# **Results for Fiscal Year Ended March 31, 2024**

May 14, 2024 DKK Co., Ltd.

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# 1. FY3/2024 Consolidated Results

# **1-1. Result Highlights**

- In addition to a decline in sales due to reduced customer capital expenditures, an
  operating loss was recorded due to soaring prices of energy, components, and labor.
- The recording of extraordinary losses, including losses on non-current assets, resulted in an increase in current net loss.

	FY3/23	FY3/24	Increase/	YoY
(Millions of yen)	Full-year results	Full-year results	decrease	change
Net sales	31,817	28,864	-2,953	-9.3%
Operating income	-1,510	-1,787	-277	_
Ordinary income	-1,219	-1,537	-318	_
Net income attributable to shareholders of parent company	-1,181	-1,977	-796	_
<b>ROE</b> (%)	-2.7	-5.0	-	_

# 1-2. Net Sales and Operating Income

- Telecommunication-related sales and profits decreased mainly for the existing core businesses, including Mobile Communications.
- Radio Frequency-related sales increased due to a gradual recovery in demand while its profit decreased due to the soaring costs.

	FY3/23	FY3/24	Increase/	YoY
(Millions of yen)	Full-year results	Full-year results	decrease	change
Net sales	31,817	28,864	-2,953	-9.3%
Telecommunication	22,578	19,136	-3,442	-15.2%
Radio Frequency	9,131	9,623	492	5.4%
Operating income	-1,510	-1,787	-277	-
Operating margin ratio	-4.7%	-6.2%	-	-
Telecommunication	50	-56	-106	-
Radio Frequency	1,132	1,023	-109	-9.6%

\*The operating incomes for Telecommunication and Radio Frequency are provided by segment.

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# 1-3. Results by Segment - Telecommunication -

	Net sales by segment				
	FY3/23 results		FY3/24 results		
Mobile Communications	7,880	>	5,688	(-27.8%)	Overall, the capital expenditures by mobile communication business operators remained low. Orders for maintenance and facility construction work as well as antennas remained low.
Fixed Wireless (Excluding Defense)	5,210	>	2,814	(-46.0%)	Although the demand related to administrative radio systems for disaster prevention use is gradually recovering, price competition accelerated because vendors were selected through bidding processes.
Defense	1,081	>	1,692	(+56.5%)	The market is growing due to a gradual increase in defense budget for the period starting in FY3/24.
Broadcasting	3,843	>	3,111	(-19.0%)	The demand from broadcasters for service and maintenance is gradually improving, but updating of broadcasting digital equipment was postponed.
Solutions	188	>	351	(+86.7%)	Synergies generated with Cybercore Co., Ltd. and proactive sales activities helped us expand the business domain.
Others	4,374	>	5,478	(+25.2%)	The demand from subsidiaries for surface treatment for steel structures increased, and we captured the demand for environmentally friendly products, such as LED aviation obstacle lights.

Unit: Millions of yen

\*Figures in parentheses indicate the percentage of year-on-year increase/decrease.

# 1-3. Results by Segment - Radio Frequency -

	Net sales by segment				
	FY3/23 results		FY3/24 results		
Induction Heating Equipment	6,675	>	6,872	(+3.0%)	The impact of the global semiconductor shortages and prolonged delivery time for parts in the auto-related industry was resolved, resulting in a gradual recovery of demand for capital expenditures.
Contract Heat Treating Service	2,379	>	2,738	(+15.1%)	The demand is likely to recover as automobile manufactures have resolved production adjustments.
New Radio Frequency Areas	76	>	12	(-84.2%)	Promote advancement of technologies and verification of peripheral technologies to generate demand related to disposal of food and waste using superheated steam equipment.

Unit: Millions of yen

\*Figures in parentheses indicate the percentage of year-on-year increase/decrease.

# 2. FY3/2025 Forecasts for Consolidated Results

# 2-1. Net Sales and Operating Income Forecasts

- Capture demand for administrative radio systems for disaster prevention use, which is expected to grow this fiscal term, in addition to the focused segments.
- Execute business structural reforms to improve the profitability and become profitable.

