

04 Strengthening of management base



Building Sustainable JUKI

| | |
|---------------------------------------|-------|
| Implementation of ESG management | 29 |
| Environment | 30-31 |
| Human Resources | 32-33 |
| Quality Assurance | 34 |
| Technological Development | 35-36 |
| Production | 37 |
| Supply Chain Management (Procurement) | 38 |
| CSR activities | 39 |

Implementation of ESG management



Director & Managing Officer
Keiichi Hashimoto

Message from Officer

Sustainability at JUKI embodies the spirit of our corporate slogan, “Mind & Technology.” In avid pursuit of customer-first manufacturing, every JUKI employee strives to improve the quality of their work and hone their skills while imagining the smiles of satisfied customers. Working together as one, we are passing on JUKI’s heartfelt technologies to future generations. We will thoroughly adopt ESG management perspectives to achieve our new Medium-term Management Plan, “Building a Sustainable JUKI,” and strive to realize a sustainable society and sustainable growth for JUKI.

Amidst various ESG issues in society, the ESG initiatives set under JUKI’s new Medium-term Management Plan seek to: (1) **achieve carbon neutrality**, (2) **adopt a grand new design for human resources**, (3) **strengthen governance**, and (4) **thoroughly implement quality management**. Implementing these initiatives will form the management foundation for the execution of the new Medium-term Management Plan JUKI has deployed as a company that enduringly supports a sustainable clothing industry and society.

ESG initiatives (January 2024 - January 2025)

Environment

JUKI has established an environmental management system based on the ISO14001 international standard and JIS Q14001 Japanese Industrial Standard. We continue to reduce greenhouse gas emissions, comply with environmental regulations, and develop safe and eco-friendly products under these systems. JUKI aims to realize a sustainable society through the promotion of paperless operations and the JUKI SUSTAINABLE PRODUCTS system.

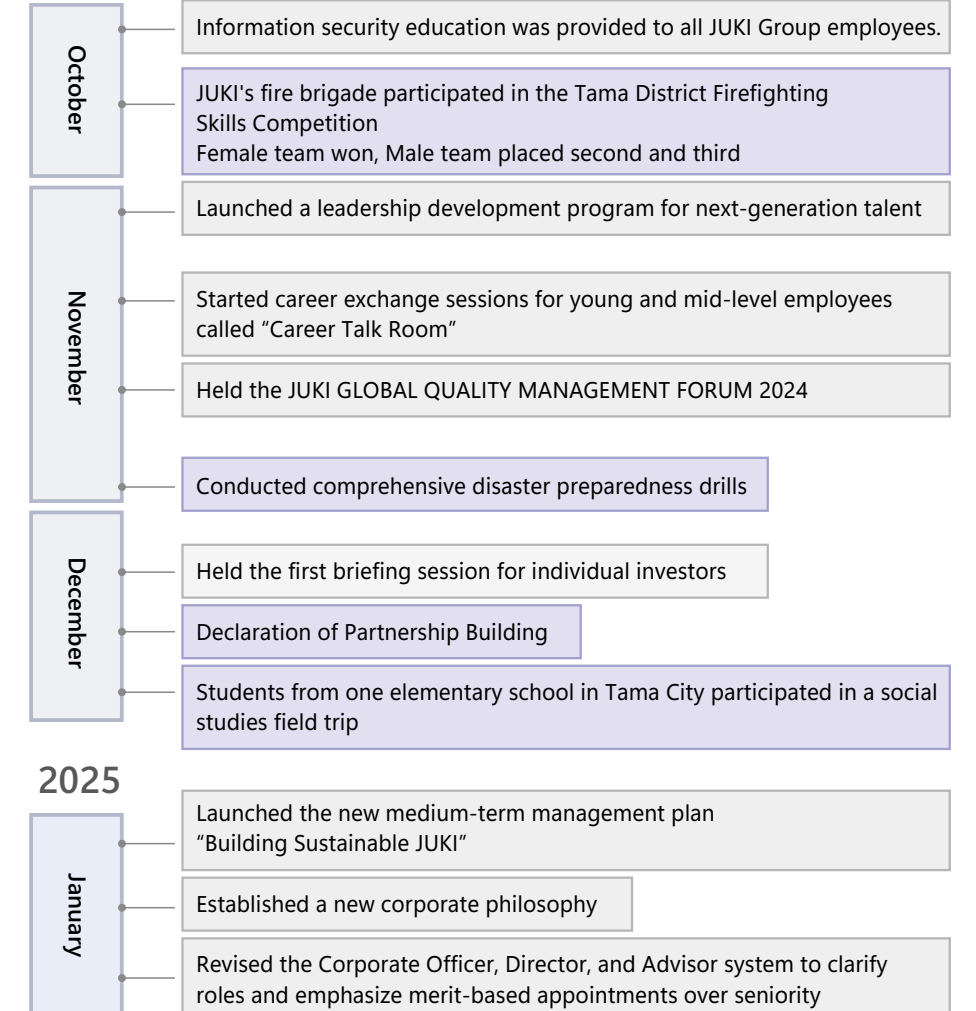
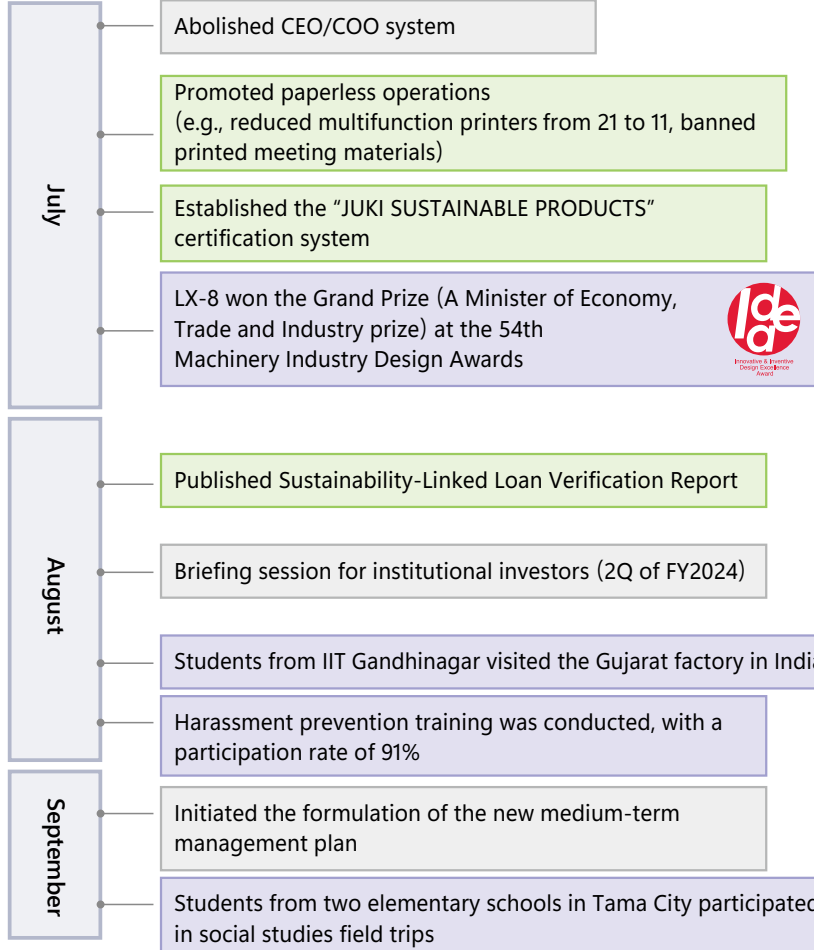
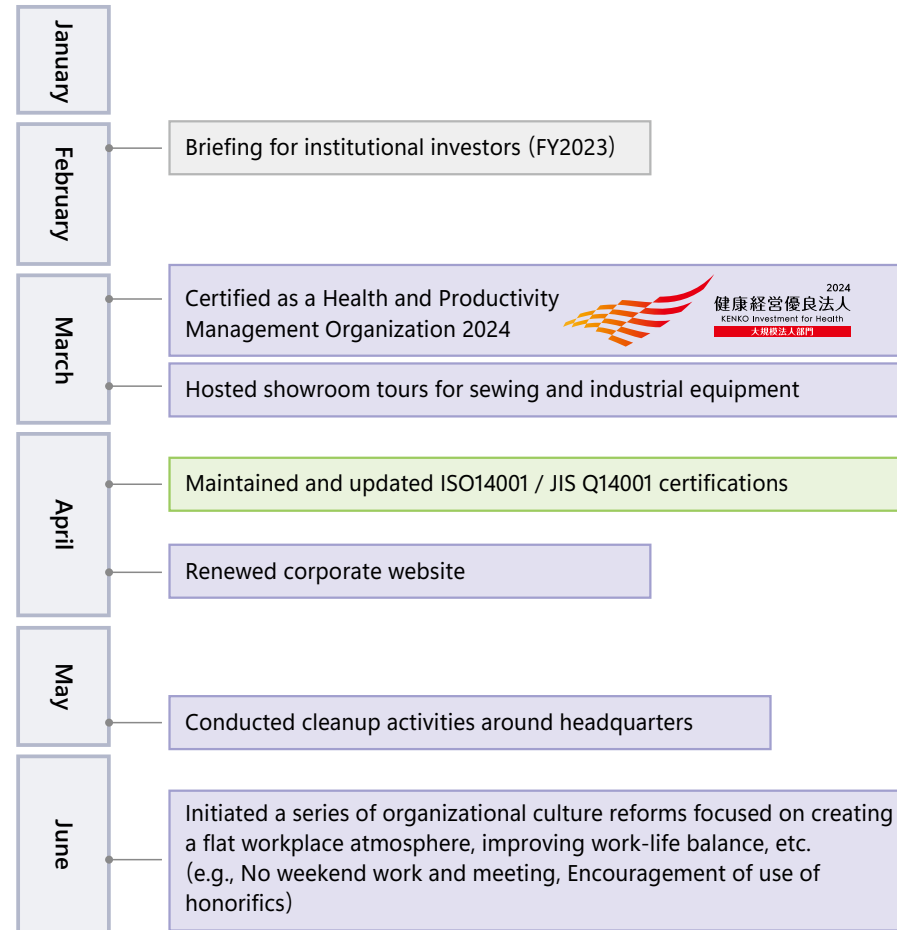
Society

