


ARTNATURE INC.

3-40-7 Yoyogi, Shibuya-ku, Tokyo
151-0053, Japan
Tel: 81-3-3379-3334 (Switchboard)
www.artnature.co.jp

 Member of the Japan Hair Industry Association

Securities code: 7823

Corporate Profile

Your best smile is
what we want.





Your best smile is what we want.

Management Philosophy

Our mission as a hair consultant is to foster a culture of hair that satisfies customers.

We provide people with opportunities to make their lives more positive, bright and beautiful.

We provide products and services of the very best quality through our global network.

We constantly strive to enhance the status of the hair industry and become a company that is trusted by society.

Contents

Introduction	1	Our Business	5	Sustainability	15
Message from the President	2	● Wigs	7	For Communities and Society at Large	16
History of ARTNATURE	3	● Hair Addition	9	For Our Shareholders and Investors	17
		● Medical Supply Sales/Support for Medical Institutions	10	Corporate Governance	18
		● Hair Growth Services	11	For Our Customers	19
		● After Sales Service	12	For Our Employees	20
		● Hair Care Products/Health Foods	13	Corporate Information	21
		Midterm Management Plan	14		

Greetings

Message from the President

We will continue offering guidance that leads our customers to a more positive lifestyle.

ARTNATURE has continued to be an industry leader since our founding in 1967, when we became the first comprehensive hair consultancy business in Japan. This would not be possible without the support of all of our stakeholders, from customers to shareholders to business partners, to whom I wish to offer my sincere gratitude.

For more than 50 years, we have developed and marketed an endless succession of innovative technologies and products to help give people a more positive outlook regarding the various hair issues they experience. We offer a broad range of products and services, including custom-made wigs of the highest quality, to meet our customers' needs.

Our entire company will continue to strive, working together as one, to foster the culture of hair in Japan under our motto, "your best smile is what we want" while we take full advantage of the three strengths we have cultivated over many long years; our product development capabilities, our technical ability, and our outstanding customer service.

In addition, as the only listed comprehensive hair consultancy firm in Japan, we are aiming for continued growth, and as we enhance our mid to long-term corporate value, we seek to become a company endorsed and trusted by not only our customers, but by people far and wide both within Japan and overseas.

I ask for your further understanding and support as we continue to move forward.

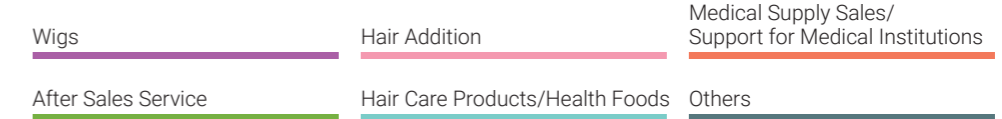
Yoshikata Igarashi

Chairman and President



Your Smile is Our Reward

Our mission to help guide those who have concerns about their hair to a more positive lifestyle by offering a variety of solutions has been the driving force behind the innovative technology and products that we have continued to produce for over 50 years as a comprehensive hair consultancy firm.



Your best smile is what we want.

Our Vision

Management Philosophy

Our mission as a hair consultant is to foster a culture of hair that satisfies customers.

We provide people with opportunities to make their lives more positive, bright and beautiful.

We provide products and services of the very best quality through our global network.

We constantly strive to enhance the status of the hair industry and become a company that is trusted by society.

1967

ARTNATURE INC. is established.

In 1969, we opened our first wig shop for men. Equipped with a barbershop, the store offered a one-stop integrated solution to customers from initial consultation through after-sales service. In 1980, we established a nationwide sales system within the company and our nationwide service network.

1987

Ventured into the women's market.

With the popularity of the MRP hair-addition system and our advertising campaigns, recognition of the ARTNATURE name and our brand power had successfully penetrated the market allowing us to venture full-scale into the market geared toward women, starting with the development of Ladies' ARTNATURE.

2008

Entered the market of ready-made wigs for women.

After successfully being listed on the stock market in 2007, we utilized the know-how we had amassed to enter the ready-made wigs for women business and launched the Jullia Olger brand.

2019

Sought further growth and expansion.

In 2019, we forayed into new business realms and acquired a new subsidiary wig brand and began a pharmaceutical sales business. Aiming for even further growth, we launched a new company to take on contracted work for medical institutions.

1973

Launched the Triple Hair-addition System for gradually increasing hair volume.

2001

Established the first Ladies' Salon in Ginza, Tokyo.