	FY3/24	FY3/25	Increase/	YoY
(Millions of yen)	Full-year results	Full-year forecasts	decrease	change
Net sales	28,864	33,000	4,136	14.3%
Telecommunication	19,136	22,100	2,964	15.5%
Radio Frequency	9,623	10,800	1,177	12.2%
Operating income	-1,787	500	2,287	-
Operating margin ratio	-6.2%	1.5%	-	-
Telecommunication	-56	649	705	_
Radio Frequency	1,023	1,400	377	36.9%

\*The operating incomes for Telecommunication and Radio Frequency are provided by segment.

## 2-2. Order status

- In FY3/24, the order backlog for Telecommunication increased mainly because we received multiple orders related to defense.
- The order backlog for Radio Frequency also increased, as the demand for Induction Heating Equipment recovered towards the end of the fiscal term.

(Millions of yen)	FY3/23 Order backlog (1)	Orders received (2)	FY3/24 Net sales (3)	Order backlog (4) = (1)+(2)-(3)	Increase/ decrease (4)-(1)	YoY change (4)/(1)-1
Tele- communication	8,530	22,070	19,136	11,464	2,934	34.4%
Radio Frequency	3,513	9,997	9,623	3,887	374	10.6%
Total	12,044	32,067	28,864	15,352	3,308	27.5%

\*The total net sales for FY3/24 include the net sales of 104 million yen for the "Others" segment.

# 2-3. Forecasts by segment - Telecommunication-

	Net sales by segment				
	FY3/24 results		FY3/25 forecasts		
Mobile Communications	5,688	>>	6,600	(+16.0%)	Although the demand for capital expenditures to improve the quality of communications shows a sign of partial recovery, a rapid overall recovery is unlikely.
Fixed Wireless (Excluding Defense)	2,814	>>	4,200	(+49.3%)	Administrative radio systems for disaster prevention use are expected to be developed and implemented to take advantage of the grants provided under the government's disaster prevention and mitigation program, which will expire in FY3/26.
Defense	1,692	>>	3,000	(+77.3%)	As the defense budget continues to increase, we will actively capture demand for maintenance and inspection of various types of equipment and existing facilities.
Broadcasting	3,111	>>	3,300	(+6.1%)	Although a certain amount of demand for update of broadcasting equipment will arise, the market itself is gradually shrinking. Demand will arise in connection with switching from AM broadcasting to FM broadcasting.
Solutions	351	>>	800	(+127.9%)	Aim to achieve synergies of Al-based imaging and communication technologies to gain more orders mainly for solutions for people flow analysis and behavior analysis.
Others	5,478		4,200	(-23.3%)	Aim to enhance environmentally friendly products, such as fuel cells for back-up power supply, in addition to demand for surface treatment for steel structures.

Unit: Millions of yen

\*Figures in parentheses indicate the percentage of year-on-year increase/decrease.

# 2-3. Forecasts by segment - Radio Frequency -

	Net sales by segment			
	FY3/24 results	FY3/25 forecasts		
Induction Heating Equipment	6,872 >	7,800	(+13.5%)	Capture the recovering demand for capital expenditures in the automobile industry, and work to increase the demand for EV parts in addition to existing parts.
Contract Heat Treating Service	2,738 义	2,800	(+2.3%)	Capture demand arising in connection with the recovering auto production output, and increase demand by leveraging the newly launched heat treating and prototyping base.
New Radio Frequency Areas	12 刘	200	(+1566.7%)	Accelerate participation in various exhibitions and promotion to progressively, and steadily develop new applications and customers for the superheated steam equipment.

Unit: Millions of yen

\*Figures in parentheses indicate the percentage of year-on-year increase/decrease.

## 2-4. Policy on shareholder returns

### Policy on shareholder returns

- Deliver shareholder returns of over 10 billion yen in total from FY3/23 through FY3/27.
- Set a minimum DOE of approximately 1.5%, in addition to the payout ratio of 40%.
- Purchased treasury stock to improve the capital efficiency and enhance the shareholder returns, in addition to delivering dividends.
- Canceled all treasury shares bought back except for about 10% of the total outstanding shares.

