



**IRIS GROUP
PROFILE
2025**

IRIS Group

Representative/Chairman: Kentaro Ohyama

Number of Group companies: 32

Sales: 776 Billion Yen (as of FY2024)

5.2 Billion USD (as of FY2024)

Number of employees: 13,671 Employees (as of Jan 2025)

IRIS OHYAMA Inc.

Company Name: IRIS OHYAMA Inc.

Established: April 1971

Representative/President & Executive Director: Akihiro Ohyama

Capital: 100 million-yen

Sales: 231 Billion Yen (as of FY2024)

1.54 Billion USD (as of FY2024)

Business areas: Planning, production, and sales of home products

Number of employees: 6,223 Employees (as of Jan 2025)



アイラブアイデア



With just one idea,
various problems can be solved for various people.
We can change everyday life into a richer one.
We can fill people's hearts with surprise and excitement.
However, that is not all.
We can respond speedily to changes in the times,
and pave the way to overcome adversity.
We can also contribute to the community and society,
and even improve the future of Japan.

we, IRIS OHYAMA Inc.
would like to be a company that loves ideas
and that is loved for its ideas.
We stand by this.
What will be most required in the future to come.
That is IDEAS.

Businesses of IRIS Group

B to C Businesses

Large Appliance	Small Appliance
Beauty Appliance	Food Goods
Home Goods	Hardline
Cleaning / Consumable Goods	Healthcare

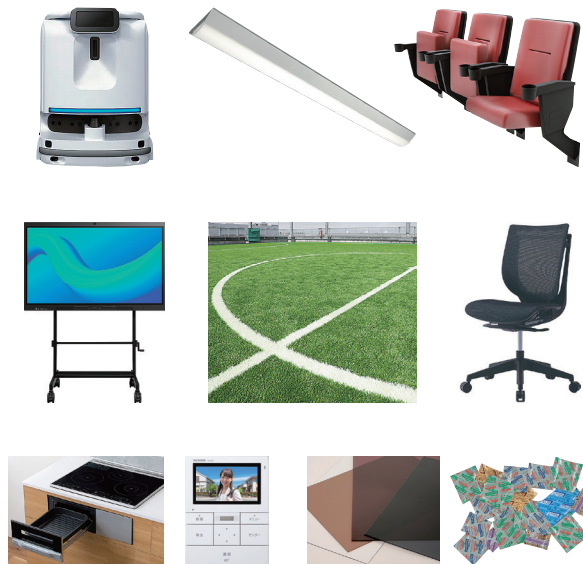
etc.



B to B Businesses

Robotics	Energy Saving Solutions
Spatial Design Solutions	Video Equipment
Artificial Turfs	Commercial-Use Furniture
Residential Equipment	Misc. Commercial Materials

etc.



Retailer

E-Commerce (IRIS PLAZA) & Home Center (Daishin/Unidy)



Globalization

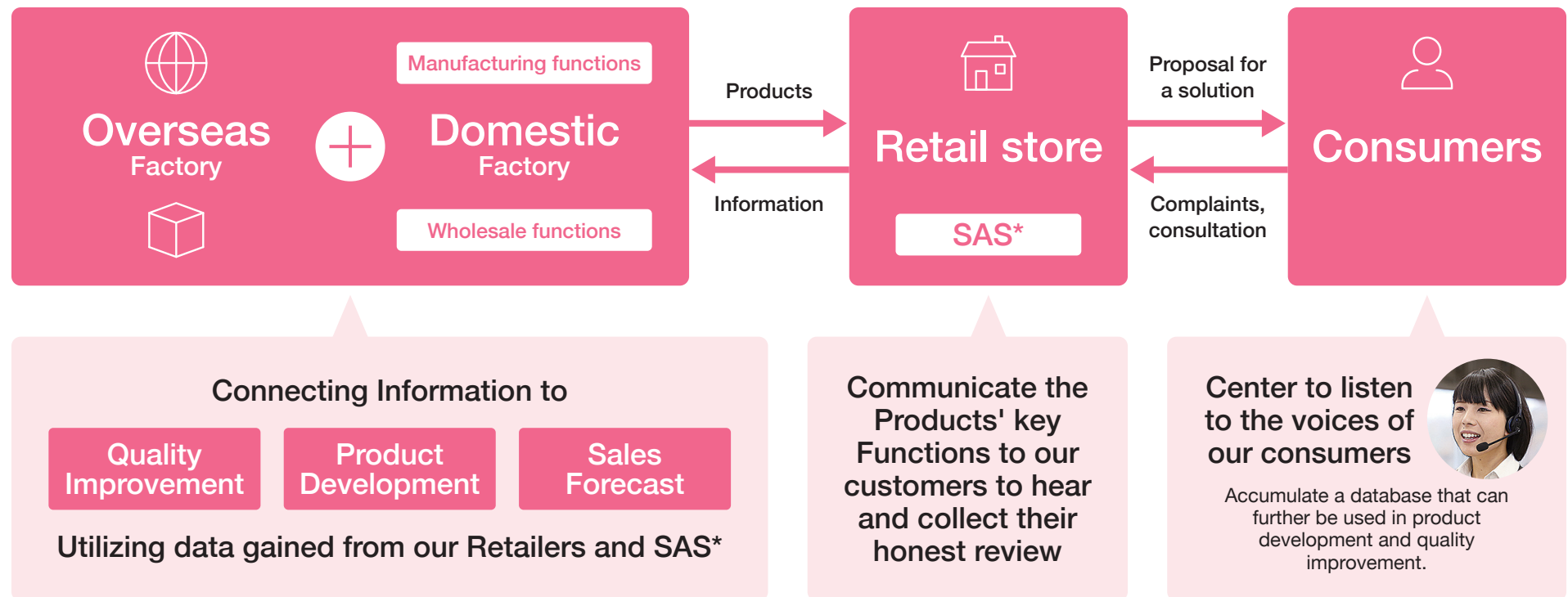
Expanding globally, centered around our areas of operation



Businesses of IRIS Group

B to C Businesses

Manufacturer-Vendor



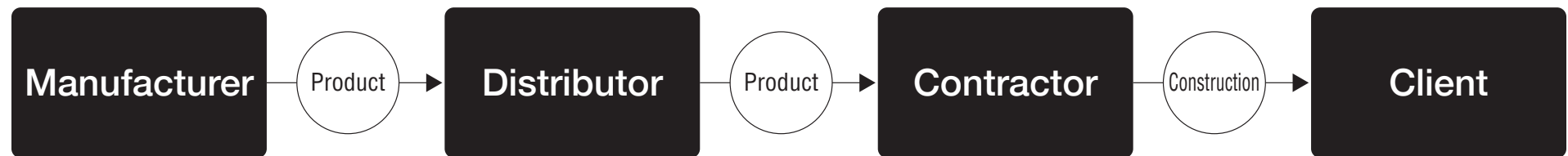
*Sales Aid Staff

Businesses of IRIS Group

B to B Businesses

Direct Manufacturer

A Normal Manufacturer



With IRIS Group



Journey of Innovation for the IRIS Group

It all started in a small neighborhood factory in Higashiosaka.

59 years after developing our first original plastic product, we have expanded our business into a wide range of fields and lines of business, growing into a group of 32 companies in Japan and overseas, which continue to create demand.

Home Solution Solving Household Dissatisfaction and Inconveniences

1950's to the 70's

From a subcontracting factory for plastic products, getting our start as a industrial materials manufacturer.

- **1958**
Morisuke Ohyama founded OHYAMA blow industry
- **1964**
Kentaro Ohyama assumed the office of representative at the age of 19
- **1971**
Establishment of OHYAMA blow industry Co., Ltd.
- **1972**
Completion of the Sendai Plant (Now: Ogawara Factory)



Kentaro Ohyama



Nursery Box (1970)



Aquaculture Buoy (1966)

POINT

The first original product. At that time, fragile glass buoys were replaced with easily moldable plastic ones, enhancing their stability.

1980s

Overcoming the oil crisis and changing how we do business. Creating demand with gardening products and driving the gardening boom.

- **1988**
Establishment of IRIS KOREA CO.,LTD.
- **1989**
Relocating the HQ to Sendai in Miyagi Prefecture



Planter (1980)



Doghouse (1987)



Clear Storage Case (1989)

POINT

By making the previously popular colored-storage items transparent, we eliminated the hassle of searching for contents and created a new demand for 'searchable storage'.

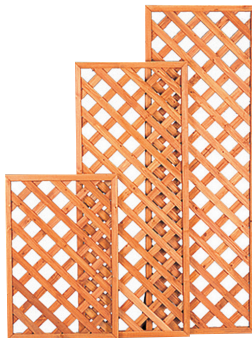
Journey of Innovation for the IRIS Group

Home Solution Solving Household Dissatisfaction and Inconveniences

1990s

Strengthening our role as a manufacturer vendor as home improvement market grows.

- **1991**
Change of company name to IRIS OHYAMA Inc.
- **1992**
Completion of Kakuda I.T.P.
Establishment of IRIS USA, Inc.
- **1996**
Establishment of DALIAN IRIS OHYAMA
INDUSTRY & TRADE CO., LTD.
- **1998**
Establishment of IRIS OHYAMA EUROPE B.V.



Lattice (1997)



Cat Litter Box (1994)

POINT

Developed with the concept of 'Pets are Family.' It sparked the pet boom that began after the year 2000.

2000s

Rapid expansion of global development. Starting to address dissatisfaction with household appliances.

- **2000**
Establishment of DALIAN IRIS
HOME PRODUCTS CO., LTD.
- **2001**
Establishment of IRIS CHITOSE
CO., LTD.
- **2003**
Establishment of DALIAN IRIS
OHYAMA DEVELOPMENT
CO., LTD.
- **2005**
Establishment of IRIS FINE
PRODUCTS CO., LTD.
- **2008**
Establishment of IRIS SOKO
Co., Ltd.
Daishin Co., Ltd. (Now: IRIS PLAZA
DAI-UNI COMPANY CO., LTD.) was
Integrated into Group



Illumination
Lighting (2000)



LED Light Bulb (2009)

POINT

By redesigning and replacing the aluminum housing with plastic, we reduced the market price at the time to about one-third, contributing to the widespread adoption of LED bulbs.

