





# Medium-term business strategy outline and progress

## Vision and medium-term business strategy



Two years have passed since the medium-term business strategy (FY2022–2024) was formulated to achieve the 2030 vision; the current fiscal year is the final year. We are working to transform our business portfolio and management foundation.

Brother Group Vision

# At your side 2030

#### **Our Purpose**

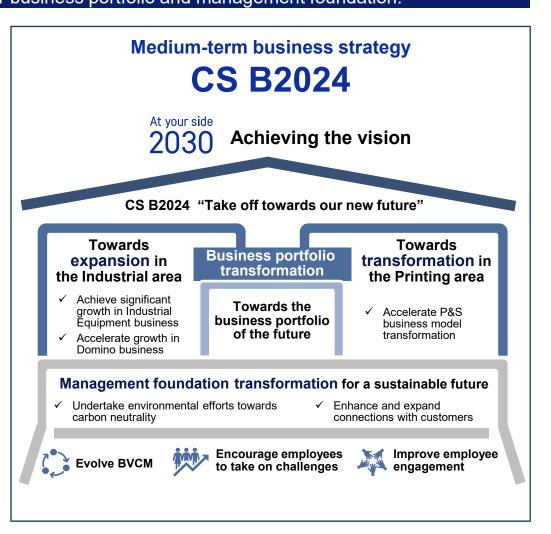
By being "At your side," we enable people's productivity and creativity, contribute to society, and help protect the earth.

#### **Our Approach**

We identify and eliminate barriers to customers' success by utilizing our unique technologies and global network.

#### **Our Focus Areas**

- Industrial Become a trusted, invaluable solutions partner.
- Printing Continue leading print innovation and pioneering new offerings.



#### Medium-term strategy "CS B2024" | Financial targets and values with exchange rate conversion



Yen (JPY) has depreciated rapidly since May 2022, when medium-term business strategy was announced; if original targets are converted to the current exchange rate level, sales revenue expands significantly but operating profit ratio and ROE remain almost the same

	CS B2024 financial targets [original]	CS B2024 financial targets [reference values with exchange rate conversion <sup>*1</sup> ] Exchange rate assumption 1USD=145JPY / 1EUR=155JPY	
	Exchange rate assumption 1USD=108JPY / 1EUR=125JPY		
	800 billion yen	954 billion yen	
Sales revenue	Breakdown (Priority businesses)Industrial Equipment business: 100 billion yen Domino business: 100 billion yen P&S business: 430 billion yen	Breakdown (Priority businesses) Industrial Equipment business: 103.5 billion yen Domino business: 118 billion yen P&S business: 540 billion yen	
Operating profit ratio (profit ratio for the period <sup>*2</sup> )	<b>10.0</b> % at least (7.0% at least)	Approx. <b>10%</b> (approx. <b>7</b> %)	
ROE	<b>10.0</b> % at least (above capital cost)	Approx. <b>10</b> %	

\*1: Reference values with exchange rate conversion are estimates based on the sensitivity of exchange rates to the JPY based on the latest estimates for FY2023 sales revenue/cost of sales/SG&A denominated in foreign currencies

\*2: Profit for the period attributable to owners of the parent company (assuming a corporate tax rate of 30%)

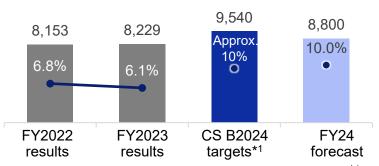


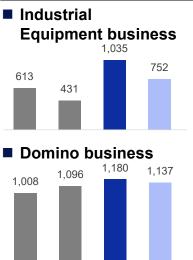
Aim to achieve operating profit ratio target despite the effects of deteriorating market conditions and delayed recovery on sales revenue, mainly in the Industrial Equipment business

## Company-wide CS B2024 targets (values with exchange rate conversion) and FY2024 forecast

	CS B2024 financial targets*1	FY2024 forecast
Sales revenue	<b>954</b> billion yen	880 billion yen
Operating profit ratio	Approx. <b>10</b> %	10%
ROE	Approx. <b>10</b> %	9.3%

