## **SDG** COMPANY INFORMATION

## **Company Profile**

Name Founded Establishment Capital Executives

Sales

Employees

SDG Co., Ltd. June 29, 1950 December 22, 1956 88.5 million yen Kensaku Kashiwagi, President & CEO 4 Executive Officers 9.8 billion yen (2023) 275 (Group-wide: 410) XAs of April 2024



### **Factory Qualifications and Licenses**

#### ISO 9001 certified

- ISO 14001 certified
- Ministry of International Trade and Industry authorization to manufacture application equipment for AC electric motors, etc.
- Passed the Conformity for Electrical Equipment Used in Potentially Explosive Atmospheres Test
- Minister of Land, Infrastructure and Transport authorization to conduct construction and plumbing businesses Permission from the MLIT

Plumbing business: (General-28) No. 26619 Machinery and equipment installation: (General-5) No. 26619

- Approved supplier to all government offices
- Osaka Prefectural Government designated equipment manufacturer - blowers
- Secondhand dealer (Machine tool dealer Osaka prefectural public safety commission No.622280185746)

### **Business Outline**

Blowers, environmental improvement equipment, motors, Health Rehabilitation Equipment/Medical Field Nail Dust Collector



Improving the environment, solving problems. Providing detailed engineering on a customer-by-customer basis that goes beyond manufacturing and sales.

### SDG MARINE

Imports and sells bass boats from the United States, the home of bass fishing.



The Japan Electrical Manufacturers' Association (JEMA) Japan Machine Accessory Association (JMAA) Japan External Trade Organization (JETRO) )



Factories: Osaka main factory, Iga factory, Shiga factory

Sales: 9 offices in Japan and overseas



- ♦ SDG Iga Co., Ltd.
- ♦ SDG Shiga Co., Ltd.
- ♦ SDG Boat Works Co., Ltd.
- ♦ SDG (Thailand) Co., Ltd.
- ♦ SDG (Korea) Co., Ltd.
- SDG (Taiwan) Co., Ltd.
- ♦ SDG Boat World LLC

(Texas Boat World)

### For inquiries, contact

SDG Co., Ltd. Business Administration Dept. 1-25 Shindenkita-machi, Daito City, Osaka 574-0052 TEL: 072-871-1061 FAX: 072-870-8629





### History

#### 1950

Commenced manufacture and sale of small electric motors under the name Showa Denki Seisakusho.

#### 1956

Incorporated as Showa Denki Co., Ltd., with 1 million yen in capital.

#### 1974

Completed construction of the Iga Factory and commenced operation there as Showa Furyoku Kikai Co., Ltd.

#### 1975

Received JIS Mark Certification from the Ministry of International Trade and Industry (MITI).

#### (Certification No. 574148)

#### 1983

The Daito Factory was awarded the Osaka Bureau of MITI Director's Award for Industrial Standardization and Excellence.

#### 1999

Acquired ISO 9001 certification for the Daito Factory.

#### 2000

Acquired ISO 9001 certification for the Iga Factory.

#### 2004

Acquired ISO 14001 certification for the Daito and Iga Factories Completed construction of a new Daito Factory facility, and opened the Okayama Sales Office

#### 2012

Established Showadenki (Thailand) Co., Ltd. in Thailand

#### 2016

Award for Excellence in Health and Safety Showa Furyoku Kikai Co., Ltd. (Iga Factory) changed its company name to Showa Denki Iga Co., Ltd.

#### 2017

Established Showa Denki (Korea) Co., Ltd. in Korea Established Showa Denki (Taiwan) Co., Ltd. in Taiwan Head office moved (from Joto-ku, Osaka to Daito-shi, Osaka) Capital alliance with Nishikawa Manufacturing Company, Limited. Merged with Showa Denki Sapporo Co., Ltd. and established Sapporo Sales Office of Showa Denki Co.Ltd.

#### 2018

Established U.S. subsidiary in California, U.S.A. Nishikawa Manufacturing Company, Limited change name to Showa Denki Shiga Co., Ltd. (DC motor manufacturing)

#### 2019

Established SDG Marine JAPAN. Established a local subsidiary in Mexico.

#### 2020

Changed Management Philosophy, Company Motto, and Company Motto Established SDG BOAT WORLD LLC in the U.S.

#### 2022

Capital alliance with High Tech Boat Co., Ltd. Licensed to sell and lend highly controlled medical devices, etc.

#### 2023

Established East Japan Technical Center and Central Japan Technical Center.

#### 2024

Company name changed from Showa Denki Co., Ltd. to SDG Co., Ltd.

Please check the SDG website for the latest information.





# **SDG** COMPANY INFORMATION

### Introduction to SDG's full range of employee benefits

Allowance



### Housing allowance

Plus 1 allowance (for singles) ¥ 50,000 / month One-time payment up to ¥100,000 for moving cost Plus 2 allowance (for families) ¥70,000 / month (maximum)



### Wedding gift money

Less than 1 year ¥150,000 Less than 3 years ¥300,000 3 years or more ¥500,000 (Paid based on years of service)



### **Childcare Support**

Childcare Allowance: Support from infancy to graduate school **Scholarship Program:** Up to 1.5 million yen, interest-free,

with repayment exemption benefits



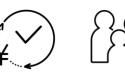
#### Promoting 100% use of annual paid leave

Can be taken in 1-day, half-day, or hourly increments



Annual paid leave usage rate

If you need to take leave due to unforeseen circumstances, we offer a "backup leave" so you can rest assured that you will be able to take 100% of your leave after it is taken.





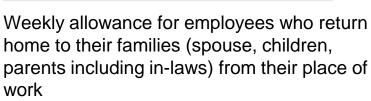


### Childbirth gift money

First child ¥300,000 Second child Third child or more ¥900,000

¥600,000

(no limit on number of people) **RTH (Return to Home) allowance** 





#### You2 Plan

Advance payment in installments equivalent to severance pay after 10 years of employment



#### Introduction of a three-day weekend system

Starting in 2023, we are introducing a three-day weekend system. Every week is a three-day holiday: Friday, Saturday, and Sunday.



### **Refresh leave (2 days)**

Refreshment leave is granted after 20 years of employment. A maximum of 100,000 yen will be paid when the leave is taken.





### Work style

- Introduction of telework
- 100% return-to-work rate for female employees taking childcare leave
- Male employees have taken childcare leave
- Employees have taken nursing care leave.









### **Promoting Health**

Full company-paid insurance available when not covered by health insurance.

We have also established a system whereby the company subsidizes a portion of the insurance for spouses and children if desired.



Cancer insurance (company-paid) Medical insurance (company-paid) Tumor markers during regular health checkups Medical checkups (company subsidized) Family cancer insurance

Other



**Pension Insurance Assistance** 

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The company will subsidize a portion of the monthly premiums.

Club

#### Club activities

There is a company subsidy.

Please check the SDG website for the latest information.



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