Journey of Innovation for the IRIS Group

Japan Solution Providing Solution towards Societal Issues faced in Japan

2010s

Developing solutions for Japan in the wake of the Great East Japan Earthquake.

- **2010**
Incorporation of HOUTOKU Co., Ltd. into the Group
Establishment of IRIS HOME PRODUCTS (SUZHOU) CO.,LTD.
- **2013**
Established BUTAI AGURIINNOVATION CO.,LTD. (Now: IRIS AGURIINNOVATION CO.,LTD.)
Opening of Osaka R&D Center
Establishment of IRIS FOODS INC.
- **2014**
Uni-Living Co., Ltd. (Now: IRIS PLAZA DAI-UNI COMPANY CO.,LTD.) was integrated into the Group
Opening of Osaka R&D Center in Shinsaibashi
- **2016**
Establishment of IRIS HOME PRODUCTS (GUANGZHOU) CO.,LTD.
- **2017**
Establishment of IRIS OHYAMA FRANCE SAS
- **2018**
Assumption of office of President and Representative Director by Akihiro Ohyama
Establishment of IRIS OHYAMA VIETNAM CO.,LTD.
Opening of Tokyo Antenna Office
- **2019**
Establishment of IRIS OHYAMA TAIWAN CO.,LTD.
Establishment of IRIS PRODUCT CO.,LTD.



LED Lighting Business

In 2010, we launched the corporate LED lighting business. After the earthquake, amidst tight power supply and demand, we increased LED lighting production, significantly contributing to energy conservation.



Straight tube LED lamp (2010)

Rice Business

To support disaster-stricken areas and agricultural recovery, we launched our rice milling business in 2013. By establishing the 'Low-Temperature Processing' method to maintain the freshness and flavor of rice, we have contributed to the expansion of rice consumption.



Fresh Rice (2013)

Home Appliance Business

We launched our business in 2009. At that time, there was a societal issue of engineers leaving the country. In response, we actively recruited mid-career professionals, creating opportunities for them to excel.



Kararie Futon Dryer (2015)

Journey of Innovation for the IRIS Group

Japan Solution Providing Solution towards Societal Issues faced in Japan

2020s

Instantly respond to the new normal. Aiming for local production and local consumption.

- **2020**
Establishment of
IRIS OHYAMA (THAILAND) CO.,LTD.
- **2021**
Opening of Tokyo R&D Center
- **2022**
Completed construction of
IRIS PRODUCT CO.,LTD. Minamisoma
Factory
- **2023**
Fuji Susono Factory Begins Operation
Smile Robotics Inc. (Now: Synchrobo Inc.)
joins the group company
- **2024**
Released the "BROIT," a Digital-
Transformation Cleaning Robot
for Commercial Use



Nano Air Masks (2020)

Mask Business

In response to the mask shortage caused by the COVID-19 pandemic, we began producing masks domestically in addition to our production in China that started in 2007.



©IRIS OHYAMA /
SoftBank Robotics

Whiz i, IRIS Edition (2020)

Robotics Business

"In 2020, we launched our robotics business. In response to the increasingly severe labor shortage, we are contributing to society by using robots to reduce the need for human labor.



Natural Spring Water from Mt. Fuji (2021)
Sparkling Natural Spring Water from Mt. Fuji (2021)

Drinking Water Business

In 2021, we launched our water supply business to establish a system capable of providing drinking water in emergencies. We are strengthening our water supply business to achieve further stable supply.



PlasmaGuard PRO™, IRIS Edition (2022)

Energy-Saving Solutions Business

In response to the rising cost of energy materials and the need to address global warming, we are strengthening our energy-saving solutions business to support energy conservation and efficiency.

Strength in Numbers

Using data to examine the initiatives and features of the IRIS Group, including sales figures including sales figures and products.

Total Group Sales

IRIS Group
(As of FY2024)

776

Billion
Yen

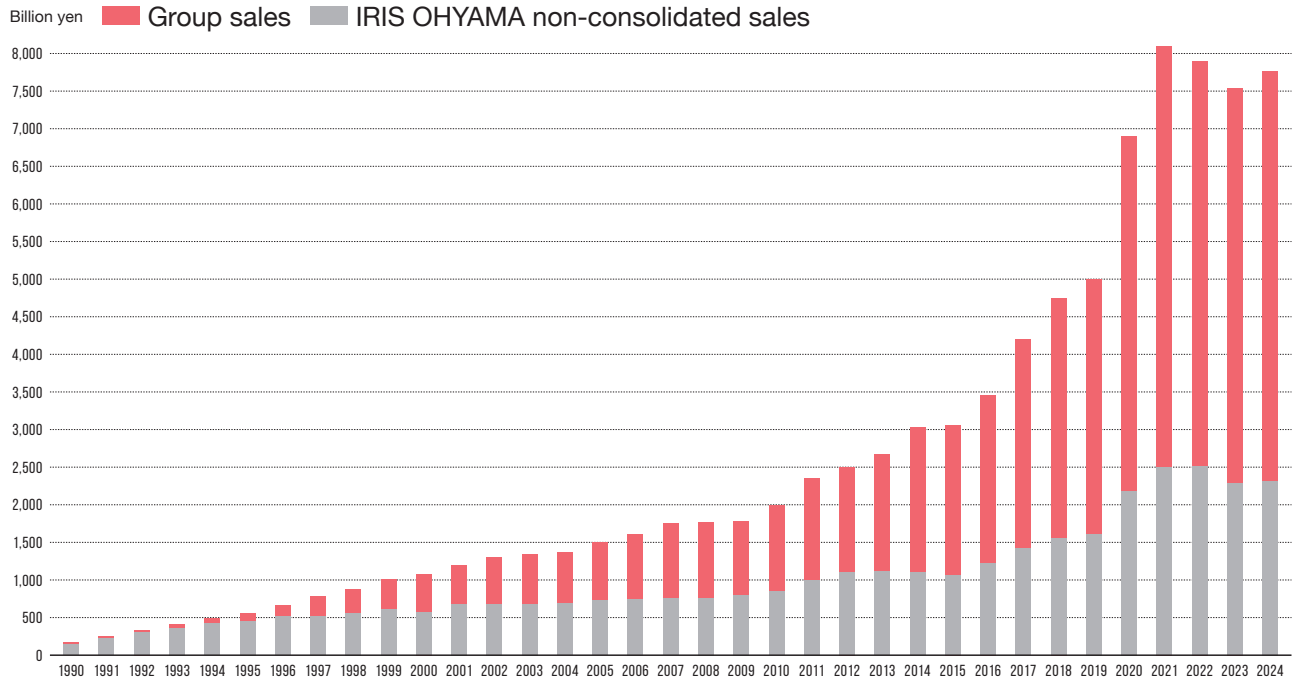
Approximately
5.2 Billion dollar (USD)

IRIS OHYAMA
(As of FY2024)

231

Billion
Yen

Approximately
1.54 Billion dollar (USD)



IRIS Group

32

Group
Companies
In Japan: 16
Abroad: 16

Number of Group Factories

37

Factories
In Japan: 19
Abroad: 18

*The Gotemba Distribution Center, Maizuru Factory, and Okayama Setouchi Factory are scheduled for completion in 2026.

Number of Domestic Bases

70

Locations
Nationwide

Strength in Numbers

Number of products: Approximately

*Accounting just for IRIS OHYAMA

~30,000 Items

New products released in single year

*Accounting just for IRIS OHYAMA

~1,000 Items

Proportion of new product sales in total sales figures

Over 50%

*Products released within the past 3 years

People working for the IRIS Group

*Accounting just for IRIS OHYAMA

Average Employee Age

31

Received Awards (Example)

*Received by IRIS OHYAMA

iF Design Award

11

Red Dot Design Award

5

Good Design Award

115

Energy Conservation Grand Prize

9

Environmental and Product Quality Initiative

Obtained ISO14001 certification for the Environmental Management System

*Kakuda Factory, Tosu Factory, Dalian Lifestyle Factory, Suzhou Factory, Guangzhou Factory

Obtained ISO9001 certification for the Quality Management System.

*Ogawara Factory, Komaki Factory, Dalian Lifestyle Factory, Suzhou Factory, Guangzhou Factory, Tianjin Factory

Obtained FSSC22000 certification for the Food Safety Management System

*Iwate Factory, Kakuda Factory, Fuji Oyama Factory, Watari Rice Milling Factory

Obtained ISO/IEC 27001:2022 certification for the Information Security Management System

*limited to Tokyo R&D Center, Tokyo Antenna Office, IRIS Oroshimachi Office, and certain cloud services

Workplace Culture

*Received by IRIS OHYAMA

Obtained Kurumin Mark



Product Development

All Solutions Start from the “User-in Concepts”

We believe that manufacturing is not the goal but a means to a solution to everyday living. It is neither product-out nor market-in. When you become a user yourself, that is where you will find the real solution.

Product Concept

S R G

	S imple	Function
	R easonable	Price
	G ood	Quality

+

“Ah-Ha”



Discovery through thorough usage as the 'Advocate for Consumers'.

Affordability

Typical price setting

Adding everything from cost to profit margin

Production Cost	+	Management Costs, etc.	+	Profit Margin	=	Retail Price
						\$300

Price Setting in IRIS Group

Subtracting from a determined affordable price

Affordable Price		Profit Margin	-	Management Costs, etc.	=	Production Cost
\$150						

Product Development

New Product Development Meeting held every Monday (Presentation Meeting)



All departments involved with the products gather together to thoroughly review functions, design, and pricing. The top management makes swift decisions on the spot, enabling rapid product commercialization.

Presentations made in a day

Approx. **50~60**

Participants



Upper
Management



Department
Heads



Planning
Staff



Development
Staff



etc.

Holistic Collaboration Method



New Product
Development
Meeting



All Departments start simultaneously

- Planning
- Development
- Production
- Quality
- Sales etc.