#### Sales revenue & Operating profit ratio (100 Millions yen)





P&S business

5.149

FY2022 FY2023 CSB2024 FY24

4,967

results results

5,400

#### Struggled in FY2023 due to S sluggish market conditions, especially in China

Sales revenue of priority businesses (100 Millions yen)

Steadily expand sales and service staff and launch new sites to capture demand when market recovers

DP didn't reach expected numbers but sales of C&M and consumables were steady

Maximize earnings from peripherals, consumables, and after-sales services

Sales of product hardware were weak due to deteriorating market conditions, but sales of consumables were steady

Strengthen sales of hardware to increase MIF<sup>\*2</sup>; Continue to strengthen "connecting" measures and Commercial & Industrial Labeling

\*1: values with exchange rate conversion \*2: Machine in Field: Number of hardware units installed

targets\*1 forecast

5,228



## **Towards business portfolio transformation**

#### Towards expansion in the Industrial area brother Industrial equipment business | Enhancing product lineup at your side Almost all lineups of machine tools have renewed since FY2022, when the medium-term strategy CS B2024 started; launched new Series U and H and expanded models supporting simultaneous 5-axis machining Renewed from C00 control to D00 control .New product launched Model capable of simultaneous New 5 AX (excluding Series F) since FY2022 5-axis machining W-series **R**-series New S-series -series **Equipped with pallet For larger** Multi-face Standard models changer workpieces machining S300Xd1/S500Xd1/S700Xd1 R450Xd1/R650Xd1 W1000Xd2 U500Xd1 New 5 AX New 5 AX 5 AX New New 5 A Y New H-series New **F**-series M-series **Peripherals Horizontal Multi-tasking machine High rigidity** Rotary Table Loading System machining center T-200A/T-200Ad BV7-870Ad M200Xd1/M300Xd1 F600X1 H550Xd1 5 AY

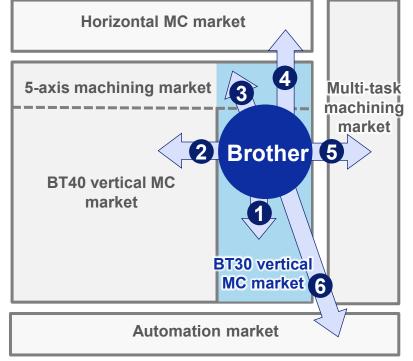
## Towards expansion in the Industrial area Industrial equipment business | Target market



Significant lineup enhancement and renewal, enabling machining of large workpieces and complex shapes; actively expand business into neighboring areas by providing value beyond the framework of BT30 vertical MC<sup>\*1</sup>

#### Image of expanding reach market by enhancing product lineup<sup>\*2</sup>

Enhanced product lineup enables support for large workpieces, complex shape machining, multi-task machining, and automation



\*1 Machining center \*2 Does not represen

\*2 Does not represent actual market size





Replace BT40 MC by introducing models for large workpieces such as the W-series and improving machining capabilities

Move towards 5-axis machining market with simultaneous 5-axis models capable of machining complex shapes



3

Launch the BT30 horizontal H-series to the horizontal MC market, which is dominated by the BT40 machines

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Move towards the multi-task machining market by enhancing the M-series lineup equipped with lathe functions



Move towards the automation market by proposing solutions in combination with peripherals and robots

#### Towards expansion in the Industrial area Industrial equipment business | Expanding manufacturing and sales facilities

Opened 5 Brother Technology Centers (BTCs) and 6 offices/sales offices in the priority areas of China, India, and Japan in FY2022–2023; new factory in India under construction to begin operation in December 2024

brother

at your side



## Towards expansion in the Industrial area Domino business | Enhancing product lineup



# Continuous development and launch of new products and applications through collaboration between Domino and Brother

#### Gx Series cartridge type thermal inkjet printers





Gx350i

Capable of printing 2D barcodes and curved surfaces

[Printing applications] Food packaging, packing boxes, beverage and pharmaceutical containers

- Capable of **printing twice as wide** as conventional models; supports printing 2D barcodes
- Capable of printing on **curved surfaces such as the bottom of a can** by increasing the discharge distance
- Capable of printing on industrial applications such as cables