(yen)	FY3/23	FY3/24 (plan)	FY3/25 (forecast)
Annual total	60	60	60
Mid-term	30	30	30
End of term	30	30	30

#### **Dividend per share**

#### Purchase of treasury stock

• In April 2024, we started purchasing treasury stock with a maximum limit of 0.48 million shares or 1 billion yen in total.

# **3. Revision of the Medium-Term Business Plan** Rolling Plans, "DKK-Plan 2025"

# **3-1. Overview of rolling plans**

- It came to our attention that we do not have a system or basic structure that enables us to adequately respond to changes in external environment, such as soaring prices of raw materials and reduced customer capital expenditures.
- Revised the Medium-Term Business Plan and executed business structural reforms to establish a system to generate profit.

#### Policies for rolling plans

Period: FY3/25–FY3/27 (Allow two more years than originally planned to achieve the numerical targets under the Medium-Term Business Plan.)

### Establishing a profitable structure through business structural reforms



- Structural reforms for improving profit
- 2 Medium to long term growth strategy

3 Appropriate capital composition

- Select and strengthen focused segments in anticipation of market conditions.
- Rationalize the organization and concentrate resources.
- Streamline operations and reform the work style.
- Evolve core technologies, and selection and consolidation of R&D with an medium to long-term outlook.
- Execute human capital strategies in anticipation of executing business strategies.
- Promote asset-light business management.
- Promote conducting management and business practices conscious of capital costs.
- Build a foundation to ensure stably delivering shareholder returns.

\*For details, please see the press release published on March 22, 2024, "Medium-Term Business Plan DKK-Plan 2025 Rolling Plan." URL: <u>https://denkikogyo.co.jp/en/ir/management/dkk-plan/</u>

# 3-2. Numerical targets for rolling plans

- Aim to achieve the target ROE for the DKK-Plan 2025 by FY3/27, postponing two years than originally planned.
- Emphasize profits and ROC, and set new quantitative sales profit targets.
- Rapidly respond to changes in external environment, stay selection and consolidation, and reform the cost structure to improve the performance and achieve numerical targets as soon as possible.

#### Numerical targets for the final fiscal year for the rolling plans

	FY3/25 Initial plans	FY3/24 Results	FY3/25 Forecasts		Targets for FY3/27
Net sales	43.0 billion yen	28.8 billion yen	33.0 billion yen		40.0 billion yen
Operating income	-	-1.7 billion yen	0.5 billion yen		1.8 billion yen
Net income	2.0 billion yen	-1.9 billion yen	0.4 billion yen		1.8 billion yen
D/E ratio	0.2–0.3 times	0.15 times	0.16 times	+2 years	0.2–0.3 times
ROE	5.0%	-5.0%	1.1%		5.0%

# 4. Topics by Segment

### **4-1. Segment overview**

- Selected the focused segments of Solutions, Defense (Fixed Wireless), and Radio Frequency (Induction Heating, Heat Treating, New Radio Frequency Areas) to concentrate on resources under the rolling plans.
- Continue initiatives to improve the profitability for the rest of the segments.



Mobile Communications

### Fixed Wireless

(radio systems for disaster prevention use and others)

### Broadcasting

Others

## **4-2. Solutions (1)**



### **Solutions for behavior analysis**

- Al-enabled cameras analyze the behavior of operators to automatically measure the time taken for each process.
- Started to sell the solutions for behavior analysis following demonstration tests by a group company.

#### ⇒ Usable as a tool for improved productivity or talent development



- ✓ Analyzing in real time
- ✓ Transforming operators' mindset

✓ Calculating the difference between the

average time taken for each process and the target time

workflow

- ✓ Identifying operators' proficiency levels
- ✓ Creating an instruction video

#### Our strength

The Al-imaging technology enables highly accurate analysis of images captured from any direction.

## 4-3. Solutions (2)

### AI × Robot

- Collaboration of the image analysis AI technology developed by Cybercore and ugo, a robot for business-purpose DX (digital transformation)
- Performs highly accurate analysis of numerical and textual data from images taken by the robot and conduct various advanced inspection tasks in conjunction with "ugo".