Close
Collaboration

GOAL



Product Launch

Production / Quality Assurance

Dalian Factory, the Mother Factory

Our Dalian Factory, with its ability to handle a wide range of materials, facilitates the creation of innovative products by combining diverse materials.



of Employees

~4,000

of Products

~14,000

of Automated Robots

~1,000

Annual Containers Shipped*

~10,000

*40FT

As of Dec. 2024

1 Department Factory



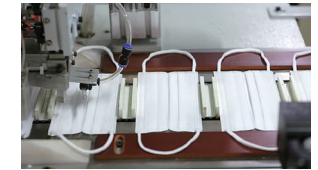
Home Appliance



Plastic Products

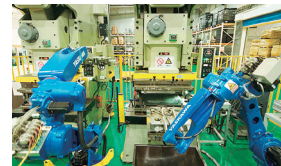


Wood Products

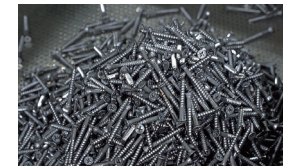


Non-Woven Fabric Products etc.

2 Robot Automation



3 Extensive In-house Production



4 Quality Management System

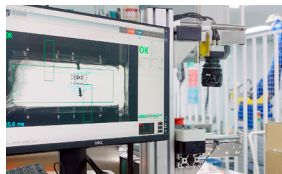


Image-based Inspection



Performance Measurement Inspection



Traceability



Testing and Measurement of internationally certified equipments

5 Container Mixing



6 Adaptability (Supply System)



Logistics

Continuously Evolving Logistics Network

In order to eliminate 'logistical inefficiencies' within our Supply Chain, we follow a concept of placing a "Factory inside of Distribution Center." Furthermore, the logistical capabilities of the IRIS Group are expanding not only domestically in Japan but also internationally.

Logistics delivery network within a one-day delivery range

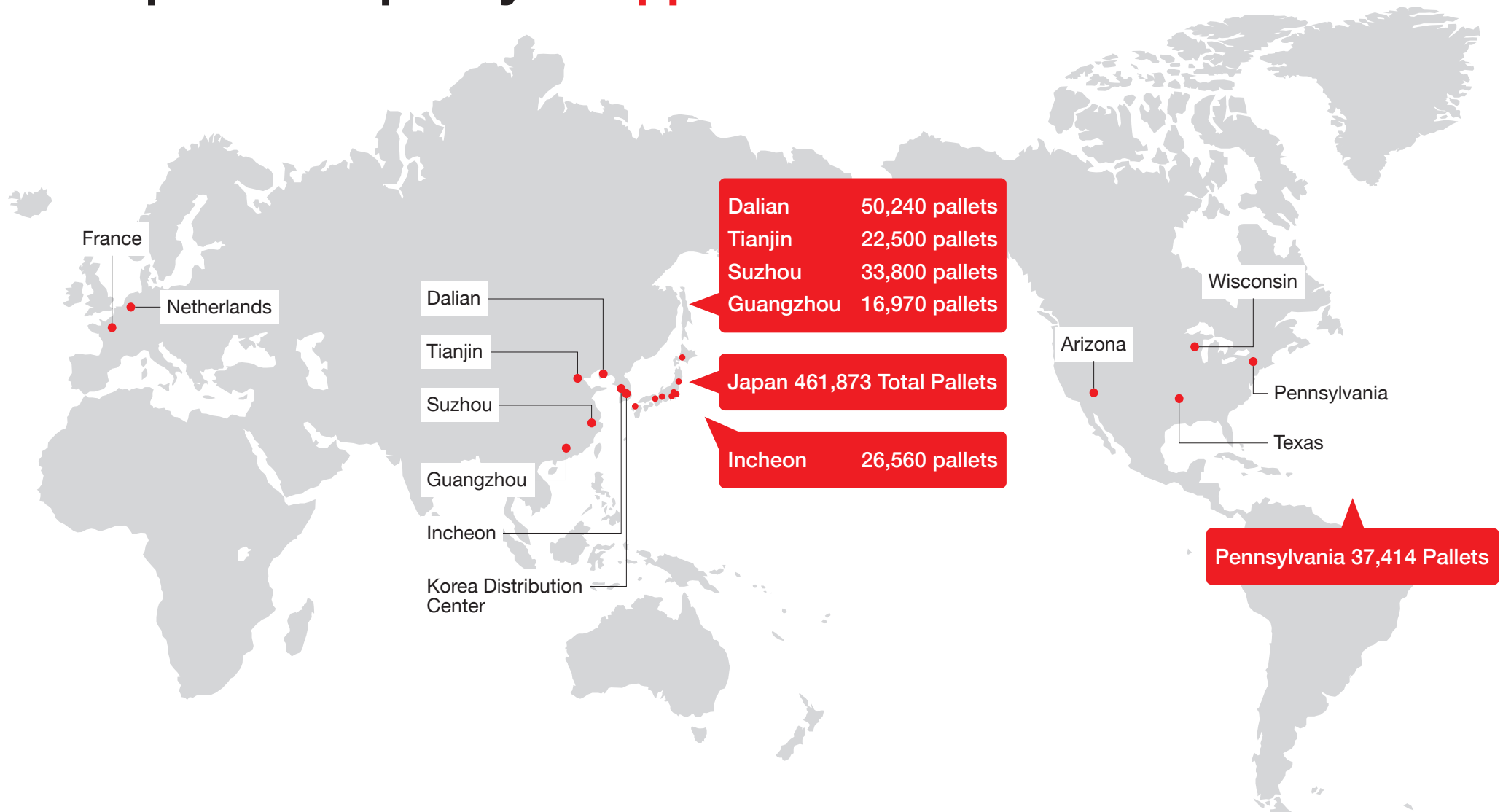


Our factories are strategically located within a 100-300 km radius of each other, ensuring efficient operations within a one-day delivery zone.



Logistics

Group total Capacity of **Approx. 650k** Pallets



Logistics

Innovative Platform that Supports our Logistics

Automated Warehouse



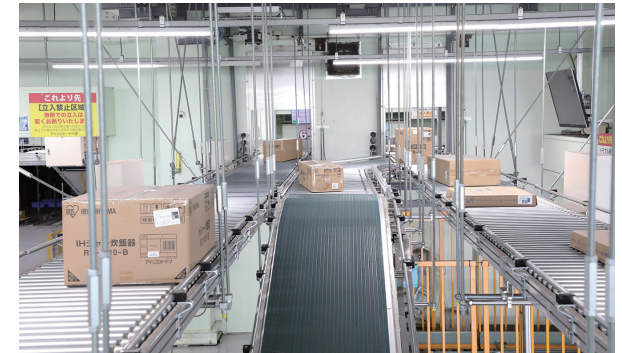
Our automated warehouse operates without human intervention. Upon receiving orders, it follows shipping instructions to seamlessly retrieve products from storage. This system is capable of managing a diverse range of products and accommodating small batch orders efficiently.

Assort Conveyor System



Our efficient picking system allows us to start with a minimum of one item and consolidate multiple small orders for streamlined shipping.

Case Conveyor System



Our system automatically sorts the products and seamlessly transports them directly to the loading and unloading area of the carrier's trucks.

Our streamlined process ensures the efficient delivery of diverse small-lot products to the market, minimizing waste.