#### Vx Series high-speed thermal printers

- Full model change in pursuit of even faster printing speeds
- Improved functionality and ease of use



Vx150i

Coding expiration date and lot number

#### Cx350i large character inkjet printers







Capable of printing on building materials

Supports color inks

[Printing applications] Corrugated cardboard, building materials (plasterboard, wood)

- High speed and long continuous printing time compared to conventional models
- Supports black/red/blue/green inks
- Reduces environmental impact by utilizing plant-derived oilbased inks

#### K300 Black-and-white digital printers

 Offers the world's first application of printing variable information on label-less PET bottle caps





K300

Printing on label-less PET bottle line

#### Towards expansion in the Industrial area Domino business | Providing value throughout the manufacturing process



Focus on providing value throughout the customer's manufacturing process, from printing on individual products to packaging and shipping

Providing solutions with automation software and peripherals in addition to coding and marking equipment

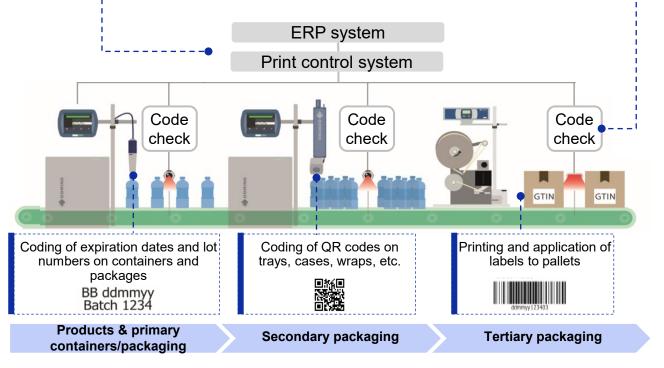
Improving productivity and traceability by providing automation software that links printing data to manufacturing ERP system



**Domino Automation** 

Improving the reliability of printed content by using scanning cameras and image inspection device technology to scan print results and automatically verify if they have been printed correctly Code verification







Response to changes in the printing market environment and enhance profitability by launching new products and reinforsing initiatives to connect with customers, targeting customers with high print volume as our main focus

#### Environment surrounding small all-in-ones and printers

Although the printing market is facing a difficult situation with a shrinking market, decreasing print volume, and lower genuine consumable ratio, the environment surrounding small machines has some advantageous aspects

Centralized printing ➡ Decentralized printing

d printing Establishment tralized of home ing demand Black-andwhite ➡ Color Expansion of the ink tank market Longer usage period for hardware (increase in MIF\*1 residuals)

\*1: Machine in Field

\*2: Total Cost of Ownership

#### Measures

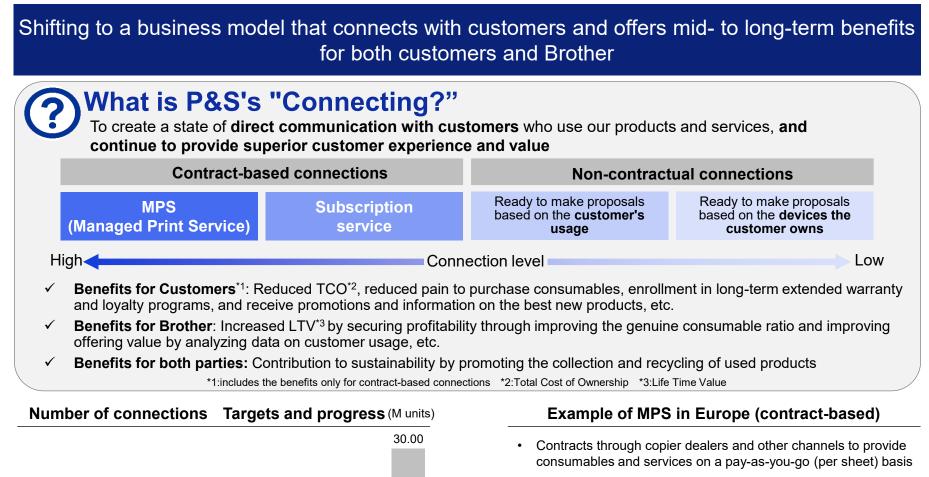
Hardware sales targeting customers with high print volume and expand MIF to support future consumables sales