To open our company to the community, we at JUKI organize social studies field trips and invite the public to visit our manufacturing plants and showrooms. For the JUKI workforce, we place “employee happiness” at the core of our management and focus our efforts on the creation of DE&I-centric workplaces where every employee can find satisfaction in their work. We have also received external recognition, such as certification as a Health and Productivity Management Organization (KENKO Investment for Health) and the Machine Industry Design Award.

Governance

JUKI strives to build relationships with various stakeholders and enhance its corporate value and added value by proactively disclosing information and briefing the public on its performance and operations. In line with this policy, we recently held our first company briefing for individual investors. We also implemented a series of next-generation human resource development initiatives by organizing career exchange meetings for young and mid-level employees, management candidate training programs, and numerous other activities to strengthen governance.

2024



Environment

Basic philosophy

As a manufacturing company, JUKI values the global environment and actively promotes recycling, energy conservation, and the effective use of resources. JUKI aims to endure as a company that customers and society trust by providing safe and eco-friendly products, contributing to the development of local industries, and returning value to society in other ways.

TCFD Scenario

Disclosure of information based on the TCFD recommendations

The JUKI Group has made a commitment to achieving carbon neutrality by 2050 by increasing its efforts to reduce CO₂ emissions in product development, production, and business activities to the greatest possible extent. In July 2022, the Group endorsed the TCFD (Task Force on Climate-related Financial Disclosures) recommendations established by the Financial Stability Board (FSB) and announced its participation in the TCFD Consortium, a group of companies that support the TCFD recommendations. As a TCFD member committed to carbon neutrality, the JUKI Group has analyzed the risks and opportunities that climate change poses to its business. We will reflect this analysis in our management and business strategies, practice thorough information disclosure, and strengthen our efforts to achieve carbon neutrality.



Governance

In August 2022 the JUKI Group established a Sustainability Promotion Committee to enrich its business activities by incorporating a sustainability concept that aims to ensure the stability and sustainability of the “environment,” “society,” and “economy” into the future without losses of corporate value, while solving social challenges and achieving sustainable growth for the entire Group. The Sustainability Promotion Committee, the Management Strategy Council, and the Risk Management Meeting work together to formulate long-term corporate strategies to promote management from a sustainability perspective.

For more information, see the Environment page [P31](#)

Strategies (scenario analysis)

JUKI has identified climate change-related risks and opportunities that may affect the Group’s businesses now and in the future under two scenarios, a 1.5°C scenario (Note 1) and 4°C scenario (Note 2) assumed as a climate-related scenario, along with the risks (Note 3) and opportunities (Note 4) for the Group businesses under each scenario. The following risks and opportunities related to climate change in the JUKI Group have been identified based on the results of our scenario analysis, along the impacts and the countermeasures against them.

For more information, see the Environment page [P31](#)

(Note 1) Rapid social changes toward carbon neutrality in 2050 will limit the global average temperature increase to 1.5°C at the end of the 21st century.

- Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report SSP1-1.9 (Common Social Pathways SSP1 / Representative Concentration Pathways RCP1.9)
- RCP2.6 (While the RCP2.6 scenarios are similar to the scenarios of less than 2°C, some supplemental data is drawn from other references.)
- International Energy Agency (IEA Net Zero by 2050)

(Note 2) Social activities to reduce greenhouse gas emissions will not progress, resulting in a global average temperature increase of more than 4°C at the end of the 21st century.

- Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report SSP5-8.5 (Shared Social Pathways SSP5 / Representative Concentration Pathways RCP8.5)

(Note 3) Identified in line with the Group’s business in terms of transition risk (policy, regulation, technology, market, reputation) and physical risk (acute, chronic)
(Note 4) Based on transition and physical risks identified in line with the Group’s business in terms of resource efficiency, energy sources, products/services, markets, and resilience.

Climate-related risks and opportunities

| Scenarios | Risks / Opportunities | | Time frame | Impact on business | Response measures | Financial impact |
|-----------|-----------------------|----------------------|--------------------------|---|---|------------------|
| 1.5°C | Transition risks | Policies/Regulations | Medium-term to Long-term | <ul style="list-style-type: none"> Increased business costs incurred through the introduction and strengthening of climate change policies and regulations such as carbon pricing (introduction of a carbon tax, capital investment for decarbonization, raw material price hikes, higher transportation costs, etc.) | <ul style="list-style-type: none"> Promotion of decarbonized production facilities (conversion of electricity to lower-carbon fuels, hydrogen, biomass, synthetic fuels, etc., and non-petroleum fuels) Rebuilding of the production, logistics, and procurement networks in cooperation with suppliers | Medium |
| | | Technology market | Medium-term to Long-term | <ul style="list-style-type: none"> Lower demand when the rising demand for products and services that lead to decarbonization drives up the cost of R&D to improve the environmental performance of products and cannot be offset by lower price competitiveness. Price hikes and procurement difficulties due to changes in the supply-demand balance of raw materials, semiconductors, etc. accompanying the decarbonization of society | <ul style="list-style-type: none"> Further promotion of the planning and development of products with high environmental performance (especially energy saving) Promotion of the use of eco-friendly materials (strengthen green procurement, increase the use of recycled materials, etc.) Improved efficiency of raw material use through reductions in product weights, sizes, etc. | Medium |
| | Opportunities | Reputation | Short-term to Long-term | <ul style="list-style-type: none"> The emergence of adverse effects on financial arrangements, business relationships, etc. if climate change measures are delayed | <ul style="list-style-type: none"> Systematic and steady promotion of initiatives to achieve carbon neutrality | Small |
| | | Market | Medium-term to Long-term | <ul style="list-style-type: none"> Growing demand for products and services that help customers improve productivity and save energy, as well as for products and services that contribute to the circular economy and reduce CO₂ emissions over their lifecycles | <ul style="list-style-type: none"> Provision of products and services to increase productivity and energy-saving performance, including support and consulting services to make customer factories smarter and more energy-efficient Deepening of the used equipment business and the establishment of a recycling system for the products and parts after being sold. | Large to medium |
| 4°C | Physical risks | Acute | Long-term | <ul style="list-style-type: none"> More frequent occurrence of natural disasters such as floods, severe typhoons, torrential rains, and storm surges, causing damage to JUKI’s production facilities, etc. and supply chains, as well as losses due to operational shutdowns, etc. | <ul style="list-style-type: none"> Strengthened business continuity plan (BCP) in all operational areas, including JUKI’s supply chains | Medium to small |
| | | | | <ul style="list-style-type: none"> Worsened employee working environments and a higher risk of heat stroke Higher costs for air-conditioning and temperature control | <ul style="list-style-type: none"> Introduction of equipment, etc. that will improve working environments Promotion of automation and labor-saving solutions in factories | Medium |
| 4°C | Opportunities | Resilience | Long-term | <ul style="list-style-type: none"> Better maintenance of customer production systems through the provision of a stable supply of products in the event of a disaster | <ul style="list-style-type: none"> Strengthened business continuity plan (BCP) in all operational areas, including JUKI’s supply chains | Medium |

(Time frame) Short-term: 5 years, Medium-term: 10 years, Long-term: more than 10 years.

Risk management

JUKI has established and operates a risk management system to appropriately address all Group risks. The system is centered on the Management Strategy Council, which handles strategic risks, the Crisis Measures Headquarters, which is responsible for business continuity, and the Risk Management Meeting, which consists of corporate officers and the heads of business units and group companies. We respond to the ever-changing risk environment by conducting annual policy reviews and quarterly risk assessment and monitoring audits and by reporting to the Board of Directors on the details of our risk response and the occurrence of major risks, with a view to making continuous improvements.