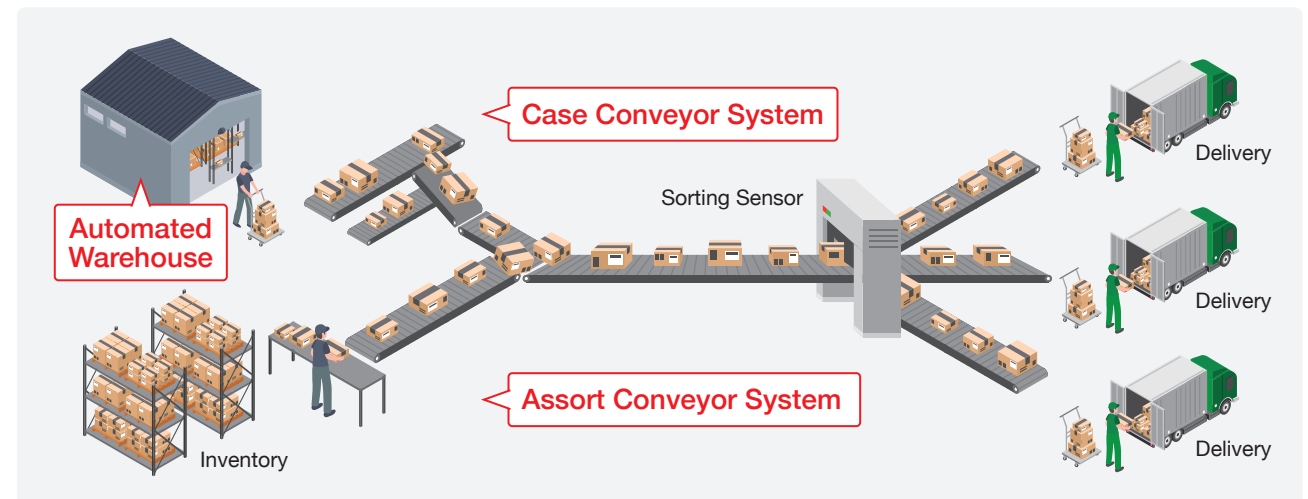
Automated Warehouse

Container Mixing Logistics

Factory

Distribution Center

Storefront



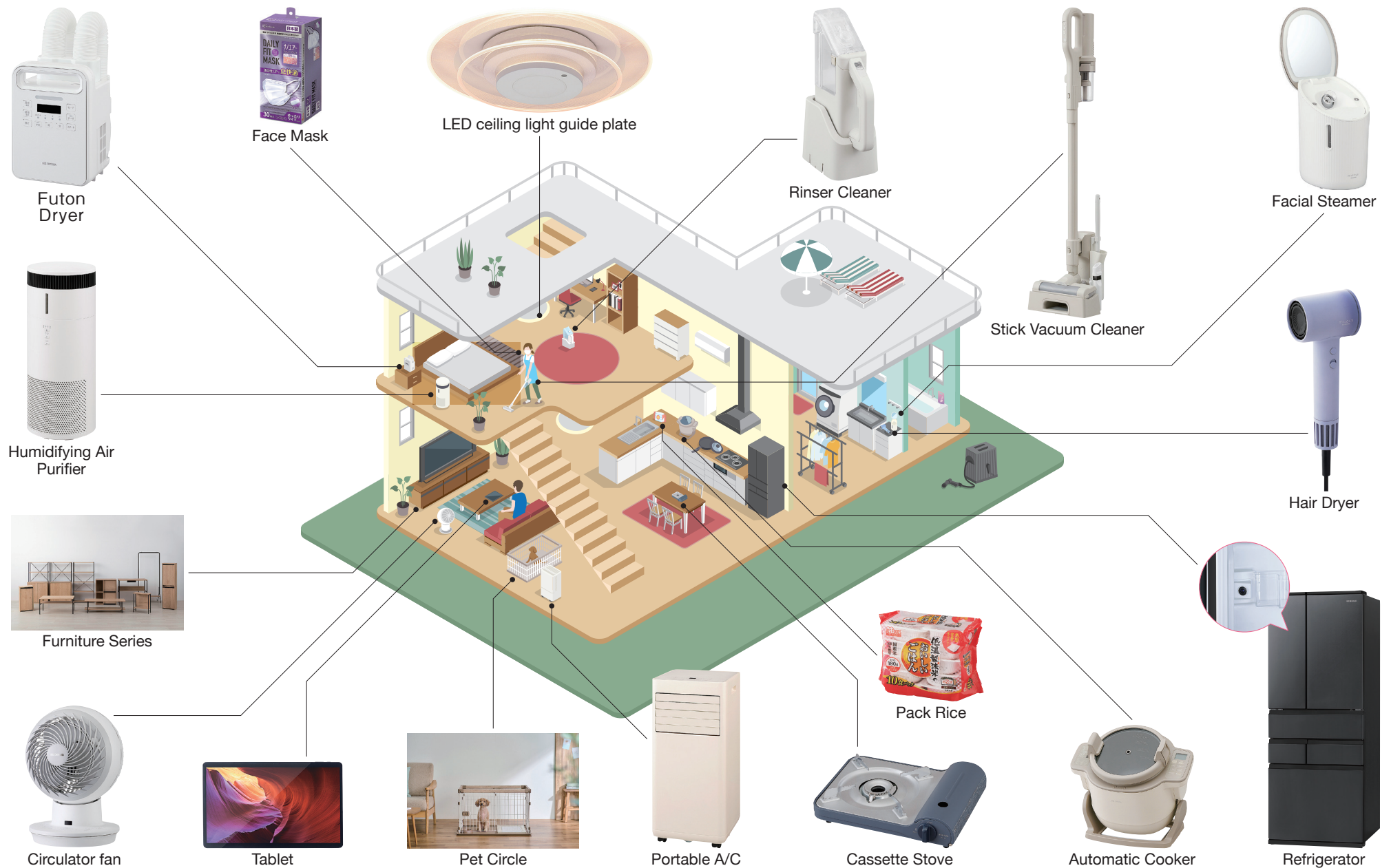


B to C

BUSINESS to CONSUMER



Addressing Consumer dissatisfaction and Inconveniences



Home Appliance Business

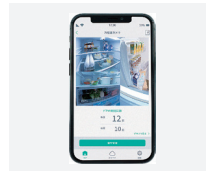
Large Appliance



Refrigerator

Ah-Ha!

Our refrigerators are equipped with internal cameras, allowing you to check the contents from your smartphone, even when you're away. This feature helps prevent forgotten purchases and duplicate buys.



Large Freezer Refrigerator 503L (IRSN-C50A-B)



Panel Heater



Humidifying Air Purifier



Air Circulator



Steam Humidifier



Portable A/C



Slim Freezer



Wall Mounted A/C



Automatic Washing Machine



Futon Dryer

Ah-Ha!

Our Blanket Warmer eliminates the need for preparation and cleanup. Just insert the nozzle into your bed to effortlessly dry, warm, and protect against dust mites. This versatile device also offers shoe drying capabilities. High-Power Futon Dryer with Twin-Nozzles (FK-WH2-W)



Home Appliance Business

Small Appliances



Automatic Cooker



Rice Cooker



LCD TV



Tablets

Ah-Ha!

Our vacuum cleaner features an electrostatic mop cleaning system, allowing you to effortlessly clean dust from TVs and shelves while vacuuming. With a built-in dust detection sensor, the device automatically adjusts its power based on the level of dirt, ensuring efficient cleaning.



Cordless Cyclone Stick Cleaner (SCD-123P-HC)

Ah-Ha!

The device tilts and rotates the inner pot, allowing you to effortlessly cook fried and stir-fried dishes with the push of a button. Just add the ingredients, and let the machine handle the rest.

Automatic Stirring Cooking Machine, CHEF DRUM (DAC-IB2-C)



Sous-Vide Cooker



Paper Shredder



LED Ceiling Light



Stick Vacuum Cleaner

Beauty Appliance



Hair Dryer



Facial Steamer

Ah-Ha!

Our Steamer not only emits warm steam but also includes a lid with an LED-lit mirror, perfect for use as a makeup mirror. The window frame scale provides a clear view of the remaining water level in the built-in tank, ensuring easy monitoring at a glance.



Facial Steamer(FST-101-W)



Shower Head



Massage Gun

Home Business

Home Goods



Chest Drawer



Rack



Rug



Storage Rack



Drying Rack



Mattress



Cooking Appliance / Waterless Cooking Pot



Pet Cage

Hardline



Handy Pressure Washer



Artificial Turf



Rinser Cleaner

Ah-Ha!

Powerfully and effectively removes stains from non-washable fabrics, such as carpets, sofas, and car seats. Whether dealing with spills or pet accidents, our device ensures thorough cleaning.

Handy Rinser Cleaner (RNS-B200D-HW)



Emergency Back Pack



Cooler Box

Healthcare Business

Cleaning / Consumable Goods



Floor Wipes



Wet Wipes



Scrub Cloth



Cleansing Towel



Face Masks



Bath Additives



Adhesive Cleaner



Hand Warmers

New Entry into the Baby Diaper Business

Production planned in Fuji Susono Factory



Healthcare



Adult Diapers



Incontinence pads



Blood Pressure Gauge



Scale

Foods Business

Driven by our commitment to support the recovery from the Great East Japan Earthquake, we ventured into the rice milling industry. Our goal is to boost rice consumption by offering modern solutions that are easy, convenient, and delicious.

Unuma Factory

Ready-to-Eat Meals

Maizuru Factory

Drinking Water
Scheduled for Completion in Mid-2026

Okayama Setouchi Factory

Pack Rice
Scheduled for Completion in 2026

Tosu Factory

Rice · Pack Rice · Drinking Water

Iwate Factory

Rice Cakes

Kakuda Factory

Rice · Pack Rice · Rice Cakes

Watari Rice Mill Factory (IRIS AGURIINNOVATION CO.,LTD.)

Rice

Saitama Factory

Drinking Water

Fuji Susono Factory

Drinking Water

Fuji Oyama Factory

Drinking Water



We provide high-quality Japanese rice that has passed rigorous inspections, ensuring safety and peace of mind

Foods Business

Pack Rice Production Line

Our proprietary 'Low-Temperature Method' ensures that storage, milling, and packaging are conducted at temperatures below 15°C. By using only rice and water, we prioritize flavor and quality. Additionally, we manufacture our labels and trays in-house to maintain the highest standards.



Rice Polishing



Production



Delivery

Beverage Production Line

Leveraging our plastic processing technology, we manufacture both the PET Bottle Body and its label, entirely in-house.



Preform Molding



Blow Molding



Filling

International Export



In January 2024, we debuted FDA-approved packaged rice in the U.S., signaling our official entry into the American food market. By July, we initiated food production at our Tosu Factory, enhancing our exports to ASEAN countries. With the surge in popularity of Japanese cuisine, the demand for our packaged rice and beverages has grown remarkably.