- Enhance measures for customers with high print volme in each market, including high-end models in developed countries and TCO\*2 models such as ink tanks in emerging countries
- · Launch competitive new products, including models with the fastest printing speed in their class, high-capacity toner, and high durability

#### Major new products from FY2022 onward







- Automatic delivery from Brother when consumables run low using Brother's platform
- 100% genuine consumable ratio for MPS subscribers
   Print volume is higher than conventional box-moving model

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3.90

**FY22** 

results

3.37

**FY21** 

results

4.92

**FY23** 

results

6.73

**FY24** 

planned

**FY30** 

target

## Towards transformation in the Printing area Global manufacturing system towards 2030



Aim to establish a system where the main production facilities in Asia pursue cost competitiveness and promote multiple functions, Europe and the U.S. focus on recycling-oriented local production for local consumption, and Japan serves as the inkjet production base

Europe and the U.S. Recycling-oriented local production for local consumption

> Japan Inkjet production base

Asia Multi-function factories

#### Asia:

#### **Transform into multi-function factories**

- High cost competitiveness for global markets
- **BCP** factories capable of producing inkjet, laser, and labeling products
- Factories with renewable energy and **energy-saving technology**

#### Europe and the U.S.: Realize recycling-oriented local production for local consumption

- Recycling-oriented factories with a view to recycling not only consumables but also hardware
- BCP factories in the region through local production for local consumption of consumables

#### Japan:

#### **Restructure inkjet production base**

- Advanced and efficient production system for consumer/industrial core inkjet parts
- Integrated prototyping and production system for industrial printing products

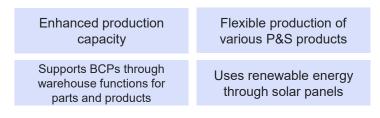
## Towards transformation in the Printing area Enhancing manufacturing facilities



#### Expand and enhance capabilities around inkjet manufacturing facilities

#### Completion of new factory building in the Philippines

- New factory building of Brother Industries (Philippines), Inc., which produces P&S products, completed in January 2024
- Investment: Approx. 9 billion yen (including solar panel installation)
- Can respond flexibly to changes in the business environment as a multifunctional facility





New factory building of Brother Industries (Philippines) (Factory No. 3)

- Hoshizaki Factory to automate production of core inkjet parts
- New factory building at Hoshizaki Factory completed in January 2023
- · Brother Group's first seismic isolation structure
- Aims to further improve production efficiency and quality by consolidating the production of key parts and introducing automated production lines as an inkjet production base



New factory building of Hoshizaki Factory (Factory No. 13)

## Towards the business portfolio of the future Expanding inkjet product line



Expand the value of inkjet product offerings not only in the P&S business, but also beyond business boundaries

#### Inkjet product line that extends beyond business boundaries Application/Category Product Business Industrial use Coding Coding and marking equipment Domino Packaging Digital label equipment Signs at printers Machinery Graphic Garment printers Textile Fabric printers P&H Sublimation Goods printers Document P&S Consumer Inkiet all-in-ones use

#### [News] Exhibition at FESPA\* 2024

- Exhibited products including garment printers and wide-format printers in the Industrial Printing area, as well as office printers and fabric printers
- Proposed value through cross-selling by combining various products beyond business boundaries



\*: One of the world's largest annual exhibitions for industrial printing and textiles in Europe, held in Amsterdam, the Netherlands from March 19-22, 2024

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## Towards the business portfolio of the future Creating new businesses that help to address materialities at your side

Aim to expand business into fuel cells and air conditioning equipment to provide new value that will help to address our materialities

- Launched "ACUPS Series" hydrogen fuel cell/storage battery hybrid UPS
  - Backup power supply that hybridizes fuel cells that generate electricity using hydrogen and oxygen from the air and lithium-ion batteries launched in October 2023
- Adopted as a backup power source for runway facilities at Narita Airport
- Brother's initiative to promote hydrogen utilization named "PureEne"; activities strengthened