Indexes and Targets

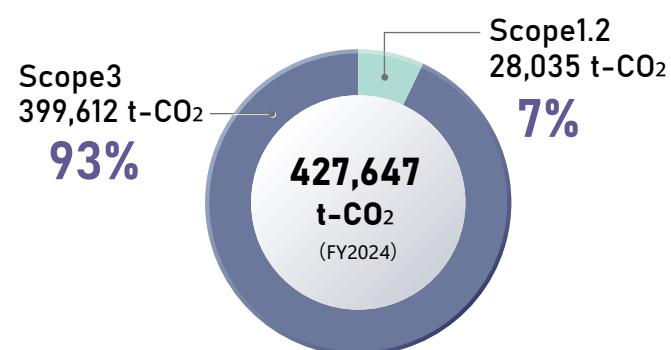
Achieve carbon neutrality

To address climate change and other global environmental issues, the JUKI Group has made a commitment to achieving carbon neutrality by 2050 using CO₂ emissions as a metric. To achieve this goal, we have set the medium-term targets of reducing Scope 1 (direct emissions by the company) and Scope 2 (indirect emissions from energy sources used by the company) CO₂ emissions by 37% in FY2025 and by 50% in FY2030, compared to the FY2013 levels. We will aim to achieve these targets by promoting energy-saving activities throughout our business operations, promoting the decarbonization of production facilities in cooperation and collaboration with suppliers, and introducing renewable energy generation facilities, storage batteries, carbon-free electricity, and the like.

The JUKI Group began calculating Scope 3 emissions (non-Scope 1 and non-Scope 2 emissions related to JUKI's business activities in the value chain, such as raw material procurement, logistics, and sales) in FY2022. We have set mid-term targets to reduce CO₂ emissions by 10% in fiscal 2025, 25% in fiscal 2030, and 80% in fiscal 2050 (effectively, a 100% reduction through carbon offsets) compared to fiscal the 2022 levels. Because of the structure of our businesses, Category 1 (purchased products and services), Category 4 (transportation and delivery (upstream)), Category 9 (transportation and delivery (downstream)), and Category 11 (use of products sold) emissions account for most of JUKI's CO₂ emissions overall. Category 11 emissions are the largest among these categories. We initially prioritized our survey to cover the above four categories and conducted the survey for all categories in FY2023. Scope 3 emissions account for more than 90% of the Group's total CO₂ emissions (total of Scope 1, 2, and 3). We will strive to reduce Scope 3 emissions through the development and supply of products with enhanced environmental performance.

FY2024 Results

CO₂ emissions by Scope



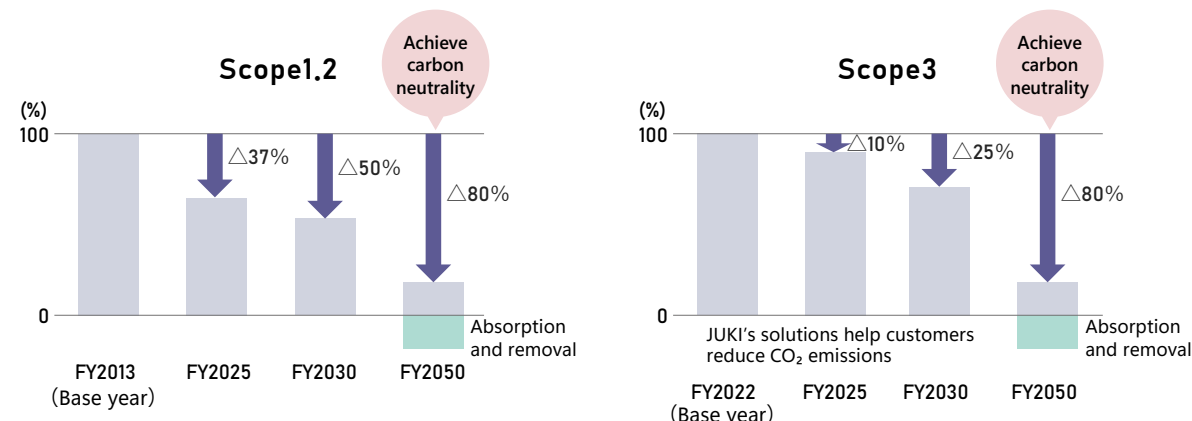
CO₂ Emissions by Scope 3 Category

(-) is not applicable.

| Categories/Details | FY2023 CO ₂ Emissions (t-CO ₂) | FY2024 CO ₂ Emissions (t-CO ₂) |
|--|--|--|
| 1 Purchased products and services | 106,032 | 101,416 |
| 2 Capital goods | 7,615 | 10,769 |
| 3 Fuel and energy-related activities not included in Scope 1 and 2 | 4,566 | 4,490 |
| 4 Transportation and delivery (upstream) | 7,032 | 6,188 |
| 5 Waste from business activities | 1,061 | 1,066 |
| 6 Business travel | 539 | 509 |
| 7 Employer commuting | 1,606 | 1,537 |
| 8 Leased assets (upstream) | — | — |
| 9 Transportation and delivery (downstream) | 1,984 | 1,310 |
| 10 Processing of products sold | — | — |
| 11 Use of products sold | 302,643 | 270,345 |
| 12 Disposal of products sold | 1,969 | 1,981 |
| 13 Leased assets (downstream) | — | — |
| 14 Franchises | — | — |
| 15 Investment | — | — |
| Total | 435,048 | 399,612 |

Medium to long term goals

CO₂ emission reduction target by Scope



Initiatives to Reduce CO₂ emissions

| | Scope1,2 | Scope3 |
|--------------------|---|--|
| Reduction measures | <ul style="list-style-type: none"> Promote energy conservation in production processes Upgrade to high-efficiency equipment and machinery Replace non-renewable energy with renewable energy Utilize non-fossil certificates (when self-help efforts fail to yield results) | <ul style="list-style-type: none"> Develop products with low environmental impact and deploy solutions Increase the percentage of renewable materials used Downsizing product weights |

TOPICS 1 Visualization of Electricity Usage

As one of our carbon neutrality initiatives, we have introduced a system to visualize electricity consumption at the OHTAWARA PLANT. This system allows us to monitor electricity consumption for production power, lighting, and air conditioning in real time for each factory building. The analysis and use of detailed real-time data optimizes the results of our consumption reduction efforts.



TOPICS 2 Changing the materials used in castings to green materials

We are researching and developing products that replace the iron used in the castings of sewing machine bodies with green materials (materials that reduce environmental impact).



Changing the materials used in castings to eco-friendly materials

Realization of recycling-oriented society

We are promoting the efficient use of resources and reduction of waste through the optimization of waste disposal processes. The amount of waste recycled from JUKI's business activities increased year-on-year to 1,739 tons in fiscal 2024. Our recycling rate also improved.

FY2024 Total amount of waste, etc. discharged / recycling rate (INPUT/OUTPUT)

INPUT

| Energy (crude oil equivalent) | Unit |
|---------------------------------|----------------|
| Crude oil equivalent | 14,369 |
| Electricity | 12,339 |
| Heavy oil A | 477 |
| Diesel oil | 156 |
| Gasoline | 42 |
| Kerosene | 80 |
| Fuel for town Gas | 125 |
| Liquefied Natural Gas (LNG) | 100 |
| Liquefied Petroleum Gas (LPG) | 920 |
| Acetylene | 0 |
| Natural Gas (NG) | 131 |
| Water | 357,000 |
| Raw materials | 10,308 |
| Metal materials | 8,445 |
| Plastic materials | 110 |
| Rubber | 5 |
| Paper *Excluding office paper | 257 |
| Others *Parts and raw materials | 1,492 |

JUKI's
Business
activities

OUTPUT

| Energy (crude oil equivalent) | Unit |
|---|----------------|
| CO₂ | 28,064 |
| Drainage | 205,000 |
| Total waste emissions | 2,322 |
| General waste emissions | 213 |
| Industrial waste emissions | 1,888 |
| Specially controlled industrial waste emissions | 221 |
| Recycled volume | 1,739 |

To Environmental Resources

*This data is compiled for JUKI and its domestic and overseas manufacturing group companies in 2024.
*Converted to crude oil equivalent: Different energy amounts are compared using a common scale based on calorific value and converted to crude oil equivalent.

Coexistence with nature

Following "JUKI Group Green Procurement Activity Guideline" specifying the policy and standards of the JUKI Group's Green Procurement Activity to implement environmental conservation activities working with vendors and control hazardous substances properly, we will provide our customers with environment-friendly products and pursue global environment conservation in depth. FY2024 Environmental Law Violations: 0 cases

Visit the website for more details [🔗](#)

Human Resources

Basic philosophy

As economic activity picks up in the new normal environment, we are promoting the creation of systems to further enhance the abilities of each individual and strengthen human resources that contribute to business growth. By welcoming the diversity of values among people and cultures, we are developing human resources who can navigate the global business environment more flexibly and robustly than ever before. To that end, we are promoting the growth of every employee and revitalizing our organization by generating a positive cycle made up of three activities: "responding to expanded job responsibilities and performance at work." By cycling between these activities, we are creating comfortable and rewarding work environments throughout the JUKI organization. We will enhance loyalty and engagement by implementing measures that contribute to employee health and motivation. We will continue to strengthen our efforts to broaden the horizons of our employees and transform ourselves into an organization that takes on new areas of activity and business opportunities by actively investing in effective human resource development for the growth of each individual.