B to B

BUSINESS to BUSINESS



Solving Japanese Societal Issues

JAPAN SOLUTION

Labor-force Shortage

Robotics Business



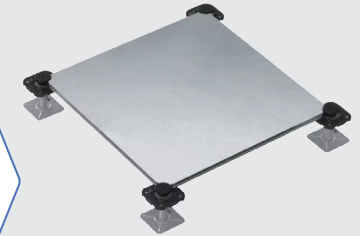
Energy Conservation

Energy-Saving Solutions Business



Rising Construction Cost / SDGs

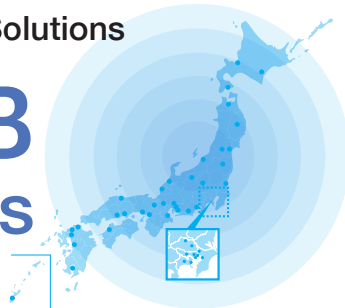
Spatial Design Solutions Business



Strength of IRIS Group

1 Community-Focused Solutions

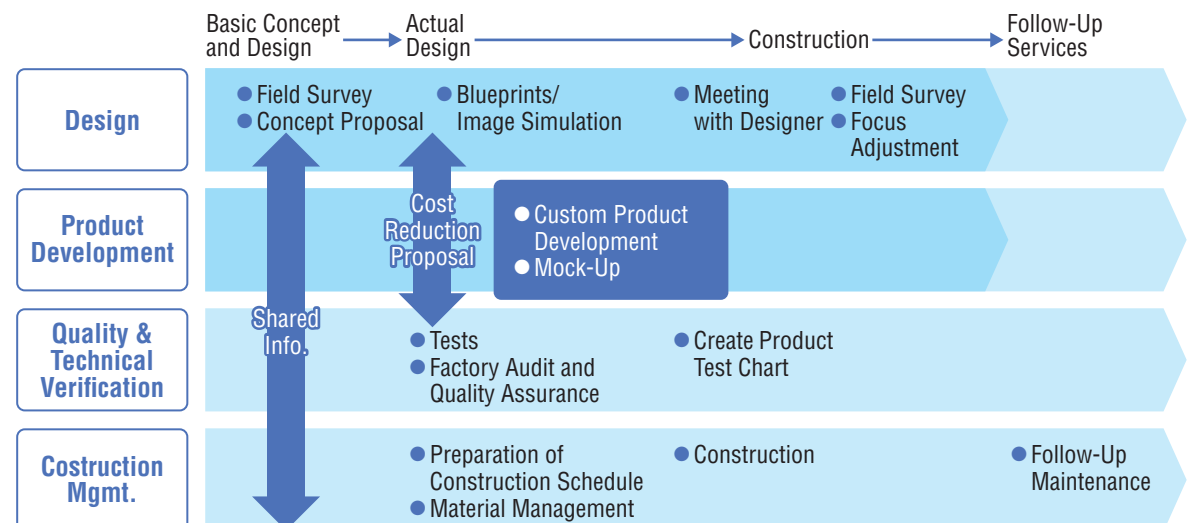
~60 BtoB Sales Offices



2 One-Stop Manufacturer

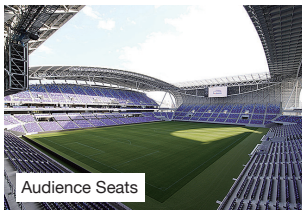


Comprehensive Support from Development to design to construction

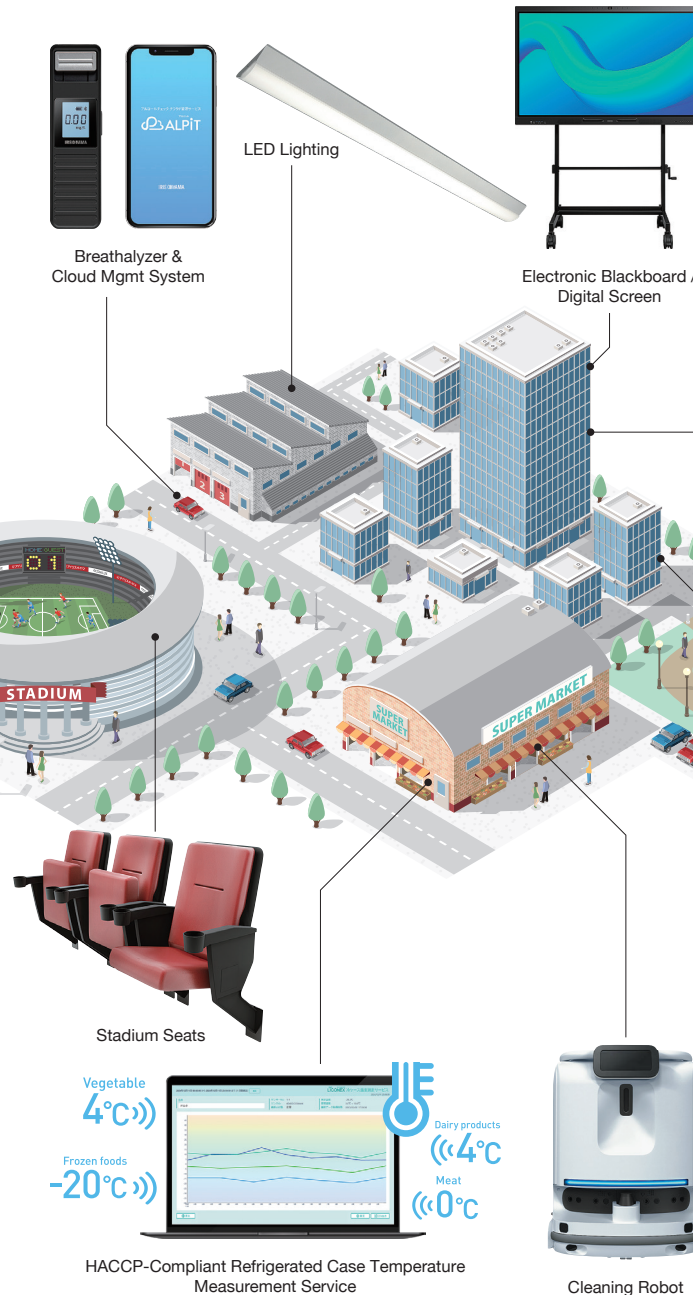


Catering to Offices, Retail Stores, Sports Arena, and Public Buildings

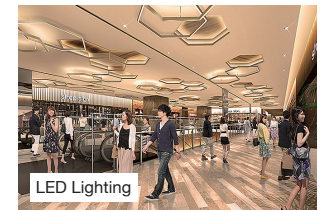
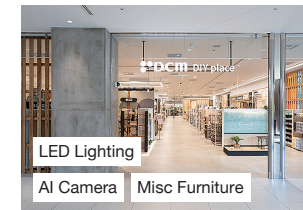
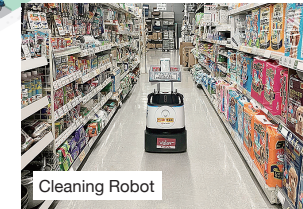
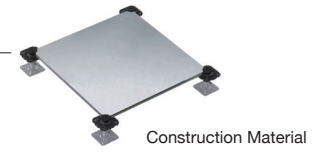
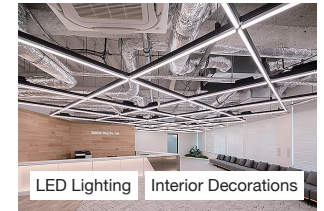
Factory & Warehouses



Public Spaces & Sports Arena



Office



Commercial Facility

Robotics Business

Solving the Worldwide Labor Shortage with Robots



BROIT



Whiz i
IRIS Edition

©IRIS OHYAMA/SoftBank Robotics



Scrubber 50 Pro
IRIS Edition

©Gausium | IRIS OHYAMA



Phantas
IRIS Edition

©Gausium | IRIS OHYAMA

First step from Vendor to Manufacturer-Vendor

Domestic Sales
Share

No.1*

* Source: Fuji Keizai "2004 Edition Autonomous Mobile
Robot Potential Analysis"

Number of
Companies
Adopting System

6,000*

*Cumulative Number of companies adopting service
robots from January 2020 to December 2024
(Incl. Sales and Trials by IRIS DENKO INC.)

Building
Maintenance

Retail

Office

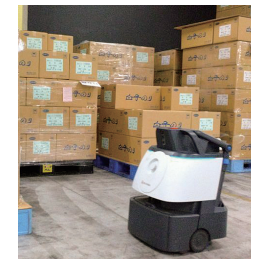
Nursing
Welfare
Facility

Hotel

Public
Spaces

Educational
Facility

Construction /
Warehouse

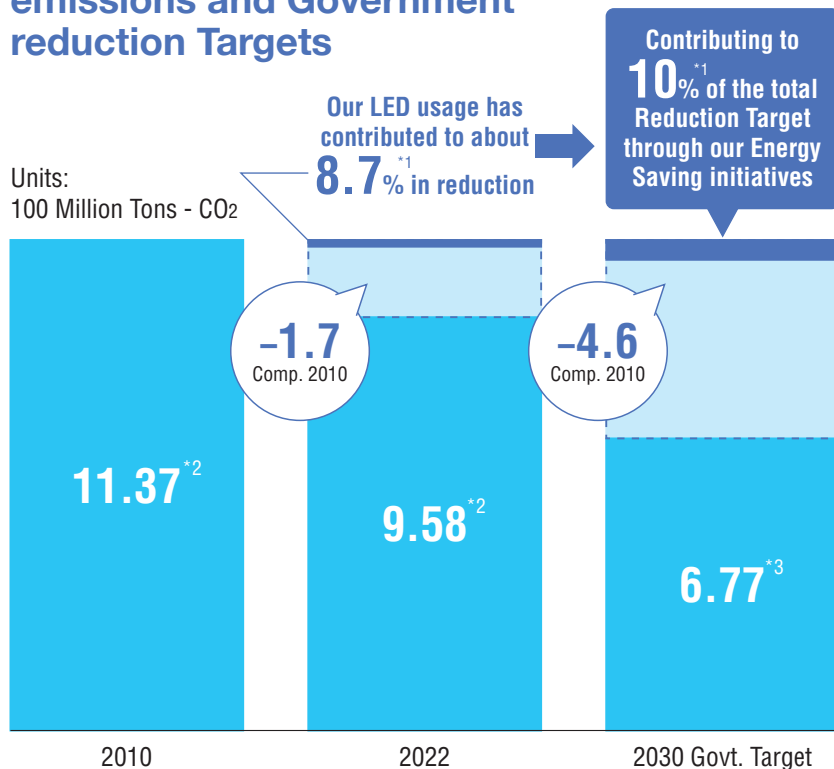


Energy-Saving Solutions Business

VISION

Contributing an equivalent of 10%^{*1} towards the 2030 Greenhouse Gas Emission reduction target.