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ACUPS Series

#### PureEne

#### "Pure Drive PD3" spot cooler wins Energy Conservation Grand Prize

- Uses Brother's proprietary "TWIN AQUA" technology; a CFC-free, exhaust heat-free spot cooler with an exhaust air dry-bulb temperature below the ambient air temperature, achieving low power consumption that is about 1/5 that of an air conditioner system
- First win of the "Agency for Natural Resources and

Energy Commissioner's Award" in the Product and Business Model Category of the "FY2023 Energy Conservation Grand Prize" sponsored by the Energy Conservation Center, Japan





Award-winning product (right) and installation example (left)

#### Launched paid version of "BuddyBoard" note-taking app that can be used by teams

- An iPad handwritten note-taking app that enables **real-time sharing of handwritten notes** and contributes to more efficient remote work
- Commercialized in 2021 as a result of the employees' new business proposal system and launched as a paid service for corporate customers in 2022







## Management foundation transformation for a sustainable future



Initiatives are underway in each of the three pillars of the DX strategy; approx. 80% of those who have completed the DX core human resource development curriculum are engaged in DX-related work

#### Three pillars of DX strategy and progress

 Approx. 80% of those who have completed the DX core human resource development curriculum are engaged in DXrelated work, including Business DX and Operational DX projects

## **1** Business DX

#### Business model transformation in each business

[FY23 Results] A total of 7 major projects in progress, including the following:

• Construction of a **1-to-1 marketing** structure to expand "connecting" measures in each business in progress

## **Operational DX**

#### Building a robust and sustainable supply chain Realization of connected, visible and never-stop factories

[FY23 Results] A total of 6 major projects in progress, including the following:

- Visualization and centralization of global data on production, logistics, sales, and inventory
- Establishment of procurement and supply process for contingency stock parts
- Creation of a **vendor tree** for visualization of procurement system in progress

## **3DX Infrastructure Building**

#### Thorough use of digital technology and human resource development

\*Brother Industries

#### [FY2023 Results]

- Deploy global integrated data infrastructure
  - Introduced an infrastructure system for centralized management and utilization of global data including Operational DX and Business DX
  - Operation to be launched in phases from FY24

• Continue and strengthen DX human resource development\*

#### **DX Core Human Resources**

- Expanded core human resources from 5 to 7 types
- ✓ 1st offering: 147 completed, 2nd offering: 96 currently enrolled

#### Leader of Digital Utilization Promotion

- ✓ 28 (FY22)/26 (FY23) employees participated in training
- Implemented for all departments of Brother Industries
- ✓ Approx. 3,000 employees (FY22)/new and mid-career employees (FY23) took basic training

- Promote operational efficiency through the use of generative AI\*
  - Began internal use of ChatGPT for general operations and Copilot for software development
  - ✓ Established guidelines for external use



## Formulated human resource policy and introduced a new HR system in FY2023 to encourage employees to take on challenges and improve employee engagement

\*Brother Industries

#### Formulation of human resource policy and changes to core human resource system\*

#### HR Policy

Support "true autonomy and effort" of employees, respect diversity, and properly reward achievements and contributions

#### Introduction of role-based grading system

New system replaces the previous position-based grading system, which placed importance on years of experience, with a **role-based grading system**, which places importance on the roles employees assume, **to facilitate role assignment according to each employee's ability** and **the optimal allocation of talents** 

Goals by stage	[Young] Training/early selection	[Mid-level] Securing of superior human resources	[Management] Pipeline strengthening	[Senior] Capability strengthening
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#### Incremental extension of retirement age to 65

Retirement age to be incrementally shifted starting in FY2026 so that the retirement age is 65 for employees who turn 60 in FY2029

#### Introduction of systems and implementation of measures to support diverse work styles\*

#### New systems

Flexible working hours system without core hours
 Internal multiple-job system
 Support system for using babysitters
 Fertility treatment leave/vacation system