Message from Representative President

We believe that "positioning employee happiness at the core of JUKI's management structure" is vital to our efforts to become sustainable. We expect our "Grand Design for Human Resources" to realize a form of employee happiness that our employees create themselves. JUKI will be strongly promoting human capital management based on this Grand Design.

Representative President Atsushi Narikawa

Grand Design for Human Resources

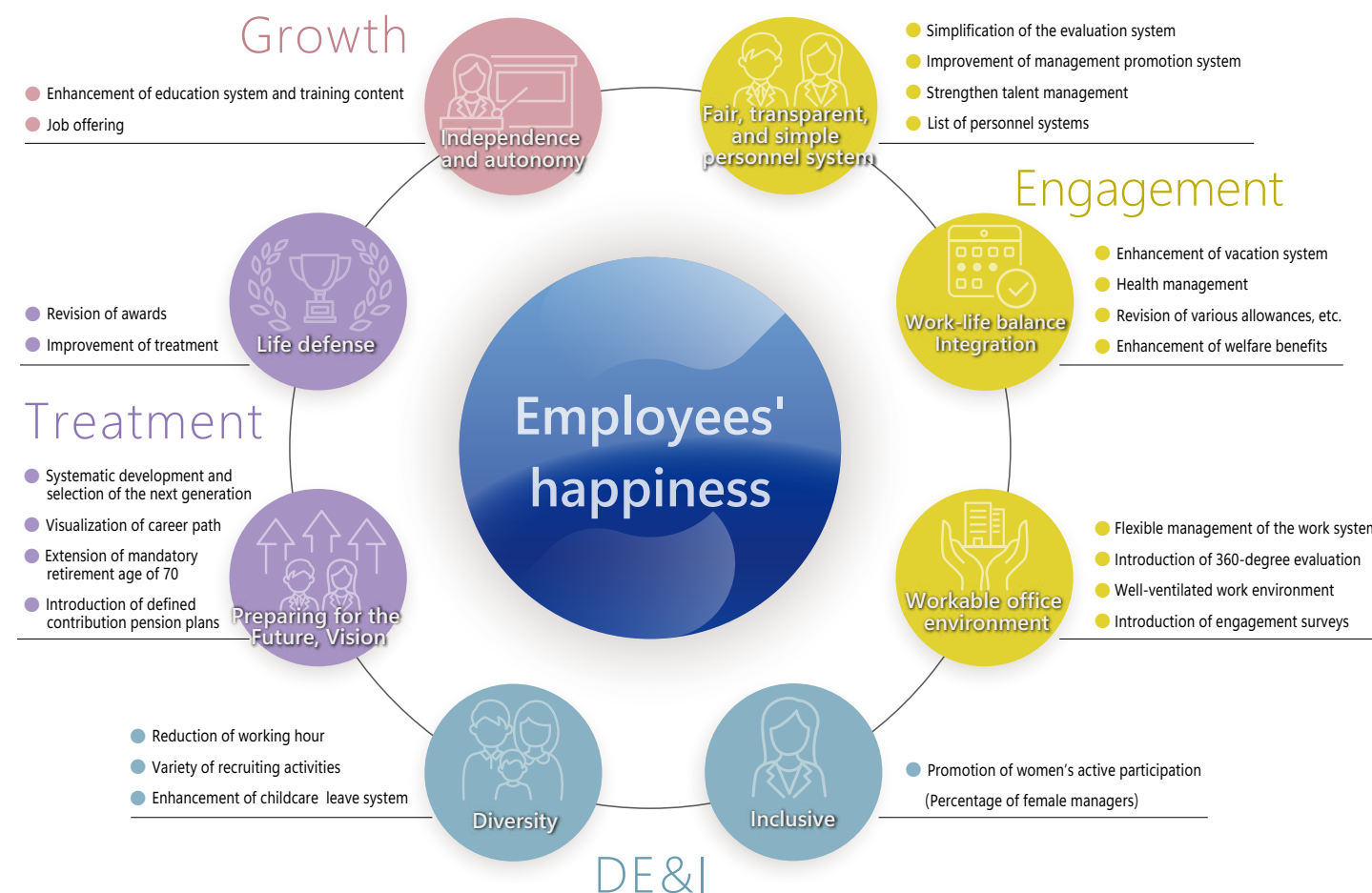
Utilize the opinions of employees from a wide range of age groups and organizations to formulating and implementing a grand design centered on the "Employees' happiness". We will systematically implement each measure after thorough discussion among the members

Independence and self-reliance that lead to growth

We invest in strengthened human resources by providing opportunities for autonomous career development that nurture the growth of every employee, along with the education needed to make that happen. We expect this investment to raise productivity and promote both organizational and individual growth. We will also will rotate human resources more widely and frequently throughout Japan and overseas, improve individual abilities, and share diversity and values by tailoring our human resource system to careers and expertise and more often sending younger employees on overseas business trips. In our overseas offices, we are actively promoting national staff to management positions.

Responding to performance at work

This system adjusts the treatment of employees dynamically based on their willingness to take on challenges and achieve results without fear of failure. Regarding salaries, we have introduced a job-based human resource management system (job duties and job performance) for both managers and rank-and-file employees and link their bonuses to their business performance. For our managers, we are now reflecting performance results to a far greater extent. For young and mid-career employees, we will take steps to quickly develop them into competitive forces and promote them to managerial positions as soon as possible.



Improving employee engagement

To enable employees to perform their duties comfortably, we are actively promoting work-life balance by encouraging employees to set aside Fridays as a day for teleworking, for taking paid leave, or for using satellite offices. For employees working in the main office, we are introducing a hot-desk system to encourage flexible working styles. We are also providing all of our employees with opportunities to play active roles regardless of age or gender, and establishing various systems that accommodate individual work style preferences in terms of working hours, job type, job location, and so on.

DE&I initiatives

As an enterprise that operates globally, JUKI employs people from diverse social backgrounds who hold diverse values. To secure talented human resources and spark innovation, a company must recognize employee diversity, drop all expectations regarding gender, age, or nationality, and create an attractive environment where every employee can play active roles. A pro-diversity mindset maximizes organizational performance by "promoting the advancement of female employees," "assigning global human resources," and "promoting the advancement of specialized employees."



Team of Grand Design of Human Resources



Meeting scene of Grand Design of Human Resources

TOPICS 1 Initiatives for career development for young employees



As part of our efforts to support the career development of young and mid-level employees, we are creating an environment where every individual can broaden their perspective on work and think proactively and independently about their future careers and visions. In our “career talk rooms,” senior employees share the knowledge and experiences they have gained through their careers and answer questions from participants. Our “career interviews” are another useful career development mechanism specifically designed for JUKI employees under the age of 40. By visualizing and supporting individual career paths, we aim to realize employee happiness and interweave it with JUKI’s succession plans.

TOPICS 2 Town hall meetings with female outside directors



As part of our DE&I initiatives, we actively promote the advancement of female employees and strive to provide learning and networking opportunities that enable females in the JUKI workforce to develop their careers and thrive in their own unique ways. The workshop for female employees held in June 2024 provided participants with opportunities for reflection and objective self-analysis and helped them better understand and utilize their strengths and needs at work. JUKI also held town hall meetings with female outside directors and organized lively discussions on issues and concerns related to the various leadership styles that suit individuals and the active role to be played. In their dialogs with female outside directors and female employees from other departments, town hall participants can discuss and seek advice and encouragement regarding the challenges they face in their work and personal lives. We will continue to hold these town hall meetings one or more times a year as constructive forums that advance the participants’ careers.

TOPICS 3 Training programs for the development of future leaders



In November 2024 we launched a management candidate training program aimed at discovering and expanding a reserve of next-generation management candidates and improving their skills. Program participants attended lectures on management issues, management fundamentals, and management presented by executives and took part in discussions with top management and executives to gain an understanding of management issues and a sense of their own potential participatory roles as future managers. Throughout a program divided into six workshops, the participants were split into four teams and asked to thoroughly discuss practical solutions to issues related to the theme of “transforming our company’s business from products to services.” Based on their discussions, they presented their findings to a panel of managers in a final presentation session. This program is expected to create diverse human resources with opportunities to engage in management.

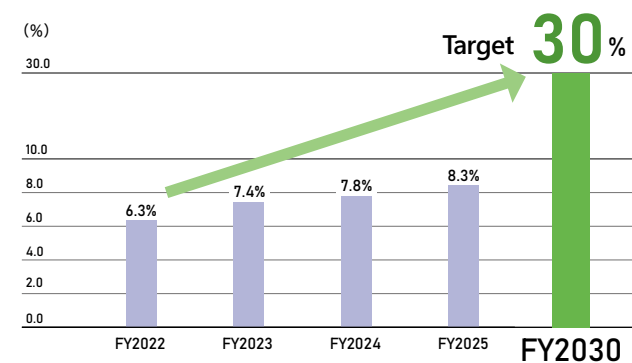
TOPICS 4 Health Management initiatives



We promote health management by positioning employee health as an important corporate asset and by aiming to maintain and improve our employees’ physical and mental health and vitality. In 2024, we collaborated with the JUKI Health Insurance Association to reduce the risk of stomach cancer, promote preventive dentistry, and prevent the aggravation of lifestyle-related diseases. In recognition of these initiatives, JUKI has been certified as a “Health and Productivity Management Organization (KENKO Investment for Health)” in each of the nine years since it established its Health Management Declaration in 2017. Our measures to promote health management seek to enhance corporate productivity and creativity while achieving sustainable growth. A parallel aim in our efforts to modify JUKI’s work environments is to enable every employee to find satisfaction in their work.

