

# TOA-Tokiwa Partnership

## Outline of Group Initiatives

April 1<sup>st</sup>, 2025

Nihon Kolmar Holdings Co., Ltd.

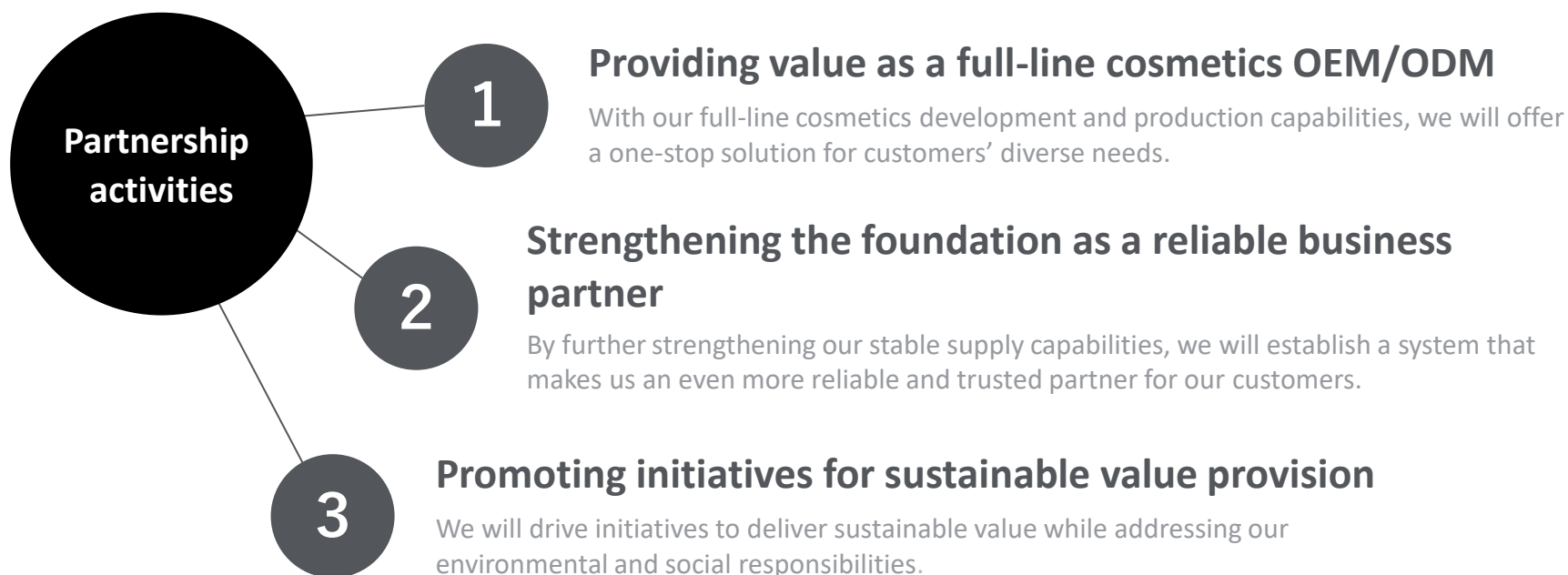
Yoshihide Kanzaki | President, CEO & COO

# TOA-Tokiwa Partnership and Outline of Our Initiatives



## Regarding TOA-Tokiwa Partnership

Since becoming sister companies in July 2024, TOA Inc. and Tokiwa Corporation have been exploring ways to collaborate effectively. As a cosmetics OEM/ODM provider with a wide variety of product categories, we are committed to delivering sustainable and high-value solutions to all our stakeholders.



# 1 Providing value as a full-line cosmetics OEM/ODM

## Offering One-stop Solution

- We will aim to become an even more valuable OEM/ODM partner for our customers by expanding our collaborative efforts including joint proposals and shared exhibition booths, building one-stop solution for all cosmetic needs from skincare to makeup.

## Accelerating and Advancing New Product Development

- We will expedite the development of innovative products through the mutual utilization of our patents and technologies, with strict adherence to customers' confidentiality.
- We will generate even higher value through collaborative development of new technologies.

## Enhancing Quality Management System

- We will further strengthen our quality management system by sharing quality control best practices across both companies.
- We will strengthen our quality management system across the group by collaborating on quality control initiatives.

**With our full-line cosmetics development and production capabilities, we will offer a one-stop solution for customers' diverse needs.**

## 2 Strengthening the foundation as a reliable business partner

### Preparing for Disasters

- To mitigate the risk of supply chain disruptions in the event of a disaster, we will jointly establish a dispersive production system.
- Throughout this process, we will carefully explain the benefits to our customers.

### Stabilizing Procurement

- We will foster stronger relationships with our suppliers to ensure a more stable procurement as a leading company of cosmetics industry.
- We will strive to establish long-term and reciprocal relationships with our suppliers.

### Advancing Operational Excellence

- We will aim to enhance production capability by leveraging each company's strengths by comparing production operations at both companies.
- We will work together to improve the overall service level throughout the entire supply chain.

**By further strengthening our stable supply capabilities, we will establish a system that makes us an even more reliable and trusted partner for our customers.**

### 3 Promoting initiatives for sustainable value provision

#### Taking Initiatives for Sustainability

- As a unified group, we will strive to understand environmental and social issues, as well as the needs of customers.
- Based on the concept of “Sustainable Beauty,” we will advance product development that prioritizes both supply chain sustainability and consumer well-being.

#### Fostering the Diverse Workforce

- To capture ever-evolving trends and meet our customers' diverse needs, we will build a diverse and inclusive human resource base.
- We will place a strong emphasis on the development and promotion of young employees who will drive the group's future growth.

#### Strengthening Corporate Functions

- Through IT-driven efficiencies in our corporate operations, we will increase our value and direct more resources towards enhancing the quality of products and services delivered to our customers.

**We will drive initiatives to deliver sustainable value while addressing our environmental and social responsibilities.**