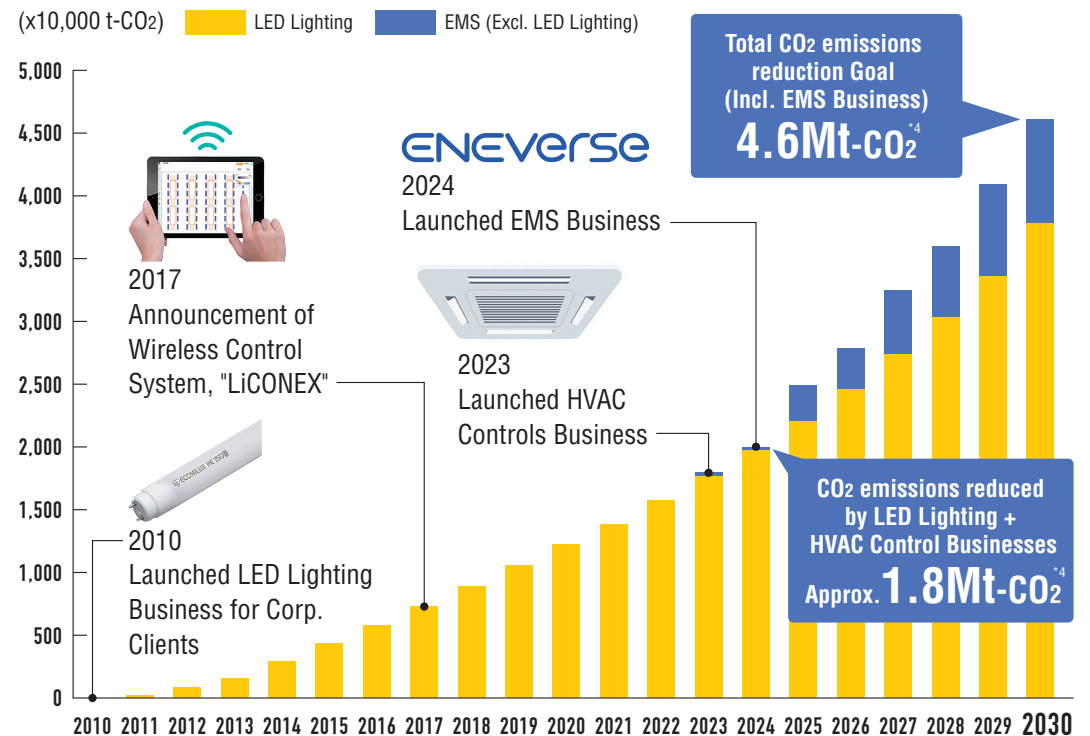
Trends in Japan's energy-derived CO₂ emissions and Government reduction Targets



^{*1} Calculated based on the annual reduction in electricity consumption (kWh) derived from the sales volume of our products, and converted into CO₂ emissions (hundred million tons of CO₂). ^{*2} Created based on data from the National Institute for Environmental Studies' Greenhouse Gas Inventory Office, "Japan's Greenhouse Gas Emission Data (1990-2022)". ^{*3} Based on the "Global Warming Countermeasure Plan (Cabinet decision on October 22, 2021)" by the Ministry of the Environment.

Trend of CO₂ emissions reduced from Energy-Saving Business and cumulative number of properties delivered

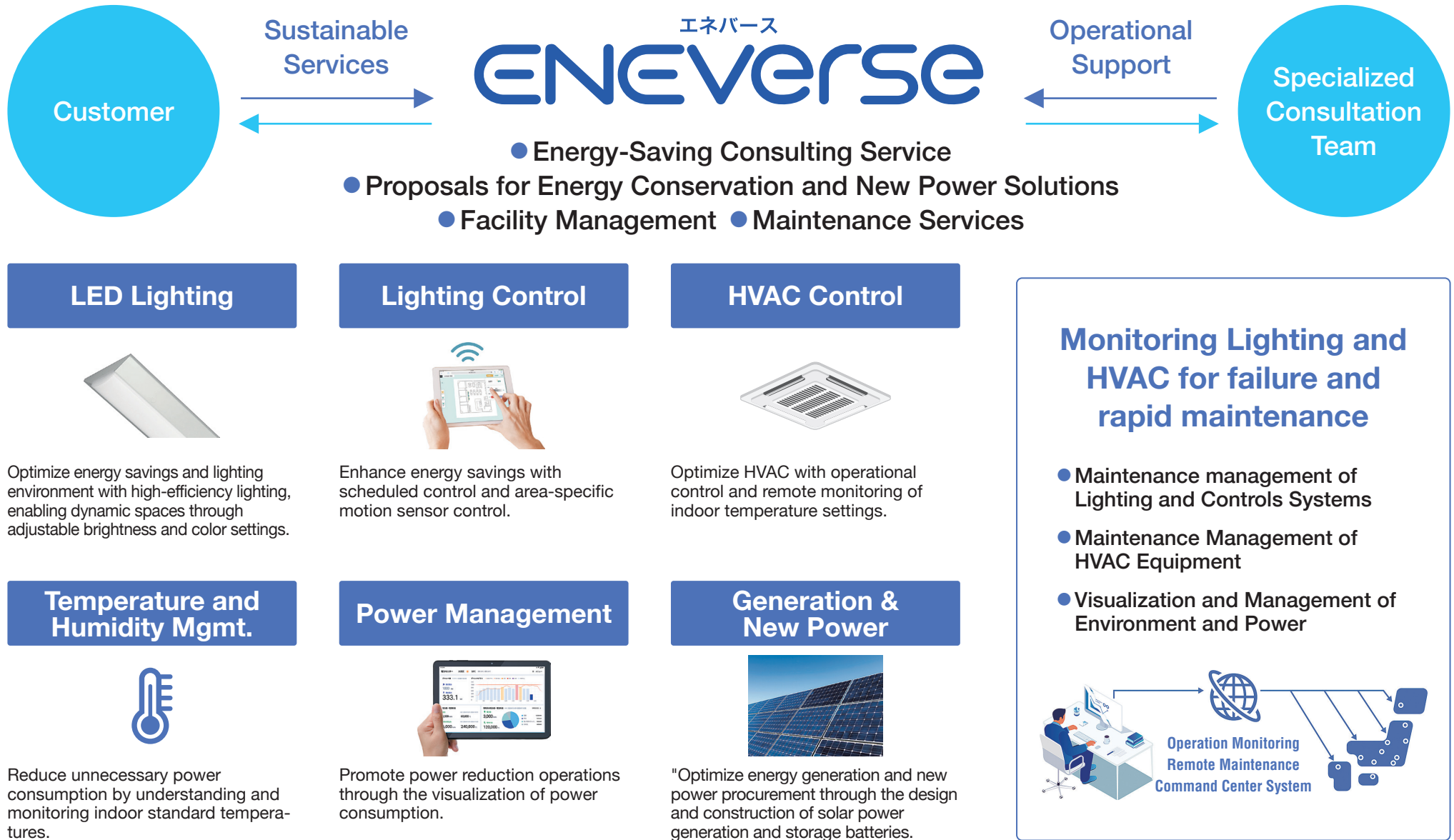
Cumulative properties as of December 2023 **221k cases** Cumulative Case goal by 2023 **400k**



^{*}Based on the sales volume of our products, the annual reduction in electricity consumption (kWh) is calculated by subtracting the annual electricity consumption of LED lighting fixtures from that of existing light source fixtures. This is then converted to CO₂ emissions (10,000 t-CO₂). ^{*}The annual CO₂ emissions reduction (kg-CO₂) is calculated as the annual reduction in electricity consumption (kWh) × the basic emission factor 0.447 (kg-CO₂/kWh). ^{*}The annual lighting hours used to calculate the annual reduction in electricity consumption are estimated using the [Japan Lighting Industry Association Guide A139-2023, Guidelines for Indicating Electricity Rates and Annual Lighting Hours]. However, for light bulbs, the estimate is based on one hour of lighting per day, totaling 365 hours per year. ^{*}The conversion of CO₂ emissions uses the basic emission factor 0.447 (kg-CO₂/kWh) from the Tokyo Electric Power Company service area. ^{*4} This calculation is limited to energy-origin CO₂.

Energy-Saving Solutions Business

Total Solution for Energy Visualization, Reduction, Generation, and Procurement



*System is under development and subject to change without notice

Lighting

Innovative Lighting Ideas for a Sustainable Future

History

2010

Establishment of Corporate LED Lighting Business.



Leveraged experience in BtoC LED Bulbs to establish a BtoB LED Service.



LED Bulbs



LED Tubes

2011

The Great East Japan Earthquake occurred. Promote energy conservation with LED Lighting.



Our Factory in Kakuda, Miyagi suffered significant damage but quickly began recovery efforts post-disaster.



To meet Energy conservation demands, Significantly enhanced production capacity at the Dalian Factory.

2017

Launched the wireless control system "LiCONEX".



2020

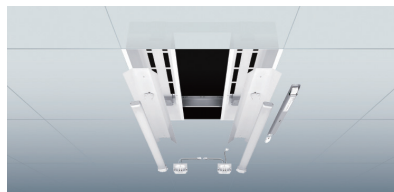
Expand product services using IoT.



HACCP-Compliant Refrigerated Case Temperature Measurement Service.

2021

Focus on developing environmentally-friendly products.



LED Replacement kits received Energy Conservation Grand Prize. Awarded for 8 consecutive years from 2015 to 2022.



2024

Aiming for further expansion of energy conservation and LED Lighting adoption.

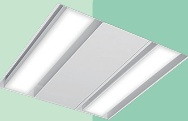


Launched "LiCONEX LiTE".

Lighting

Comprehensive Lighting Manufacturer with a Rich Line Up of Approximately **8,000** Items

*Based on IRIS Product Catalog of April 2024

	Office	Store	Hospitality	Warehouse	Sports	Public	Educational	Medical	Residential
Interior									
									
									

Spatial Design Solutions Business

Monozukuri (Craftsmanship)

We create products that address environmental and social issues, such as work style changes and customer needs, using the know-how we have cultivated over the years.

Waste Reduction

Reduced workload

Environmental Improvement

Reduced CO₂ Emission

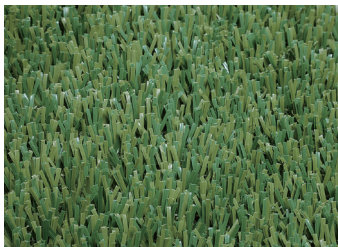
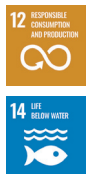
Work Reform

Weight Reduction



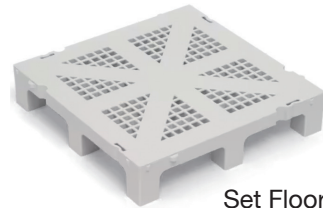
Grid Floor
Wood Core

Development of ultra-lightweight OA flooring and packaged smoking booths, enabling quick installation



Artificial Turfs

Development of artificial grass that does not require rubber chip infill, reducing microplastic emissions



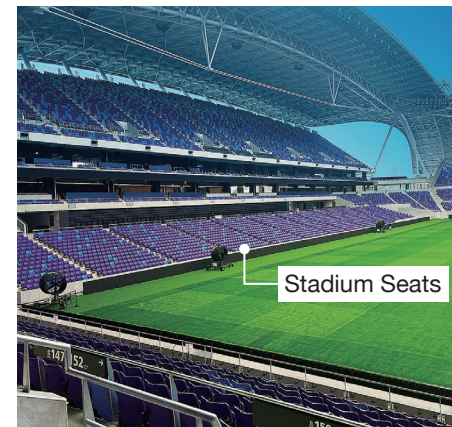
Set Floor
LIMEX

Development of OA flooring using LIMEX, a recyclable plastic substitute made primarily from limestone

**SUSTAINABLE
DEVELOPMENT
GOALS**

Space Creation

From building materials to lighting and furniture, we offer comprehensive and integrated solutions to create spaces that meet our customers' ideals.