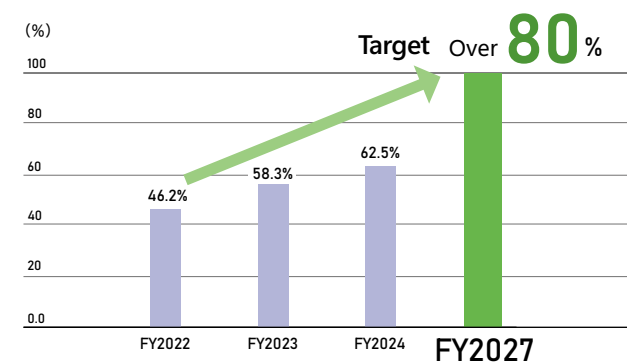
We promote women’s participation in the workforce as a key policy. Our goal is to fill at least 30% of all management positions at JUKI by women by fiscal 2030. We also aim to increase the rate of male employees taking childcare leave to over 80% by 2027, in order to support the balance between work and childcare and create a comfortable work environment for all employees.

Ratio of female management positions



| | |
|------------------------------------|-----|
| Number of female managers (FY2024) | |
| Male and female total | 242 |
| Female total | 19 |

Male childcare leave utilization rate



| | |
|--|---|
| Number of male employees taking childcare leave (FY2024) | |
| Male employees eligible for leave | 8 |
| Number of employees taking leave | 5 |

We actively promote the utilization of paid leave and appropriate working hours with a view to enriching work and private life, improving the work-life balance of every employee, and maintaining employee health.

| Theme | Target | Target achievement rate |
|---|-----------------|-------------------------|
| Percentage of employees taking 12 or more days of paid leave per year | Over 80% | FY2027 |
| Average number of hours worked by regular employees on non-statutory and statutory holidays | less than 30 hr | FY2027 |

Quality Assurance

Basic philosophy

JUKI has been committed to providing unbreakable JUKI quality since its founding. For industrial products in particular, we continue to maintain and improve JUKI quality. Our mission on the manufacturing front is to “keep customer factories running” by giving top priority to product reliability and stable operation. Thanks to its quality efforts, JUKI was recognized for its excellent quality control practices in the industrial sewing machine sector and received the prestigious Deming Prize for Implementation in 1981. These commendations attest to JUKI's sincere attitude toward quality and continuous efforts toward improvement.

JUKI has built relationships of trust with customers through the manufacture of robust and reliable products and deployment of a global sales and service network. Another of JUKI's strengths, apart from the quality of its products, is its comprehensive after-sales service and support system. Companies have been required to respond to intensifying price competition and shorter delivery times in the global market since the 1990s. Balancing quality, cost, and speed has become a major challenge for them as they strive to meet these challenges. Another emergent challenge in recent years has been a growing focus on corporate quality scandals as a social issue. Society's view of quality has become even more stringent.

JUKI's long-standing commitment to providing unbreakable JUKI quality in this environment must be reevaluated not as a mere prerequisite, but as a competitive advantage. We will continue to clearly stress the high-quality standards of products and services as a distinct strength and will ensure that customers experience this quality for themselves.

Quality Assurance Initiatives

The “Four-process Consistency Activity,” a project we have been working on since 2019, has achieved tangible results, but progress has been slowed by quality issues on the manufacturing lines. In this connection, we launched the following measures in FY2024 as another of our quality re-inspection activities to further improve manufacturing quality.

| Priority measures | Contents of activities |
|---|--|
| Elimination of quality issues caused by business partners | Business partner audits We conduct audits of our business partners and determine the frequency of inspections and guidance from JUKI based on their technical and management capabilities. We eliminate the delivery of defective (non-conforming) products and stabilize quality by deploying a product-acceptance system tailored to the technical capabilities of our business partners. (JUKI audited 298 companies in 2024.) |
| Third-party audits | Cross-audits between manufacturing sites The four-process consistency activity revealed that the self-audit tended to be subjective and to accommodate site-specific circumstances in ways that inadvertently hampered improvement levels. Therefore, we improved our auditing methods to enable third-party process audits (two-process consistency confirmation) by conducting cross-audits in which individual manufacturing sites audited each other. By sharing strengths and visualizing weaknesses between bases and implementing improvement measures, we will improve process quality to ensure that defective products are never produced or overlooked. |
| Improvement proposals from a manufacturing perspective during new product development | Manufacturing proposal document Since products with new features tend to have more problems, we added a step to submit a manufacturing proposal as a manufacturing-based risk assessment covering things like past manufacturing issues, ease of manufacturing, standardization and reduction of parts, and work safety during the product development process. These manufacturing proposals stabilize mass production, improve product quality at launch, and make new features easier to understand. |

To foster quality awareness

FY2025 Basic policies for Quality

Delivering peace of mind through high-quality business processes and spreading good impressions and trust to customers

JUKI has reaffirmed the importance of quality and launched new initiatives to instill quality awareness among all employees across all departments throughout the company.

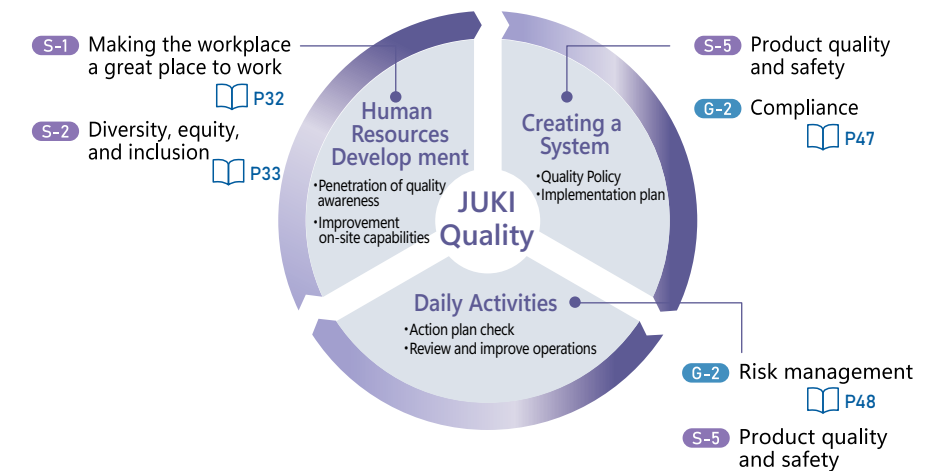
In addition to the policies formulated from a management perspective, we have established a new quality policy that is more grounded in the workplace. Our quality policy for FY2025 is to deliver peace of mind through high-quality business processes and spread good impressions and trust to JUKI customers.

By widening our focus from “product quality” to overall “quality,” this policy expresses our commitment to improvement across all business processes, not just products. This is a concept shared by all departments, from development and manufacturing to sales and administration. Every department takes a fresh look at who their customers are and formulates action plans to deliver the kinds of quality their customers need. We will strive to improve operational efficiency and accuracy by linking these plans to our management policy and executing and improving them repeatedly in our daily operations. The ultimate aim is to establish a strong awareness of quality and improve reliability throughout the entire company.

Quality breaches, coverups, and data falsification scandals in companies have attracted significant public attention in recent years.

JUKI is improving its corporate culture and building a transparent corporate culture in order to prevent incidents of this type from ever occurring.

Under the slogan “Bad News First / Fast” (report bad news as soon as it becomes known), we have lowered the psychological barriers that discourage reporting –such as the fear of being reprimanded or held accountable for reporting bad news -- and established a system for promptly sharing information with relevant parties when quality issues arise. We also now require that quality-related reports be presented at the beginning of meetings attended by officers and senior managers. If any reporting is delayed, we analyze the cause and take measures to prevent recurrence.



TOPICS 1

Maintenance and Management of Quality Management Systems

JUKI has obtained ISO 9001 certification at each of its production sites and continuously maintains and improve its quality management system. The OHTAWARA PLANT, JUKI's main domestic factory, formulates annual plans for quality activities and responds to ISO audits and QC activities. JUKI's Quality HKK Committee launched at the OHTAWARA PLANT in FY2024 identifies quality risks in manufacturing sites, compiles countermeasures and evaluations, and deploys a system for thoroughly improving risks. Quality management is implemented at other JUKI's production sites through internal audits and external evaluations performed in accordance with ISO standards.



OHTAWARA PLANT “ISO 9001 Registration Certificate”

TOPICS 2

Initiatives for “Quality Month”



JUKI conducts educational activities to raise and maintain quality awareness among all group employees during Quality Month of every year.

At the launch for our November 2024 Quality Month, the officer in charge of quality sent out a message under the theme, “Enhancing JUKI's Quality by Returning to Our Roots: Reimagining Customer Satisfaction for a Sustainable Society” Later, on November 20, group-wide employees viewed online presentations on improvement proposals at the JUKI GLOBAL QUALITY MANAGEMENT FORUM.