### 4-4. Induction Heating, Heat Treating

#### Tokai Heat Treatment Research Center (Established in late June, 2024)

- Various types of heat treatment tests can be conducted at the center by deploying prototyping and testing machines for heat treatment that meet various needs.
- The center helps us highlight our induction heating technology through prototypes, thereby increasing orders placed for manufacturing equipment and processing services, as a result of adopting prototypes by auto parts manufactures.



\*For details, please see the press release published on January 29, 2024, "DKK to launch Tokai Heat Treatment Research Center." URL: https://denkikogyo.co.jp/wp-content/uploads/2024/01/240129.pdf

## 4-5. New Radio Frequency Areas (1)

### Enhancing promotional efforts for D-Rapid<sup>™</sup> (ultra-high temperature superheated steam system)

#### Exhibition

Participated in exhibitions to develop new customers and applications, and present example applications of superheated stem along with our processed goods.



#### **Promotional video production**

Creating promotional videos featuring our product "D-Rapid™" and an interview with the developer

■ Introduction of "D-Rapid<sup>™</sup>," superheated steam equipment

https://www.youtube.com/watch?v=CXY8S5MDbug&t=2s

■ An interview with the developer of the superheated steam equipment "D-Rapid<sup>™</sup>" <u>https://www.youtube.com/watch?v=UOa325YrzVw</u>

#### Creating a special page

A special page on the superheated steam equipment will be created on our website in mid June, 2024.

### 4-6. New Radio Frequency Areas (2)

- Launch of a paid prototyping service for D-Rapid<sup>™</sup> (ultra-high temperature superheated steam system)
  - Our exhibitions resulted in a big reaction, and we see an increase in requests for prototyping from various companies.
  - Customers can experience the treatment capacity of the superheated steam system.



\*For details, please see the press release published on April 17, 2024, "DKK launches a new paid-prototyping service for D-Rapid™, an ultra-high temperature superheated steam system." URL: https://denkikogyo.co.jp/wp-content/uploads/2024/04/240417.pdf

# **5. Company-wide Topics**

### 5-1. R&D (Our initiatives for wireless power transfer)

• Wireless Power Transfer (WPT) technology enables delivering power without a cable. Establishing this technology for charging/supplying power to various devices, such as EVs and drones is one of the targets of our R&D activities.



Utilize our core technology, "controlling radio waves" to commercialize the WPT technology.

### 5-1. R&D (Progress on our initiatives for WPT(1))

#### Our initiatives to achieve a WPT system

 As our wireless communication technology is highly recognized, we lead a national joint R&D project; "R&D for advanced technologies to control/suppress interferences for wireless power transfer", as a representative research institute

#### To co-locate WPT transmitter with 5G sub-millimeter wave base station

°<sup>°</sup>Café∞<sup>®</sup>

Hello!!)

5G

5G/WPT dual-mode base station

25

- Dual-mode base station for 5G (28GHz band) and for WPT(24GHz band)
- Control interferences from WPT radio wave to 5G radio wave, to achive simultaneous power transmission during the 5G communication.

Combine the base station for the 5G network with WPT transmitter

# for a more convenient and comfortable living environment

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### 5-1. R&D (Progress on our initiatives for WPT(2))



### Achieved power transfer over the air using the 5.7 GHz band

- Conducted a test run of a toy-train supplying power from the WPT transmitter.
- The beamforming\* antenna of WPT transmitter tracks the toy-train as it moves.

\*Beamforming: A technology used to electrically control the directivity of antennas



Commercialize this technology as early as possible for the sake of society by further utilizing radio spectrum resources for IoT-driven society, and for our new source of revenue.

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# 5-2. Enhancing promotion, communications via note

- Started using note as our communication platform on May 9, 2024.
- Regularly deliver contents featuring existing products and services, our new initiatives, and the core supporting technologies.



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\*For details, please see the press release published on May 9, 2024, "DKK starts official note and X accounts." URL: <u>https://denkikogyo.co.jp/wp-content/uploads/2024/05/240509\_2-1.pdf</u>

## 5-3. Our concept of Human Capital Management

#### Human capital strategies

- Started implementing human capital strategies in line with the business structural reforms in FY3/25.
- Actively optimize human capital allocation and career paths in line with the business portfolio.
- Launched an employee assessment system to ensure that individuals' initiatives will help the company to grow in October 2024.