1984

Launched MRP, a groundbreaking hair-addition system that uses no base material.



1987

Launched Ladies' ARTNATURE marking our full-fledged entry into the ladies' wigs market.

2003

Launched Hair For Life hair-addition products, which give a natural-looking hairline and fit.

2005

Launched custom-made Cellaire ladies' wigs.

2006

Introduced a 3D measuring system.

2009

Launched ANCS wigs for medical use.

2011

Launched the MRP Nature, hair-addition service.

2011

Established the online retail store, ARTNATURE Online Shop.

2016

Launched Beauty Up, a hair-addition system for women.

2019

Acquired a company selling women's wigs, NAO-ART CO., LTD. as a subsidiary.

2020

Established Art Medical Service Inc. to take on contracted work for medical institutions.

2021

Launched "Feelin" a wig line that is not held in place with pins.

1969

Created an integrated system covering counseling, wig making, and after-sales service.



1989

Launched the Ladies' MRP hair-addition system.



2008

Entered the market for ladies' ready-made wigs with the Jullia Olger wig brand.



2019

Launched LABOMO Hair Grow MINOXI 5, a product to stimulate hair growth.



1967

ARTNATURE INC. was established.



1990

New head office built in a new location.



2002

Integrated all sales companies in Japan through joint ventures. Acquired the Eurotech Hair Systems, Inc. plant in the Philippines.



2007

Made an initial public offering on JASDAQ.



2012

Established ARTNATURE SINGAPORE PTE. LTD.

2011

Established ARTNATURE (SHANGHAI) INC.

2008

Established a second subsidiary in the Philippines.



2015

Established ARTNATURE (THAILAND) CO., LTD.

2013

Moved to the First Section of Tokyo Stock Exchange.



2022

Listed on the Prime Market of the Tokyo Stock Exchange.

2014

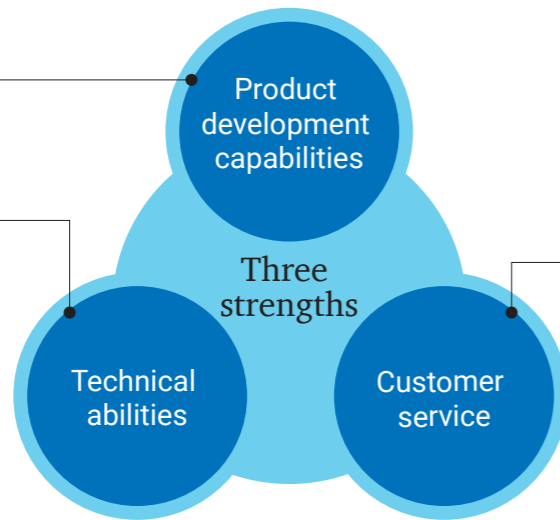
Established ARTNATURE MALAYSIA SDN. BHD. Established ART MIKAWA INC. for the manufacture and sale of wigs for entertainment.

Making Our Customers' Wishes Come True

"Your best smile is what we want" is the motto driving us to develop our business helping customers with their hair related concerns and needs. We help guide customers to a more positive lifestyle by offering high quality custom-made wigs and a wide variety of other products and services.

Research and Development that Anticipates Needs

We have a development division at our overseas production plant making faster product development and inspection possible as they work in collaboration with the development division at our headquarters.



Delightful Salons with Professional Hospitality

Each and every one of our staff members greet our customers with a smile to create a space where customers feel comfortable and safe and provide service with heartfelt and heartwarming hospitality.