Measures

Implementation of ongoing program to develop female management candidates
 Implementation of programs to promote understanding of health and nursing care



#### Implementation of employee engagement survey

- Began in FY2022 at Brother Industries and expanded to the entire Group in FY2023; plans are in place to continue the survey in the future
- Analyze survey results at each facility and implement measures to improve engagement, with good practices planned to be deployed across the Group



## Materiality and sustainability targets

## Materiality and sustainability targets



Materiality		Targets for FY2024	Results *Brother Industries, Ltd.
	Supporting People's value	<ul> <li>In the Industrial Equipment business, secure performance advantage of products that contribute towards improving customer productivity and reducing CO<sub>2</sub> emissions</li> </ul>	<ul> <li>Launched a total of 10 new models in the SPEEDIO series, boasting high environmental performance and productivity, since FY2022</li> </ul>
	creation	<ul> <li>In P&amp;S business, build platform to connect directly with customers towards improving LTV of customers</li> </ul>	<ul> <li>Strengthened efforts to connect interactively with customers, including subscription services in each region</li> </ul>
		<ul> <li>Visualize employee engagement at the global level and improve engagement survey scores</li> </ul>	<ul> <li>Started an employee engagement survey at Brother Industries in FY2022; expanded survey scope to the entire Group in FY2023</li> </ul>
Contribute to society	Realizing a diverse and active society	<ul> <li>Enhance talent development and governance for encouraging the assignment of local employees to top management positions of facilities outside Japan</li> </ul>	<ul> <li>Promoted the development of core human resources and implemented succession plans based on the identified current status of HR measures and issues at major facilities outside Japan</li> </ul>
		<ul> <li>*Strengthen talent pipeline for healthy gender balance in management positions and establish environment for achieving diverse ways of working*.</li> </ul>	<ul> <li>Added/revised human resource systems to achieve more flexible work styles*</li> <li>Continued to implement Program to Develop Female Management Candidates*</li> <li>Implemented programs to promote understanding of health and nursing care to promote diverse work styles*</li> </ul>
	Pursuing a responsible value chain	<ul> <li>Expand the human rights risk assessment on suppliers</li> </ul>	<ul> <li>Expanded the number of businesses and suppliers covered in supply chain human rights due diligence on primary suppliers and ensured its effectiveness</li> <li>Continued to conduct surveys for responsible mineral procurement</li> </ul>
		<ul> <li>Attain RBA Gold certification for three Group manufacturing facilities</li> </ul>	<ul> <li>Following the RBA Gold Certification at the Vietnam Factory of P&amp;S in FY2022, the Shenzhen Factory in China and Philippine Factory of P&amp;S acquired RBA Platinum Certification in FY2023, achieving the target ahead of schedule</li> <li>Furthermore, the Hoshizaki Factory also acquired RBA Platinum Certification in FY2024</li> </ul>
Protect the earth	Reducing CO₂ emissions	<ul> <li>[Scope 1 and 2] Achieve 47% reduction from the FY2015 level</li> <li>[Scope 3] Take measures to reduce 150,000 tons through own effort</li> </ul>	<ul> <li>[Scope 1,2] Implemented energy-saving and energy-creating measures such as more efficient use of electricity and introduction of solar power generation, and expect to achieve the reduction target for FY2023</li> <li>[Scope] Implemented measures centered on improving energy efficiency of new products as planned, and consider additional measures for FY2024</li> </ul>
	Circulating resources	<ul> <li>Achieve ratio of virgin materials used in products of 81% or less</li> </ul>	<ul> <li>Expect to achieve target for FY2023 by implementing measures such as using recycled materials in some products and changing to recyclable cushioning materials</li> </ul>