Technological Development

Basic philosophy

JUKI has been developing new technologies and products based on its “Customer Creed” philosophy. We will continue to create products and services by proactively introducing forefront technologies that solve the problems customers face in their manufacturing processes. Our shared focus on both latent and manifest production issues on the customer side will be key to achieving a sustainable future.

Strategy

By updating our technology roadmap from the customer's perspective, we will respond to the growing needs for automation, labor reduction, and carbon neutrality. In the process, we will promote the development of future elemental technologies and the creation of a solutions-based business (Koto) that integrates products and IoT technologies. We will also be researching and developing environmentally friendly technologies aimed at reducing CO₂ emissions, expanding our independently certified JUKI SUSTAINABLE PRODUCTS [Explanation 2](#) certification system, and proposing more AI-based solutions to incorporate into JUKI products. To protect and nurture our intellectual property, one of our most important asset classes, we will promote the establishment of a strong patent network from two perspectives: “accumulation and use” (offensive) and “respect for third-party rights” (defensive).

Development Unit

| Advantages | <ul style="list-style-type: none"> Technologies and products created based on a consistent “customer first” policy B-1 Support for industrial development External technology introduced actively through alliance arrangements, and technology evolved through integration B-1 Support for industrial development Products and services evolved through the use of the latest technologies such as IoT and AI B-1 Support for industrial development Products evolved from an SDGs perspective E-1 Achieving a decarbonized society Accumulated mechatronics technologies coupled with JUKI's DNA as a developer of world-first technologies B-1 Support for industrial development Technology transfer to other industries B-1 Support for industrial development |
|---------------|---|
| Risks | <ul style="list-style-type: none"> Ongoing rises in procurement costs due to higher component prices Accelerated price competition and lower barriers to entry due to product commoditization Stricter targets and regulations for SDGs in different countries Intensifying competition for technical personnel in Japan |
| Opportunities | <ul style="list-style-type: none"> Expanding DX-oriented needs for networking and automation Technological innovation and practical use of AI, IoT, 5G, etc. Response to the SDGs and the social demand for reduced environmental load Growing demand for automated equipment due to workforce declines in developed countries Population growth in emerging countries and changes in work styles |

Strengthening new technologies and technological development

Efforts toward automation, labor reduction, and efficiency improvement

In addition to releasing JUKI's PS series [link](#) of pattern seamers for industrial sewing machines, we are creating solutions that make our customers' factories smarter by expanding our lineup of new models that automate factories and by enhancing the functionality of JaNets [link](#), JUKI's productivity improvement system software. The newly developed JM-E01 [link](#) multi-task platform for electronic circuit board assembly plants enables the high-speed, high-accuracy insertion and screw tightening of large and odd-shaped components in a post-SMT process using a single machine. The high reliability and automating power of the JM-E01 platform eliminate the challenges posed by manpower shortages and the inevitable quality variations seen in manually completed processes.

Efforts to de-skill

JUKI's newly developed DX-01 [link](#) is the world's first industrial sewing machine to integrate a feed-assist mechanism to assist the feeding of fabric using six belts. The feed assist capability of the DX-01 eliminates the need for skilled labor in difficult sewing processes for such as tucking, stretching, and curve sewing. The DX-1 also significantly reduces the adjustment time required for each material and ensures stable and efficient sewing quality when coping with difficult materials and processes. All of the performance advantages of the machine are achieved without relying on the skills of human operators.

Energy and resource conservation initiatives

The LK-1900C [link](#) industrial sewing machine and LX-8 [link](#) chip mounter achieve 20% greater energy savings than conventional models. Both have been certified as JUKI SUSTAINABLE PRODUCTS. In addition, the DX-01 [link](#) features a newly developed threadless preview function that allows users to confirm feed quantity without test sewing. The streamlining achieved by this function mitigates clothing waste by reducing both setup times and waste fabric.

Intellectual property

Accumulation of patents

Given the importance of intellectual property as a key management resource that drives both business competitiveness and stability, JUKI continues to build an intellectual property portfolio that contributes significantly to its businesses. JUKI sets individual targets for the number of patent applications in fast-growth areas and technological fields expected to generate future growth. This quota-based approach has been steadily optimizing the composition of our intellectual property portfolio. JUKI is also taking steps to grow the number of foreign patents, mainly in China, in order to strengthen the company's competitiveness in the global market. Turning to the intellectual property rights JUKI holds, we are increasing the overall value of our portfolio by appropriately disposing of obsolete rights and reinvesting the costs previously used to maintain them into new applications. As of the end of December 2024, JUKI held 1,527 patents (patents + utility models).

Work on the use of intellectual property information

We are analyzing the application trends of our competitors and using this information to develop competitive products. We aim to secure technological competitiveness in the future by analyzing the patent application trends of other companies.

TOPICS Certified products under the JUKI SUSTAINABLE PRODUCTS initiative for contributing to a sustainable society

the DX-01 Single-Needle Lockstitch Sewing System with Electronic Belt Feed

A belt-feed-type assist mechanism that enables highly accurate and stable fabric feeding by precisely controlling the rotation of six belts arranged above and below the fabric. Sewing factories have been grappling with severe labor shortages and a decline in skilled workers due to the aging workforce in recent years. This product resolves labor shortages in sewing factories by enabling complex sewing processes without advanced technical expertise. Unprecedented levels of deskilling have now been achieved.



the LX-8, a high-speed flexible mounter

JUKI's flagship chip mounter is designed with two interchangeable heads to achieve the high speed and versatility required for first-in-class speed performance and high area productivity, all packed into a space-saving, next-generation design. JUKI is often commended for its proactive efforts to meet the industrial benchmarks demanded by society in areas such as productivity improvement, labor saving, de-skilling, and enhanced environmental performance. Most recently, the company received the Grand Prize (Minister of Economy, Trade and Industry Award) at the 54th Machine Design Award (IDEA)



Explanation 2 “JUKI SUSTAINABLE PRODUCTS” certification system

JUKI has established a “JUKI SUSTAINABLE PRODUCTS” certification system to achieve the materiality set forth in the SDGs. This system certifies products that have achieved internal standards by adding 22 sustainable assessments performed to the JUKI ECO PRODUCT evaluations, a set of product assessment standards JUKI has been using for some time. JUKI is committed to creating solutions to various social issues from the product side, such as working environment improvements and reductions in CO₂ emissions and resource loss.

38
environmental
assessments
performed



22 sustainability assessments performed

| | | |
|--|---|---|
| 12 Environmental No.12 to Create Responsibility to Use | <ul style="list-style-type: none"> Contributing to CO₂ emission reduction Contributing to reduced resource loss Supporting technological innovation at customer factories | <ul style="list-style-type: none"> Reducing power consumption, reducing material emission intensity Consumable material loss, garment loss, sewing material loss Automation, no setup needed |
| 8 Productivity and Economic Growth No.8 Job satisfaction, economic growth | <ul style="list-style-type: none"> Building a better working environment for customers A society where anyone can play an active role | <ul style="list-style-type: none"> Reducing vibrations, noise, heat generation, dust, etc. Devices that can be used even when hindered by functional problems |



Using products with
the Energy Saving mark
to reduce power
consumption by 25%
or more

Story behind the development

Industrial Sewing Machine DX-01



Solving industry challenges with technology: Proposals that embody de-skilling

Apparel Machinery Design Group
Sewing Machinery Development Department

Kuniaki Sato



The DX-01 industrial sewing machine uses the industry's first six independently controlled belt drive system to enable easy gathering and three-dimensional sewing with no risk of fabric damage. The intuitive touch panel UI now reproduces the skills of master craftsmen in the sewing of every type of apparel, from dresses to jackets. The DX-1 is also equipped with "Threadless Preview," a function that previews the upcoming sewing process in advance sewing without inserting the needle.

The process to develop the DX-1 started with a simple question: "Why are we using seven different sewing machines to sew a dress? Why can't we do it with one?" The first DX-1 models produced were deployed as demonstration machines for exhibitions.

The six-belt drive system adopted by a single DX-1 demo model performed seven types of stitching with extremely low vibration. The machine operated so stably, you could balance a pencil end-to-tip on top of it as it sewed. More development was required, however, as the practical applications of the technology had to be realized before the product could be commercialized. The drive mechanism itself took up space, and painstaking efforts went into the frame and cover design to make the needle section both visible and accessible for maintenance.

At the sewing factory where we conducted the market testing, we noticed that the operators were having difficulty



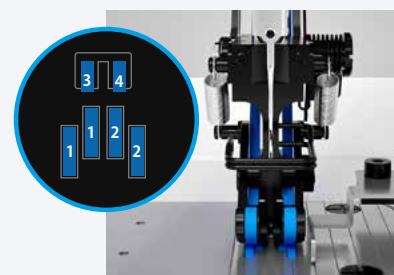
Industrial
Sewing Machine
DX-01

removing the thread after test sewing. We realized that if the needle and feed were separated, the six-belt drive system could feed the fabric without actually sewing it. Our next step was to examine this separation mechanism in a test sewing process. Through these design steps, we went on to develop the Threadless Preview jointly with customer engineers. Our advances based on a seeds-driven technology perfectly satisfied latent needs from a different perspective on the production side and culminated in a new feature.