- Main initiatives and measures
  - Visualizing roles
- 2 Improving expertise
- 3 Increasing engagement/ promoting DE&I

## 5-4. Measures for Human Capital Management (1)

#### Visualizing roles (Switch to job-type employment/implement a talent management system)

- Implemented a talent management system to prepare for the launch of the new HR system scheduled for October 2024.
- Aiming to visualize internal human capital

#### Objective of and vision for the new talent management system



# Linkage of management and HR strategies

- Define and identify the profiles of required human capital that are suitable for the management and human capital strategies, and develop measures to fill the gap.
- Achieving management strategies and developing human capital through HR programs
- Reforming mindset of the workforce and individuals

#### Streamlining management practices

- Efficiently managing data on employees' skillsets and qualifications
- Improving the employee assessment system

Aim to ensure smooth transition to and promote the new HR (job-type employment) system.

## 5-4. Measures for Human Capital Management (2)

### Improving expertise

- Promote developing human capital that are skilled for AI and digital transformation (DX), improving expertise and reskilling as key themes of initiatives to improve employees' expertise.
- Implement training curriculum to train more human capital skilled for AI and DX, strengthen existing businesses, and create new businesses and services.

#### Learn basics of AI and DX

- Hold seminars on Al organized by Cybercore.
- Aim to acquire basic skills for using AI.
- Develop human capital skilled for DX to transform operational processes.

\*Cybercore Co., Ltd. joined our group on September 29, 2023.



Establish and roll out education plans.

# Improve expertise for existing and new businesses.

- Brush up expertise for existing businesses.
- Develop creative human capital through education.
- Improve the ability to generate, promote and apply ideas that will help create new businesses and promote planning and creation projects.





Re-allocate human capital to focused segments.

Launch new businesses as soon as possible.

## 5-4. Measures for Human Capital Management (3)

Increasing engagement/promoting DE&I

Our policy

#### Inclusion of diverse human capital

Accept diverse human capital regardless of their gender, nationality, or age.

Requirements for internal environment

Knowledge of and interest in diversity

#### Success of diverse human capital

Create an environment where each individual is respected and can succeed as a member of the organization.

#### Requirements for internal environment

A workplace where every employee has fair access to opportunities (Eliminate stereotypes and assumptions)

Improving engagement

Enhance our training programs to educate employees about diversity, and ensure that employees have access to fair opportunities.

#### Diversity management training

Implement a new training program to provide opportunities for diverse human capital to succeed, thereby driving the growth of individuals and the company.



#### Training for encouraging male employees to take childcare leave

Launched a training program for management level employees to help them understand the situation with use of childcare leave, and help their team members balance work and personal lives.



### **5-5. Remodeling Kawagoe Office**

- Remodeling Kawagoe Office located in Fujimino, Saitama Prefecture, as part of our initiatives to improve employee engagement and establish a facilitating work environment. To be completed in 2026.
- Install self-consumption solar panels on the roof of the office building to help achieve carbon neutrality.

#### Kawagoe Office

- Serves as the hub of the Eastern Japan technology division that handles telecommunication work and various types of construction work.
- Number of employees: Approx. 100



Conceptual image of the new office building



Conceptual image of the communal lounge

• A communal lounge in the office space for our employees to actively communicate with one another

\*For details, please see the press release published on May 10, 2024, "Remodeling of Kawagoe Office." URL: <u>https://denkikogyo.co.jp/wp-content/uploads/2024/05/20240510.pdf</u>