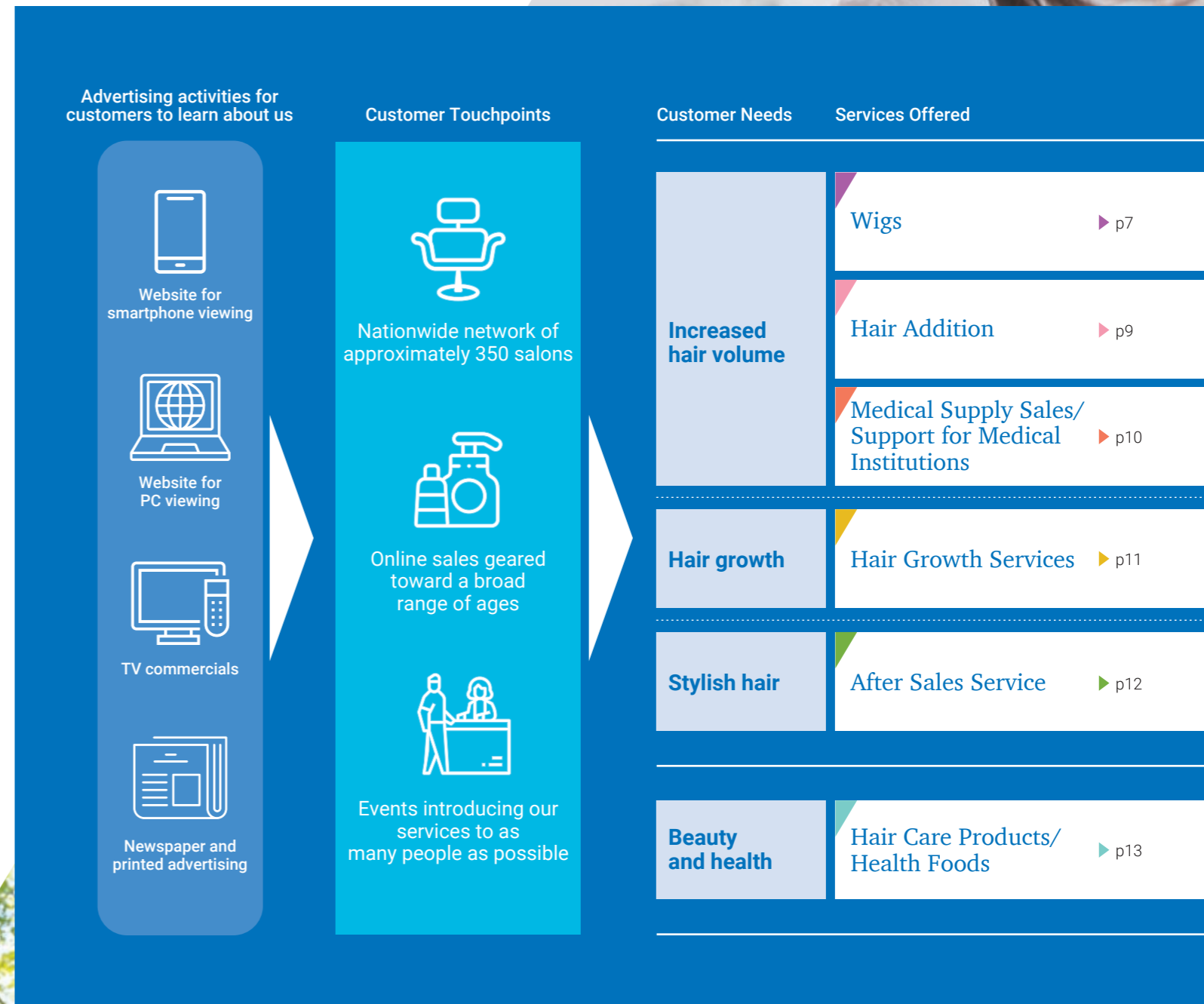
Over the course of our more than 50 long years of history, ARTNATURE has cultivated three strengths; product development capabilities, technical abilities, and customer service, that have become the foundation by which we provide products and services that achieve even greater customer satisfaction. First, we put a lot of effort into our advertising activities to spread awareness of our products and services among those with the potential need for them. We then create touchpoints for those interested in what we have to offer through a variety of activities. Through this process, we carefully assess customer needs while providing various services that make the most of our three strengths.

Training Professionals

We provide our staff with various types of training at each job category and level to hone their techniques, skills, and know-how as hair professionals.



Service Flow



Providing Wigs Our Customers Want

We have been working with wigs since the founding of our company and they have come to represent ARTNATURE. From custom-made to ready-made, we carry a broad range of products to meet each of our customer's varying needs.



Custom-Made Wigs

Custom-made wigs have been the centerpiece of our product lineup since our founding. Our handcrafted products are made to perfectly suit each customer's individual requests and hair condition. In crafting our products, a staff member listens to the customer's requests, measures the shape of the customer's head using our state-of-the-art 3-D measuring system, and finally sends the data to our plant along with any other various requests from the customer. At the plant, our master technicians use this data to craft all of our products by hand. Although it takes a certain amount of time for the product to reach the customer, the major advantage of a custom-made wig is a finish and fit so natural and perfect, it feels like your own hair.