Group Companies

IRIS OHYAMA Inc.
IRIS PLAZA CO.,LTD.
IRIS FOODS INC.
IRIS AGURIINNOVATION CO.,LTD.
IRIS CHITOSE CO.,LTD.
HOUTOKU CO.,LTD.
IRIS FINE PRODUCTS CO.,LTD.
IRIS SOKO CO.,LTD.
IRIS PRODUCT CO.,LTD.
IS Robotics CO.,LTD.
IRIS Robotics CO.,LTD.

Synchrobo Inc.
IRIS DENKO INC.
OHYAMA CO.,LTD.
IRIS HOLDINGS,LLC.
IRIS FINANCE INC.
DALIAN IRIS OHYAMA INDUSTRY & TRADE CO.,LTD.
DALIAN IRIS OHYAMA DEVELOPMENT CO.,LTD.
DALIAN IRIS HOME PRODUCTS CO.,LTD.
DALIAN IRIS WOODEN PRODUCTS CO.,LTD.
DALIAN IRIS PET FOODS CO.,LTD.
DALIAN IRIS INTERNATIONAL TRADE CO.,LTD.

IRIS HOME PRODUCTS (SUZHOU) CO.,LTD.
IRIS HOME PRODUCTS (GUANGZHOU) CO.,LTD.
IRIS HOME PRODUCTS (TIANJIN) CO.,LTD.
IRIS USA, Inc.
IRIS OHYAMA EUROPE B.V.
IRIS OHYAMA FRANCE SAS
IRIS KOREA CO., LTD.
IRIS OHYAMA TAIWAN CO., LTD.
IRIS OHYAMA (THAILAND) CO., LTD.
IRIS OHYAMA VIETNAM CO., LTD.



Domestic Group Companies

IRIS FOODS INC.

Offering a wide range of products related to food



COMPANY DATA

Established: November 2013
Head Office Location: Sendai City, Miyagi Prefecture
Business areas: Sales of Grocery

IRIS AGURIINNOVATION CO.,LTD.

Maintain rice freshness and flavor by keeping it at temperatures below 15°C



COMPANY DATA

Established: April 2013
Head Office Location: Sendai City, Miyagi Prefecture
Base: Watari Factory (Watari District, Miyagi Prefecture)
Business areas: Polished rice business, sales of agriculture-related products, etc.

IRIS PLAZA CO.,LTD.



IRIS OHYAMA operated official online shopping site 'IRIS PLAZA'

Over
50,000 Products
offered*

*As of Sept. 2024

COMPANY DATA

Established: March 1991
Head Office Location: Sendai City, Miyagi Prefecture
Business: E-Commerce, etc.
Website: <https://www.irisplaza.co.jp/>

IRIS PLAZA DAI-UNI COMPANY CO.,LTD.

We operate 16 'Daishin' stores within Miyagi Prefecture, and 18 'Unidy' and 'Uni Hardware' stores in the Tokyo metropolitan area.



COMPANY DATA

Became Group company: December 2008
Head Office Location: Sendai City, Miyagi Prefecture (Daishin Saiwaicho Store)
Business areas: Home improvement store business



COMPANY DATA

Became Group company: April 2014
Head Office Location: Matsudo City, Chiba Prefecture (Unidy Matsudo Tokiwadaira Store)
Business areas: Home improvement store business



Domestic Group Companies

IRIS Robotics CO.,LTD.



We provide robots tailored to our customers' needs, offering comprehensive services from proposals to operational consulting post-implementation

COMPANY DATA

Established: June, 2024
Head Office Location: Sendai City, Miyagi Prefecture
Business areas: Sale of Corporate Robots
Consultation for Business Development with Robotics
Development of New Services

Synchrobo Inc.



Incorporated a startup company originating from the University of Tokyo into our group

COMPANY DATA

Joined: July 2023
Head Office Location: Bunkyo-ku, Tokyo
Representative: Takashi Ogura
Business: Robotics Development

IRIS SOKO CO.,LTD.

Providing solutions with reliable quality and consultation, boasting a No.1* Share in Golf Range Artificial Turf.

COMPANY DATA

Established: February 2008
Head Office Location: Sendai City, Miyagi Prefecture
Bases: Oita Factory (Kunisaki City, Oita Prefecture)
Business areas: Manufacturing and Sales for Golf Practice Range Equipment, Polycarbonate Flat and Corrugated Sheets

*As of Nov. 2024, according to our Company's Research

IRIS FINE PRODUCTS CO.,LTD.



Enhancing Everyday Life with Hand Warmers and Freshness Preservers

COMPANY DATA

Established: December 2005
Head Office Location: Sendai City, Miyagi Prefecture
Business areas: Production and sales of disposable heat pads and oxygen absorbers

IRIS PRODUCT CO.,LTD.

Establishing the basis for Tohoku Region's production industry

COMPANY DATA

Established: June 2019
Head Office Location: Sendai City, Miyagi Prefecture
Bases: Minamisoma Factory (Minamisoma City, Fukushima Prefecture)
Business areas: Production of artificial turf, corrugated and flat boards for construction, oxygen absorbers, packaged rice trays and film

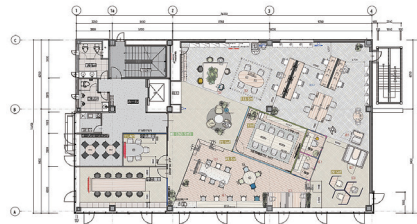
Domestic Group Companies

IRIS CHITOSE CO.,LTD. / HOUTOKU CO.,LTD.

With focus towards Office Furniture, we develop and sell furnitures and fixtures suitable for Educational Facilities, Medical and Welfare Facilities, Hotels, and MICE-oriented Facilities. In addition, we also provide services from space design to construction.



Designing what it means to
"Work" for every company.



Layout Design



Interior Design

The Future of Office Spaces, Envisioned by IRIS CHITOSE



Sustainability



Wellness Management



Productivity & Comfort

COMPANY DATA

Company Name: IRIS CHITOSE CO.,LTD.
Established: September 2001
Head Office Location: Sendai City, Miyagi Prefecture
Business areas: Planning and sales of equipment for offices, educational facilities, welfare facilities, etc.

COMPANY DATA

Company Name: HOUTOKU CO.,LTD.
Joined: May 2010
Head Office Location: Komaki City, Aichi Prefecture
Bases: Komaki Factory (Komaki City, Aichi Prefecture)
Business areas: Planning, production, and sales of furniture for schools, facilities, and offices

IRIS DENKO INC.

As part of our BtoB business,
we provide services from construction
supervision and management,
as well as provide grants and
rental to meet all your needs

Site Survey / Construction /
Follow Up Service

【Construction Business Permit and Licenses】
Electrical Construction, Tokyo Governor's Special
Approval (Special-2) License No. 150172

Providing Solutions tailored to each
customers' unique needs

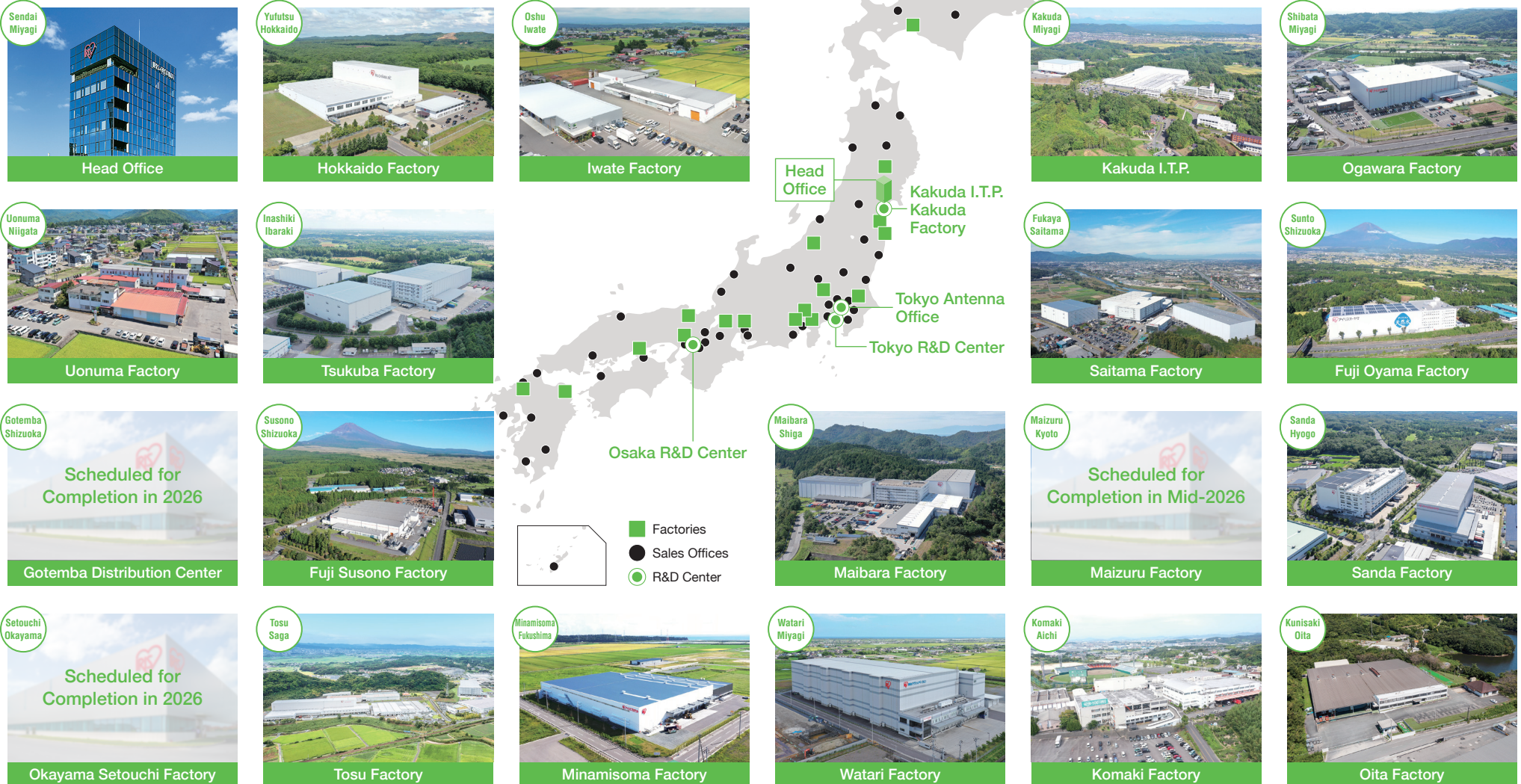
Offering comprehensive solutions that integrate
products like LED lighting and HVAC systems