# 6. Sustainability Initiatives

### 6-1. Sustainability initiatives

Key results of FY3/24
<ul> <li>Enhanced leave benefits</li> <li>Achieved 100% attendance of trainings on human rights and harassment</li> <li>Conducted diversity management trainings for management-level employees</li> </ul>
<ul> <li>Outsourced the whistleblowing function</li> <li>Achieved 100% attendance of compliance education sessions for officers and division chiefs</li> <li>Received the ISO 27001 certificate for all divisions</li> </ul>
<ul> <li>Participated in the project to establish an early warning system and strengthen the disaster prevention system in Kingdom of Tonga</li> <li>Achieved an increase in orders for the paid prototyping service and equipment for automobile safety systems</li> </ul>
<ul> <li>Submitted the Commitment Letter to declare that we will be SBT certified within 2 years</li> <li>Provided internal trainings on green purchasing</li> </ul>
<ul> <li>Integrated Cybercore into the group to commercialize the Solutions business as soon as possible</li> <li>Launched collaborative projects by utilizing the company matching service of Tokyo Metropolitan Small and Medium Enterprise Support Center</li> </ul>

### 6-2. Updating sustainability KPIs

- Updated sustainability KPIs as we reform the business environment and structure.
- Continue to promote our initiatives to sustainably grow by solving social issues.

ltem	Reason for update	From	То
Promote women's empowerment	- Updated in line with the plan to rationalize the organization for the organization structural reform.	15% (FY2024)	10% (FY2026)
(Ratio of female managers)	- Set a new KPI of getting "Eruboshi" certified, in addition to the KPI for the ratio of women in management-level positions.	-	Certified with Eruboshi (FY2026)
Net sales from projects for communication equipment, reinforcing disaster-prevention functions, and induction heating equipment for safety device systems	- Revised targets in line with the newly developed rolling plans	15% or higher vs. FY2020 (FY2025)	35% or higher vs. FY2023 (FY2026)

\*See our website for details of KPIs. URL: https://denkikogyo.co.jp/en/sustainability/materiality/

# Appendix

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## FY3/24 Consolidated results

	FY3/23	FY3/24	FY3/24	YoY c	-	Percentage	
(Millions of yen)	Full-year results	Full-year forecasts*	Full-year results	Increase/ decrease	Increase/ decrease rate	Increase/ decrease	Increase/ decrease rate
Net sales	31,817	30,500	28,864	-2,953	-9.3%	-1,636	-5.4%
Cost of sales	27,732	-	24,693	-3,039	-11.0%	-	_
Gross profit	4,084	-	4,170	86	2.1%	-	_
Selling,general,and administrative expenses	5,595	-	5,958	363	6.5%	_	-
Operating income	-1,510	-1,500	-1,787	-277	-	-287	-
Operating margin ratio	-4.7%	-4.9%	-6.2%	-	-	-	-
Ordinary income	-1,219	-1,300	-1,537	-318	-	-237	-
Ordinary income margin	-3.8%	-4.3%	-5.3%	-	-	-	-
Net income attributable to shareholders of parent company	-1,181	-1,100	-1,977	-796	-	-877	-
ROE	-2.7%	-	-5.0%	-	-	_	_

\*The figures for FY3/24 are the latest forecasts released on November 10, 2023.

# FY3/25 Forecasts for consolidated results

(Millions of yen)	FY3/24 Full-year results	FY3/25 Full-year forecasts	YoY change	Percentage of forecast
Net sales	28,864	33,000	4,136	14.3%
Telecommunication	19,136	22,100	2,964	15.5%
Radio Frequency	9,623	10,800	1,177	12.2%
Operating income	-1,787	500	2,287	-
Operating margin ratio	-6.2%	1.5%		
Telecommunication	-56	649	705	-
Operating margin ratio	-0.3%	2.9%		
Radio Frequency	1,023	1,400	377	36.9%
Operating margin ratio	10.6%	13.0%		
Ordinary income	-1,537	600	2,137	-
Ordinary income margin	-5.3%	1.8%		
Net income attributable to shareholders of parent company	-1,977	400	2,377	-
ROE	-5.0%	1.1%		

\*Net sales of the "Others" segment omitted

Figures included in this document that are related to descriptions, including plans and policies and not past facts, are forecasts regarding future earnings. They are all calculated based on management assumptions and views based on information grasped by the company at the time of writing.

- Therefore, these forecasts include risks and uncertain factors, and actual results may differ from them due to a variety of factors.
- Such potential risks and uncertain factors include changes in economic situations and product demand levels in major markets, fluctuations in the exchange rate, changes in regulations in Japan and overseas, and accounting standards and practices.

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