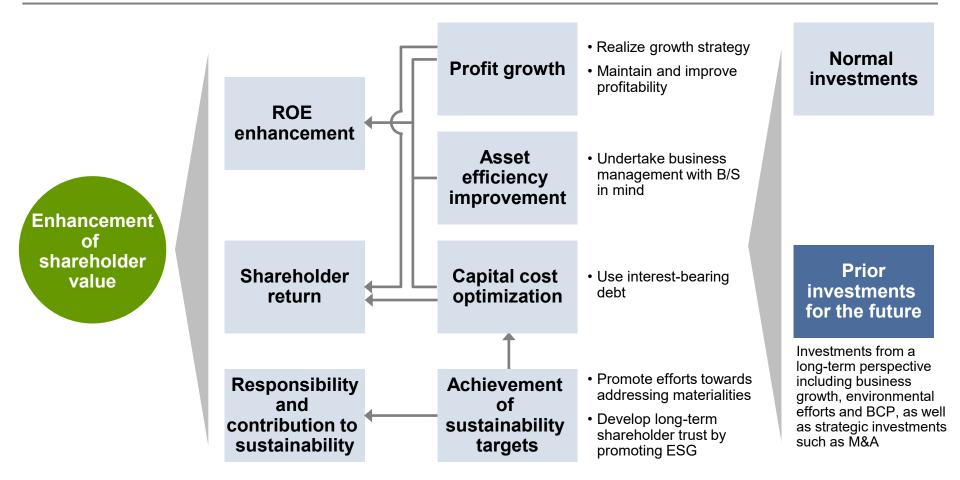


## **Financial policy**



Achieve continuous enhancement of shareholder value by balancing success in business and contribution to sustainability through effective capital utilization

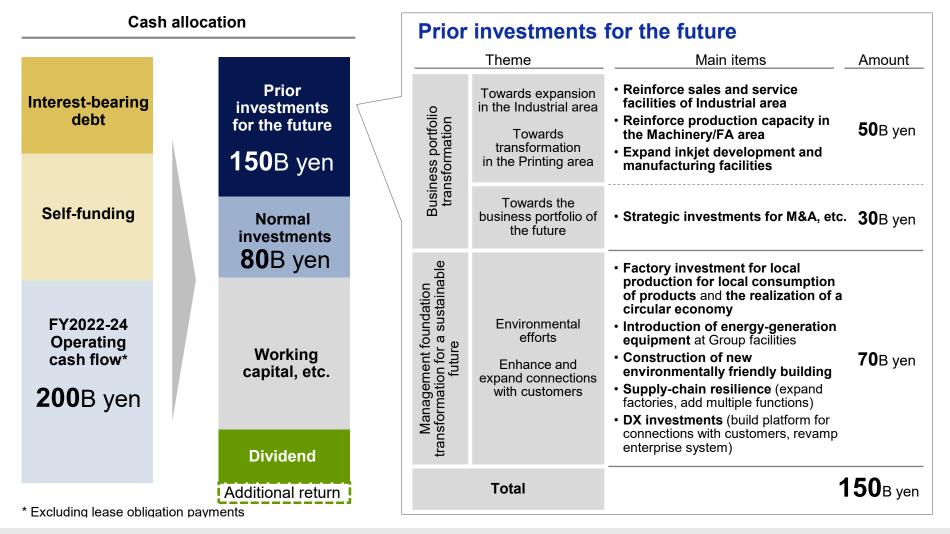
#### Overview of financial policy for enhancing shareholder value



#### Financial policy Cash allocation and prior investment for the future (excerpts from medium-term business strategy document)



#### 150 billion yen of the prior investment quota set for the 3-year period of CS B2024. We plan to invest a total of 230 billion yen, including normal investments



## Financial policy Investment progress



Although the investment plan for CS B2024 is decision-based and therefore the timing of payments may fall outside the medium-term business strategy period, progress is generally in line with the plan, excluding strategic investments such as M&A

CS B2024 plan	Latest	forecast
(FY2022–FY2024)	Investments	Payments per fiscal year
Prior investments for the future (excluding strategic investments) 120B yen	Prior investments for the future (excluding strategic investments) 112.6B yen	Results through FY2023 38.7B yen Plan for FY2024 23.1B yen Plan from FY2025 onward 50.8B yen
Normal investments 80B yen	Normal investments 92.0B yen	Results through FY2023 <b>57.1</b> B yen Plan for FY2024 <b>34.9</b> B yen
Prior investment for the future (M&A and other strategic investments) <b>30</b> B yen	(M&A and other str	nt for the future ategic investments) 3 yen
Total <b>230</b> B yen	Total <b>23</b> 4	<b>4.6</b> B yen