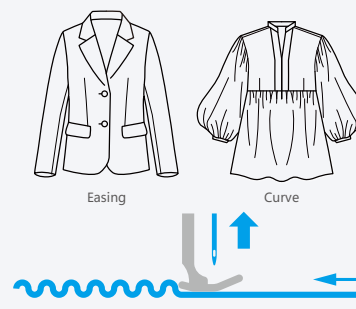
In a world where a person can spend a decade evolving into skilled craftsman, and where environmental considerations and corporate social responsibility cannot be ignored, the apparel industry is hard pressed to solve the problem of fabric waste. Through earlier efforts to develop a sewing machine that mitigates social issues and gives unskilled

operators the power to sew high-quality, defect-free garments using technology," we went on to propose an industrial sewing machine that truly delivers skill-free sewing.

The DX-01 received the Innovation Award in the Best New Technology category at Texprocess Americas 2025 held in May, an award program held to honor groundbreaking technologies, products, and sustainability efforts in the apparel industry.

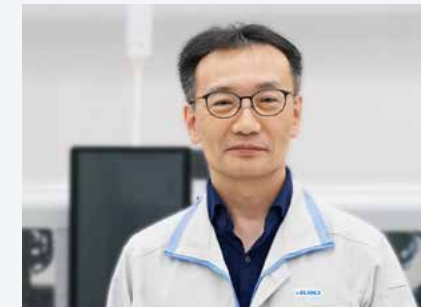


6-Belt feed-assist mechanism



Threadless Preview

The LX-8 high-speed flexible mounter



Integration of the hardware of two companies: Ease of use for beginners is the top priority

JUKI AUTOMATION SYSTEMS CORPORATION
Technical Center Mounting Equipment Development Department
General Manager

Morio Azuma



The LX-8
High-speed flexible
mounter

JUKI's Electronics Assembly & Systems Businesses, its two businesses focused on chip mounters, were integrated with SONY companies specialized in SMT equipment and related fields in FY2014. The LX-8 project was launched as a joint initiative to merge the strengths of JUKI and SONY.

Customers can switch between the JUKI inline head for multiple types of electronic components and the Sony rotary head for high-speed mounting. The adoption of interchangeable heads tailored to the product manufactured has significantly improved line takt times.

On the hardware side, we struggled to develop a base frame for placing the two heads side by side. As the two heads move independently in the XY direction, we had to reduce the twisting of the base frame to insulate each head from the vibrations of the other during XY movement. The software has also been revamped.

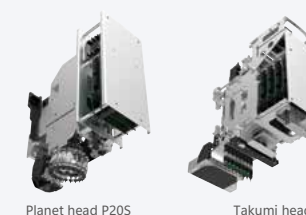
The two screen-operating environments (GUIs) from JUKI and SONY were redesigned from scratch to maximize ease of use for the operator. We incorporated design thinking into the LX-8 by adopting a large smart panel that even beginners could easily operate and reorganizing the

screen layout by prioritizing necessary functions. We took steps to ensure visibility for people with impaired vision or sensitivity to bright light and paid very close attention to color combinations that eliminate misreading errors. Many electronic devices require high-density chip mounting to achieve both high performance and miniaturization/lightweight design, as well as the installation of sensors and enhanced communication functions to ensure connectivity and functionality in a world of IoT devices. Meanwhile, the production sites required full automation and skill-free operability to

insulate the manufacturer from labor shortages. The LX-8 was developed to solve these problems.

As the highest performing mounter in its class, the LX-8 integrates 43% more feeders than a conventional mounter (from 112 to 160) while reducing the feeder installation area by approximately 31% to achieve a smaller machine footprint.

The LX-8 was awarded the Grand Prize (Minister of Economy, Trade and Industry Award) at the 2024 Machine Design Award (IDEA) in recognition of these outstanding features.

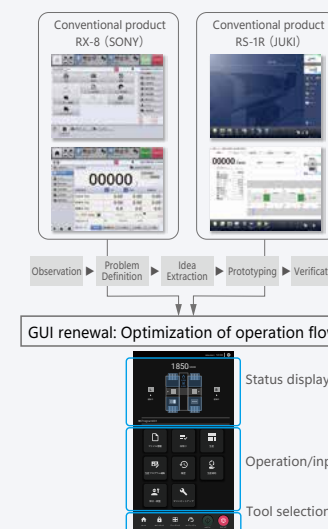


Planet head P20S

Takumi head



The head can be replaced by the user



Status display

Operation/input

Tool selection

Production

Basic philosophy

Our “made by JUKI” manufacturing approach targets 100% defect-free production through the adoption of a vertically integrated production system encompassing casting, processing, and assembly. To achieve smart, environmentally conscious, and compact factory operations that serve as the backbone of its products and sustainable management, JUKI is vigorously restructuring its global production strategy in pursuit of both a digital transformation (DX) and green transformation (GX). JUKI began restructuring its global production strategy from FY2023 by reorganizing its production bases in China to a two-factory system to minimize the risk of supply chain fragmentation caused by increasingly apparent geopolitical risks and trade friction.

The company expanded its factory in Vietnam and launched a new factory in India in FY2024 to newly supply the markets in India and countries to the west. JUKI is also expanding the local procurement of parts to further promote local production for local consumption. On the DX front, we are strengthening our production technology development system to actively incorporate forefront technologies and promoting the horizontal expansion of the technologies accumulated at the OHTAWARA PLANT, our mother factory, to JUKI's other production sites.

To achieve carbon neutrality under its GX initiative, JUKI is reducing energy consumption and CO₂ emissions at its factories by visualizing energy use, introducing renewable energies, reducing electricity consumption, raising productivity by improving equipment utilization rates, and actively migrating to high-efficiency equipment.

Major Initiatives for FY2024

Automation, Smart Factory, DX, and GX

- New factory launches in India
- JUKI's Vietnam factory commences the full-scale production of household sewing machines
- Reorganize JUKI's bases in China
- Invest in automation for smarter factories facilities such as automated warehouse systems in the OHTAWARA PLANT, etc.
- Promote local procurement, mainly in the ASEAN region
- Conduct cross-site technical exchange meetings, mutual process audits, and supplier audits as dedicated quality-improvement activities
- Strengthen safety and health activities through audits and exchange meetings between bases.

Strategy

Conducting smart, environmentally conscious, and compact factory operations that form the backbone of our two major businesses (sewing machinery and industrial equipment) and sustainable management.

Promoting DX/GX to enhance factory competitiveness and operational stability

Advantages

- Integrated production system for casting, machining, and assembly within the JUKI Group
- Technological wherewithal to create unique production methods, including digital production
- The “Improvement Awareness” mindset rooted in every JUKI factory
- The establishment of production systems and coordination of domestic and overseas production bases capable of supplying products to countries around the world

Risks

- Production in China amid the U.S.-China trade frictions, etc
- (JUKI) Aging of employees at domestic business sites, technology transfer necessitated by the aging workforce, and challenges in hiring new employees
- Production methods required to curb CO₂ emissions
- Ongoing rises in procurement costs due to geopolitical risks across multiple regions of the world

Opportunities

- New production site strategies responsive to supply chain fragmentation and logistics disruption
- Technological innovations such as IoT, AI, and 5G and their practical use in production factories
- Production innovations needed to reduce CO₂ emissions
- Promotion of local procurement overseas
- Technology transfer through the use of automation/digitalization
- Promoting the optimization of production bases in line with production scale

TOPICS 1 Leading edge smart factory "JUKI INDIA GUJARAT FACTORY"

In 2024, the JUKI INDIA GUJARAT FACTORY entered operations as a manufacturing division of JUKI INDIA PVT., LTD. established in the Mandal Industrial Estate near Ahmedabad in western India's Gujarat state.

As a smart factory incorporating forefront technology, the assembly line integrates independent flow lines with automatic transfer between processes, as well as fully automated packaging systems.

By launching industrial sewing machine production in India, we aim to build a more flexible production structure and establish a system that responds more quickly to the needs of geographically dispersed customers, especially those in countries to the west of India. We will continue to expand our production models and numbers with a view to further growth, while monitoring market trends not only in India and its neighbors, but also in Africa and the Middle East.



TOPICS 2 Improving logistics in factories with automated warehouse systems and AMRs

We have introduced an automated warehouse system and ACR system at the OHTAWARA PLANT to improve logistics in factories. Warehousing, picking, serving and other tasks that were previously performed by humans in the assembly process have been greatly streamlined through the maximum deployment of unmanned transport robots. Going forward, we will gradually expand this system to other production bases within the group.

