution

## Safe Working Environment

### Creating superb products and excellent services at the workplaces where employees are working actively.

To improve corporate value, we aim for management with effective governance that balances profits growth and compliance, and strive to create a work environment that provides all employees with opportunities to play an active role.

#### Safety management system

In addition to the Health and Safety Committee, which is a statutory meeting, the Group has established a meeting body of health and safety managers to promote the strengthening of health and safety activities through the use of lines. In addition, through annual safety conventions held at each business site and biannual management patrols, we aim to transform ourselves into a robust zero-disaster structure that prevents disasters from occurring.



Management patrol



Saitama Plant safety convention

#### A structure that allows everyone to flourish

Our foundation is to be a workplace where people of diverse backgrounds, including nationality, gender, age, disability, career, experience, and working styles, can work with pride. To create an employment environment in which everyone can play an active role, we have established a system that allows all employees to take advantage of various childcare and nursing care leave programs. We are also strengthening equal opportunities, skill improvement programs, appropriate treatment, and backup systems to make our company even more worker-friendly.



We are seeking to expand job areas where women can play an active role, such as quality control and information exchange locally (overseas) in the seed and seedling business, safety patrols at each plant, etc.



Remote conferences



#### Health management initiatives

Viewing health management from a corporate management perspective, we strive to revitalize the workplace and improve productivity by establishing a health promotion system, and promoting the maintenance of health. Since FY2021, we have been listed in METI's Certified Health & Productivity Management Outstanding Organizations Recognition Program.



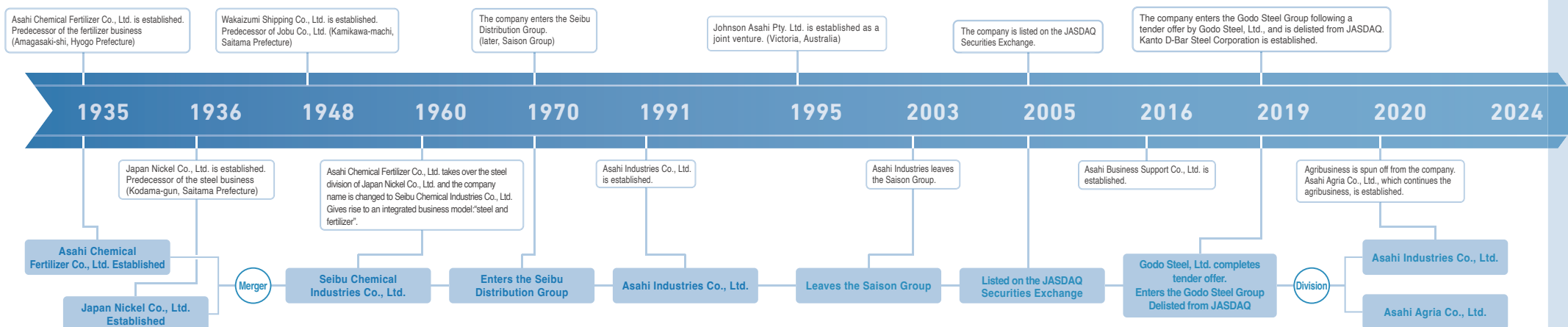
#### Approach to diverse work styles

We have been awarded a top-level "Platinum Certification" by Saitama Prefecture's Certification System for Companies Implementing Diverse Work Styles as a company that actively supports work-life balance and promotes women in the workplace.

## 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.

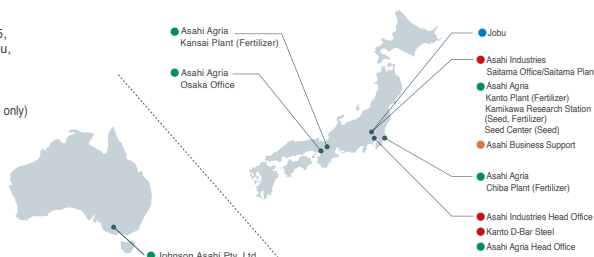
As a member of the Godo Steel Group, we will continue to be both agile and resilient as we rise to the challenge of building a sustainable future.



## COMPANY OVERVIEW

### Corporate Profile

Company Name	<b>Asahi Industries Co., Ltd.</b>
Head Office	Daiwa Higashi-Ikebukuro Building, 23-5, Higashi-Ikebukuro 3-chome, Toshima-ku, Tokyo 170-0013, Japan
TEL	+81-3-3987-2161
URL	<a href="https://www.asahi-kg.co.jp">https://www.asahi-kg.co.jp</a> (Japanese language only)
Founded	August 16, 1935
Established	October 29, 1991
Parent Company	Godo Steel, Ltd.
Common Stock	2,190 million yen
No. of Employees	256
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 367-0301, 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: 48  
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, export and distribution of Australian hay  
No. of Employees: 203  
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: 47  
3085-1 Kanazawa, Minano-machi, Chichibu-gun, Saitama 369-1601, Japan  
TEL: +81-494-62-1321  
URL: <https://www.jobu-sg.co.jp> (Japanese language only)

**3. Asahi Business Support Co., Ltd.** (wholly owned by Asahi Industries)  
Main business: Temporary staffing and contracting  
No. of Employees: 17  
222 Wataruse, Kamikawa-machi, Kodama-gun, Saitama 367-0301, Japan  
TEL: +81-274-52-6411  
URL: <https://www.asahi-kg.co.jp/abs> (Japanese language only)

### Affiliated Companies

**Johnson Asahi Pty. Ltd.** (equity method affiliate of Asahi Agria)  
Main business: Production and export of hay  
151 FREIGHT TERMINAL ROAD DOOEN VIC 3401

### Offices / Plants / Research Farms

**Kanto Plant** (Fertilizer Plant)  
222 Wataruse, Kamikawa-machi, Kodama-gun, Saitama 367-0301, Japan  
TEL: +81-274-52-2712



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



**Seed Center** (Seed Department)  
481-3 Maruyama, Joboji, Fujioka-shi, Gunma 370-1406, Japan  
TEL: +81-274-52-6304



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



**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