#### Progress mainly in capital investment as prior investment for the future

Details		Status at the end of FY2023	Purpose and remarks	Total investment*	
Business portfolio transformation	New factory building in Hoshizaki		Completed/ operating	<ul> <li>Enhanced industrial inkjet manufacturing facilities, Brother Group's first seismic isolation structure as a BCP measure</li> </ul>	Approx. 10 billion yen
	[P&S] Philippines Factory New factory building		Completed/ operating	<ul> <li>Responding to increased product sales for the transformation of Printing area</li> <li>Strengthen BCP measures, including warehousing of parts and products to strengthen the supply chain</li> </ul>	Approx. 8 billion yen
	[Industrial Equipment, Machinery] New factory in India		Under construction	<ul> <li>New machine tool factory for the expansion of Industrial area</li> <li>Establish a system to deliver products to customers in the Indian market, which is expected to grow</li> </ul>	Approx. 2.5 billion yen
	Nissei New factory building		Completed	<ul> <li>Increase gear production capacity to expand sales for FA and robot applications</li> </ul>	Approx. 1.6 billion yen
	Minato Factory New warehouse		Construction planned	<ul> <li>Responding to increased demand for storage of products and parts as a result of business expansion in the Industrial area</li> <li>Raise floor as a BCP measure to address tsunami risk</li> </ul>	Approx. 4.5 billion yen
Management foundation transformation for a sustainable future	Mizuho Factory New building		Under construction	<ul> <li>Installation of energy-saving equipment, solar panels, and greenery on the premises as the Brother Group's flagship facility for environmental responsiveness</li> <li>Aiming to create new technologies and businesses through active communication</li> </ul>	Approx. 45 billion yen
	Installation of sol	ar panels	Handled at each facility	<ul> <li>Installation of solar panels at each location, including those listed above</li> <li>Contributing to the achievement of carbon neutrality by using renewable energy sources to supply part of the electricity required for operation.</li> </ul>	Approx. 1.5 billion yen
Manag tran <del>s</del> sus	Reformation of ERP system		Completed	<ul> <li>Reformation of ERP system and business processes as DX investments at the Company, subsidiaries in Asia, and regional headquarters in Americas</li> <li>*Includes investments outside of F</li> </ul>	Approx. 3.0 billion yen FY2022–FY2024

# Deepen "management conscious of cost of capital and stock price" based on the financial policy of the medium-term business strategy

Торіс	Present	Policy
Capital cost	<ul> <li><u>Cost of equity: 7-10%</u></li> <li>Calculated by CAPM</li> <li>Variable due to differences in timing and assumptions used in calculations, so cost of equity is taken as the range</li> </ul>	<ul> <li>Reduce the cost of shareholders' equity by promoting business portfolio transformation while also utilizing interest-bearing debt</li> </ul>
ROI index	ROE 5-year* average: 8.1%	<ul> <li>✓ Basic policy of soundly increasing ROE through business growth</li> <li>✓ Aim to achieve ROE of 10% or more above cost of capital over the medium to long term</li> </ul>
Shareholder return	Dividend per share, FY2022: 68 yen <u>FY2023: 84 yen (planned)</u> <u>FY2024: 100 yen (planned)</u> - Plan to increase dividend depending on factors such as business performance	<ul> <li>Provide stable and continuous shareholder returns</li> <li>Consider additional shareholder returns depending on factors such as business performance, and flexibly carry out repurchase of our own shares</li> </ul>
Market valuation	<u>P/B ratio 5-year* average: 1.05x</u> <u>Most recent: 1.08x</u> - Recent P/B ratio over 1x due to recovery in performance	<ul> <li>Aiming to continuously increase shareholder value in accordance with the CS B2024 financial policy</li> <li>Aim for further improvement of P/B ratio by improving profitability and promoting business portfolio transformation through continuous growth investment</li> </ul>
*From FY2019 to FY2023		IIIVESUIIEIII



## **Reference: Brother's business areas**