COMPANY DATA

Established: July 2006
Head Office Location: Sendai City, Miyagi Prefecture
Business areas: Sales, installation, and maintenance of
electrical, electronic, and housing equipment

Domestic Operations

The IRIS Group, consisting of 16 companies in Japan, operates approximately 70 locations nationwide, providing attentive and localized services to each region.



Domestic Operations

R&D Center

Kakuda I.T.P. (Industrial Techno Park)

This location houses the IRIS Group's HQ functions, combining research and development, administrative departments, and manufacturing and logistics facilities. It serves as the central hub for the IRIS Group's manufacturing operations.



Quality Assurance
(Testing & Evaluation Center)



Showroom



Product Planning / R&D



Manufacturing



Logistics

Tokyo R&D Center Osaka R&D Center

As a development base for home appliances and other products, various departments involved in development are gathered here. The developers act as "advocates for consumers," continuously creating innovative products like "Ah-Ha Home Appliances."



Office Show Room



IRIS Group Tokyo Antenna Office



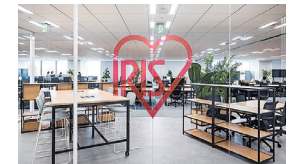
IRIS Group Meguro Office



IRIS Oroshimachi Building



IRIS Chitose Nagoya Office



IRIS Yodoyabashi Office



IRIS Group Higashi-Osaka Office



IRIS Group Fukuoka Office

Antenna Shop



IRIS Aoba Building



Shinsaibashi Office

International Operations

With 16 companies and 18 factories overseas, we develop products with a "User-in Concepts" approach tailored to the lifestyle and culture of each country, meeting global needs.

IRIS OHYAMA EUROPE B.V.

The Netherlands

With a long-standing track record as our first European factory, we have expanded business across Eastern and Northern Europe.

- Established: August 1998 •Number of employees: 67 Employees
- Bases: Netherlands factory •Main Manufactured Products: Storage Products, etc.

IRIS OHYAMA FRANCE SAS

France

A new central hub for production and logistics in Europe, manufacturing a diverse range of products.

- Established: April 2017 •Number of employees: 111 Employees
- Bases: France factory •Main Manufactured Products: Home Appliance, Face Masks, etc.

IRIS OHYAMA (THAILAND) CO., LTD.

Thailand

Sales of home appliances, food, and consumables in the ASEAN region. Strengthening online retail and BtoB business.

- Established: January 2020 •Number of employees: 33 Employees

IRIS OHYAMA VIETNAM CO., LTD.

Vietnam

Enhancing purchasing and procurement functions for assembled furniture, interior items, raw materials, parts, and molds.

- Established: November 2018 •Number of employees: 8 Employees



IRIS USA, Inc.

United States

Proposing solutions to the US market with a "User-in Concepts" mindset

- Established: June 1992 •Number of employees: 394 Employees
- Bases: Arizona Factory, Wisconsin Factory, Texas Factory, Pennsylvania Factory •Main Manufactured Products: Storage Products, Pet Products, etc.

IRIS CHINA GROUP

China

Mother Factory for the IRIS Group

- Established: March 1996 •Group company total number of employees: 4,468 Employees
- Bases: Dalian 7 factories Suzhou factory, Guangzhou factory, Tianjin factory, Other offices in Shenzhen, Shanghai and Hangzhou •Main Manufactured Products: Home Appliances, LED Lighting, Plastic Products, Pet Products, etc.

IRIS OHYAMA TAIWAN CO., LTD.

Taiwan

Strengthening local sales of home appliances, food, and beverages.

- Established: October 2019 •Employees: 27 Employees

IRIS KOREA CO., LTD.

South Korea

Meeting the needs of the South Korean market by producing a diverse range of products.

- Established: May 1988 •Number of employees: 100 Employees
- Bases: Incheon Factory, Korea Distribution Center
- Main Manufactured Products: Circulator Fans, Face Masks, Storage Products, etc.



2011

The Great East Japan Earthquake Occurs

- **Damage**

The headquarters and various locations, including Kakuda I.T.P., were affected by the earthquake.

- **Provision of Supplies**

The home center "Daishin" resumed operations the day after the earthquake to provide essential supplies.

2012

- **Launch of "Tohoku Future Development Initiative"**

A leadership development project aimed at autonomous and creative recovery in the affected areas.

2013

- **Establishment of BUTAI AGURIINNOVATION CO.,LTD. (Now: IRIS AGURI INNOVATION CO.,LTD.)**

Founded to support recovery through agricultural, commercial, and industrial collaboration.



- **Entry into the Rice Milling Business**

2014

- **Completion of BUTAI AGURIINNOVATION (Now: IRIS AGURIINNOVATION) Watari Rice Mill Factory Commenced rice production**



2016

- **Agreement with Kakuda, Miyagi Prefecture regarding the establishment and management of designated emergency evacuation sites during disasters**

2017

- **Agreement with Sendai City, Miyagi Prefecture regarding cooperation in the supply of essential supplies during disasters**
- **Commencement of support for the resumption of farming in coastal Fukushima Prefecture**

2018

- **Launch of "Kokon Tohoku" Pack Rice Made with rice from Minamisoma, Fukushima Prefecture**

2019

- **Establishment of IRIS PRODUCT CO.,LTD.**
A manufacturing company consolidating the group's businesses contributing to recovery.

2021

- **Start of rice planting and harvesting events in Namie, Fukushima Prefecture**
- **Signed "Agreement on Acceptance of People Having Difficulties Returning Home" with Sendai City, Miyagi Prefecture**



2022

- **Launch of "3.11 project"**

Initiated to address remaining regional issues in the affected areas and revitalize the Tohoku economy.



- **Completion of IRIS PRODUCT Minamisoma Factory**
- **Support for relocation to 12 municipalities in Fukushima Prefecture**
- **Participation in the "Hometown Forest Regeneration Project" Activities**
Reestoring the greenery lost in the eastern Sendai area due to the tsunami.

2023

- **Comprehensive Partnership Agreement Signed agreements with Kakuda City and Sendai City, Miyagi Prefecture**

2024

- **Comprehensive Partnership Agreements Signed agreements with Kesennuma City, Ishinomaki City, and Miyagi Prefecture**



Providing a Comfortable Life for Everyone



Initiative towards De-Carbonization

In addition to reducing CO₂ emissions at production sites, we promote a decarbonized society through the dissemination of energy-saving solutions.

In-House Energy Production through Solar Panels



High-Ceiling LED Lighting



Heating and Cooling Control, "Energy-Saver"



Product

Japan Solutions Philosophy as the driver, we aim to address social issues and achieve a sustainable society. We conduct fair and equitable procurement activities with high ethical standards to fulfill our social responsibilities. Additionally, we promptly share information and feedback from our customers within the company to improve our products and services.



Region



Collaboration with local governments



Sponsor Children's Cafeterias



Sponsorship of U-11 Premier League



Other



Human Resources Management



Expanding Japanese Food Products Overseas



Supporting various Countries and Regions



Working at IRIS OHYAMA

Diverse Talent Acquisition

- Recruitment of New Graduates & Early Career Professionals
- Recruitment of Experienced Professionals
- Recruitment of Individuals with Disabilities



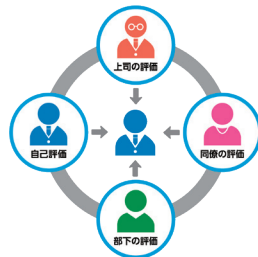
Fair Evaluation

● Three-Lane HR

System to allow each personnel to advance their career at their own pace



● 360 Degree Peer Evaluation



● Evaluation Boards and Grand Prix



● Bonus and Medals



Promoting Diverse Work Styles / Employee Support



● IRIS Career Challenge (Job Rotation)

- Childcare Leave & Maternity Leave
- Mentorship Programs
- Shortened working hours for Childcare
- One-on-One Meetings
- Full-time Employee Conversion
- Pulse Survey and Career Counseling

Talent Development

● On-boarding Orientation



● Follow Up Training



● Role-Specific Training Programs



Chairman & CEO

Chairman of the IRIS Group
IRIS OHYAMA Inc.
Chairman of the Board

Kentaro Ohyama



IRIS OHYAMA Inc.
Representative Chief Executive Officer

Akihiro Ohyama



Corporate Philosophy

- 1 Keep pace with an ever-changing market and consumer demands by establishing mechanisms to create profit in any given environment or era.
- 2 Contribute to society by always being mindful of the relationship between our Company, society and people by reinvesting profit in the Company and thereby improving the lives and lifestyles of our employees, our customers and the people who use our products.
- 3 Create a business environment where improvement of the Company leads to better employees, and improvement of the employees leads to a better Company.
- 4 Focus on our customers. The Customer Comes First is the foundation of our mission statement.
- 5 Have high aspirations, be aware of incompleteness, be full of vitality, and strive always to create a growing, innovative organization.