FY2025 “space saving” area target *OHTAWARA PLANT

FY2024 Results

2,695

FY2025 Target

3,188

Compared to FY2024
+493



Supply Chain Management (Procurement)

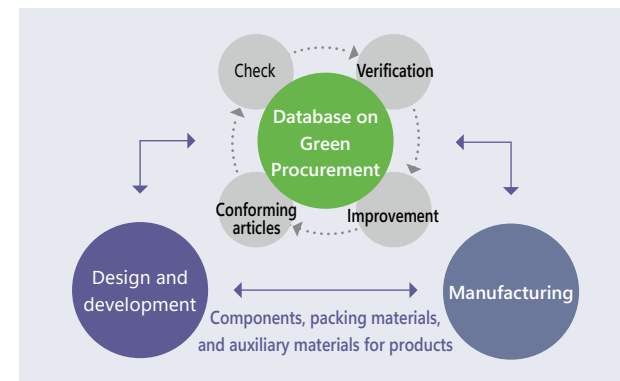
Basic philosophy

Securing a sustainable supply chain is one of the most pressing management issues for JUKI, a company that conducts business worldwide. We communicate the basic JUKI philosophy to suppliers and work with customers who share our vision to achieve coexistence and co-prosperity throughout the supply chain by responding to the demands of society.

Strategy

Compliance with laws and regulations

We conduct our global procurement activities in compliance with the regulatory requirements and standards governing safety and health, global environmental protection, legal compliance, fair trade, corporate ethics, etc.



Coexistence and co-prosperity

We actively communicate with suppliers to deepen our relationships of trust with them and conduct manufacturing activities that encourage our mutual growth. As an active supporter of co-existence and co-prosperity, we regularly hold a workshop for cooperating companies to share JUKI's initiatives, sense of direction, and goals. We aim for coexistence and co-prosperity with cooperating companies by learning from each other as good partners and existing and developing together sustainably into the future.



JUKI Cooperation Association General Meeting

Fair and equitable evaluation and selection

JUKI selects suppliers based on a comprehensive evaluation of ① the quality, price, delivery time, etc. of procured products, ② technical capabilities, and ③ reliability as a company. We will always respond sincerely and provide fair and equitable opportunities to new entrants, regardless of their scale or where they are based (domestic or international). Suppliers who make notable contributions to QCD are commended at JUKI's regularly held workshop for cooperative companies, and all suppliers who meet JUKI's quality assessment standards are issued a Certificate of Guaranteed Delivery.

Activities of the JUKI Cooperative Association: Case examples

| | |
|---------------|---|
| April 2024 | JUKI Cooperative Association Advisory Committee |
| November 2024 | JUKI Cooperative Association Training Seminar Lecture / QCD Awards |
| January 2025 | Presentation of the 2025 activity plans for each business at the JUKI Cooperation Association General Meeting and the JUKI New Year's Greeting Exchange General Meeting |

Activity plan

| | |
|---------------|---|
| July 2025 | JUKI Cooperative Association Advisory Committee |
| November 2025 | JUKI Cooperative Association Training Seminar |

TOPICS 1 Declaration of Partnership Building

To promote collaboration and build new alliances with JUKI's supply chain partners and businesses that create value, we announced our "Partnership Building Declaration" in December 2024.

Declaration of Partnership Building

Our company will focus intensively on the following items in order to build new partnerships by promoting cooperation and coexistence with supply chain partners and business partners that aim to create value.

1. Coexistence and co-prosperity throughout the supply chain, and new collaboration beyond the dimensions of scale and series

By working with downstream business partners through direct business partners (from "Tier N" to "Tier N+1"), we will strive to increase added value throughout the entire supply chain. In parallel, we will aim to build a mutually beneficial relationship with our business partners through collaborations that transcend existing business relationships and company scales. From the perspective of work-style reform, we will also support business partners by providing advice on the introduction of telework and the formulation of BCP (business continuity plans) to cope with disasters and other existential threats.

(Individual items)

- We will promote mutual use through common EDI utilizing IT.
- We will promote greening initiatives in accordance with our Green Procurement Guidelines and work with our business partners to manage and reduce environmentally harmful substances.

2. Compliance with "promotion standards"

We will actively correct business practices and commercial practices that hinder the establishment of new business partnerships.

We will comply with prescribed business practices between parent companies and subcontractors ("promotion standards" based on the Small and Medium-sized Subcontractor Promotion Act).

- Contract price determination method
- Cost burden for mold management, etc.
- Payment terms for bills, etc.
- Intellectual property and know-how
- Negative effects accompanying work-style reforms, etc.



Declaration on Partnership Building

TOPICS 2 Human Rights Policy

The "JUKI Group Human Rights Policy" established in May 2025 affirms JUKI's commitment to respecting and thoroughly adhering to international human rights standards in all countries and regions.

As a member of a global corporation, JUKI is committed to respecting basic human rights and fully considering them in conducting business activities. JUKI aims to be a company that provides value to its customers, shareholders, business partners, employees, and society while also pursuing benefits through fair competition.

CSR activities

Basic philosophy

JUKI has multiple bases around the world and conducts its business activities with the support of people in each region.

Under the vision of “Innovation for your Sustainable Future,” JUKI will strive to coexist with local communities and contribute to the realization of a sustainable future together with society through participation in community activities and the provision of educational opportunities.

Participation in community activities

CASE 1

Contributing to the reduction of clothing waste through “upcycling activities”

JUKI is engaged in “upcycling,” the recycling of used clothing and waste materials into new items. JUKI has been holding internal upcycling events since 2021 and expanding the events to external parties since 2023. JUKI held upcycling exhibits at the “Eco Festa” in Tama City in June 2024 and at the “Tama Future Industrial Fair” in Hachioji City in January 2025. JUKI upcycling workshops using household sewing machines took place at both events. In the Christmas season every December, JUKI works with the local community to reduce clothing waste and holds a workshop on making Christmas stockings using scraps of fabric.



A workshop held at the “2nd Tama Future Industrial Fair”

CASE 2

Cleanup activities conducted near our head office

In a yearly activity to protect the local environment, JUKI joins forces with six neighboring companies before the start of work on Zero Waste Day (May 30) to clean up the neighborhood. In FY2024, twenty-five volunteers participated in cleanup activities to beautify the community and raise environmental awareness. This activity strengthens our ties with the local community and spreads awareness of the importance of environmental protection.



Employees participating in cleanup activities

CASE 3

Participating in the Tama City ESD Consortium to enhance and develop ESD

Tama City, where our head office is based, promotes Education for Sustainable Development, or ESD. Our company supports these activities and participates in the Tama City ESD Consortium, an alliance of companies, civic groups, educational institutions, and government agencies. We are working to enhance and develop ESD by collaborating and exchanging opinions with the other organizations within the consortium.

CASE 4

Supporting economic development through business exchanges in Ohtawara City, Tochigi Prefecture

The OHTAWARA PLANT, JUKI's main factory, regularly engages in diverse opinion exchanges with neighboring companies in discussions on regional economic development and corporate growth strategies. These exchanges strengthen cooperation between companies and support regional economic development and sustainable corporate growth.

CASE 5

Contributing to the promotion of the local community in Yokote City, Akita Prefecture

JUKI INDUSTRIAL EQUIPMENT TECHNOLOGY CORPORATION, a company located in Yokote City, Akita Prefecture, sponsors the city's annual fireworks festival and the distribution of a “Crime Prevention Board Game for Children” at local nursery schools and kindergartens. The company also regularly conducts cleanup activities to help revitalize the local community. Through these efforts, the company is deepening its ties with the community and supporting the realization of a sustainable society.



Educational support for local communities

Case examples at home

CASE 1

Community education support initiatives through elementary school social studies field trips

A year after relocating to Tama City, we began inviting students from nearby elementary schools to come to the site on social study field trip visits. Each year the children come to JUKI to see, experience, and learn. The children learn about the world of manufacturing and our company's SDGs initiatives by touring our facilities and showroom, witnessing sewing machine demonstrations, and experiencing sewing first hand. In FY2024 we welcomed visits from three schools (239 students in total). Our head office in Tama City opens its showrooms for industrial sewing machines, household sewing machines, and SMT-related equipment to anyone who wishes to visit by appointment. Our company will continue to contribute to the community and the development of the next generation by organizing tours and in-house visits of this type.



Elementary school students actually operating JUKI sewing machines

Case examples overseas

CASE 1

Scholarships awarded to students of the Ho Chi Minh University of Technology for 17 consecutive years (459 recipients in total)

JUKI has been providing educational support to students at Ho Chi Minh City University of Technology in the form of scholarships since FY2007. This initiative is based on a “Memorandum of Understanding on a Mutual Cooperation Program” concluded between JUKI and Ho Chi Minh City University of Technology. The 17th scholarship award ceremony was held in November 2024. The scholarship funds are allocated to support the students' graduation thesis.



Scholarship award ceremony

CASE 2

Students from IIT Gandhinagar visited JUKI India's manufacturing plant.

JUKI established an industrial sewing machine manufacturing plant in Gujarat, India and launched plant operations in June 2024. The new plant aims to be a smart factory where personnel engage in high value-added work with help from automated in-plant transportation systems. In August, students and professors from IIT Gandhinagar, a renowned educational institution in India, visited Japan to interact with Japanese companies. The visitors toured a JUKI factory and experienced sewing machine operations first hand at JUKI. Representative feedback from the students: -“It was a great experience to see the factory in operation” -“The cleanliness of the factory and thorough safety measures were impressive.” We will continue to deepen the students' understanding of JUKI and develop the next generation through tours like these.



Students experience operating industrial sewing machines



A Lecture about JUKI