Custom-made wig production process



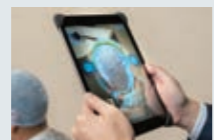
In Focus

Measurements taken

Using the industry's first 3-D measuring system to achieve comfort

To create a base net that fits perfectly, getting correct measurements are extremely important. We introduced a 3-D measuring system in 2006 to enable quick and accurate measurements. We then store the measurements and any other requests, such as style and color, as data.

In 2022, we introduced the use of a portable 3-D scanner that allows us to easily create 3-D data of a customer's head, regardless of location, using just a tablet and a dedicated app.



Wig production

Handcrafted by skilled craftsmen

At our plant in the Philippines, dedicated artisans carefully handcraft each wig one hair at a time achieving a natural finish from color to the way the hair falls.

Philippines Production Site Produced at ARTNATURE PHILIPPINES INC. ARTNATURE MANUFACTURING PHILIPPINES INC



Ready-Made Wigs

We use our superior product development capabilities cultivated through producing custom-made wigs to offer a lineup of ready-made wigs. We have developed several brands to meet any needs our customers may have in order to help them enjoy a variety of hairstyles with greater ease and make their lives brighter.

MJO

We provide high quality products that take advantage of the technical abilities we cultivated in our custom-made wig business at an affordable price. Based on this policy, we developed men's ready-made wig brand in stores located near terminal train stations in the Tokyo metropolitan area. In addition to an abundant array of ready-made wigs in different colors and sizes to meet customers' needs, we also offer a broad range of wigs, such as semi custom-made wigs that can be created by combining parts that come in different patterns based on size and hair volume.



Jullia Olger

This entirely hand-crafted, ready-made wig brand for women was born from the desire to offer our superior technical abilities at an affordable price to make it easier for women to enjoy having stylish hair. Since the brand was established in 2008, we have opened 87 stores* throughout the country mainly in department stores and shopping malls. A variety of styles of high-quality wigs are made available at a price that is more affordable than custom-made wigs. The brand also offers a wig called "ANCS" that is used for medical purposes and implements materials that are gentle on the skin and has adjustable volume and size.



NAO-ART

This ladies' ready-made wig brand joined the ARTNATURE Group in October 2019. NAO-ART was established in 2001 with the corporate philosophy of giving customers the gift of happiness. There are 36 stores* located throughout the country mainly in supermarket complexes in major cities in the Tokyo metropolitan area, Tohoku, Tokai, Kansai, and Chugoku areas. The wigs are offered at relatively affordable prices making them easy to purchase even for first-time buyers.

*As of March 31, 2022



Helping People Enjoy Different Hairstyles

We implement a hair-volumizing method that binds artificial hair to your natural hair and increases the volume of your hair a little at a time. We can create the image our customers envision for themselves with plans that adjust hair whorls and parts, concentratedly increase hair in areas of concern, or increase hair volume incrementally.



At ARTNATURE, hair addition is conducted by ARTNATURE stylists with professional expertise using a method that bonds several strands of artificial hair to the customer's own hair at the scalp. As it is possible to increase hair volume incrementally one hair at a time, hair can be increased to the desired volume in an unnoticeable natural progression. This addition method is attractive because your hair shape remains intact even if it is subject to the moisture in sweat or rain and it can be styled with your hands, just like your own

natural hair. You can achieve your ideal hairstyle with the technology and know-how ARTNATURE has crafted as Japan's first developer of hair-volumizing techniques. Since we released this technology, we have continued to evolve it creating a rich lineup of products that give attention to the finest of details, including the number of strands bonded at once, the way in which they are bonded, and the thickness of the artificial hair strands, to further meet the broad variety of needs of our customers.



In Focus

New proprietary technology producing more natural feeling hair

Using cutting edge wet blasting technology, which processes only the hair bonds with ultra-fine precision, the bonds with your natural hair are minimized and stand out significantly less than conventional products. In addition, it achieves a more natural look by mixing together and processing hairs of different thickness.

Hair addition process



The latest technology enables a natural finish by minimizing the size of the knots binding the hair together.

Meeting an Even Broader Range of Needs

From 2019, ARTNATURE ventured into the field of medical supply sales and support for medical institutions. As a comprehensive hair consultancy business, we will continue to enhance our hair-related products and services with new items to meet the needs and resolve the concerns of as many customers as possible.



Medical Supply Sales (Hair Growth Stimulant)

To enhance our hair product lineup and better meet our customers' needs, we sell a hair growth stimulant containing the hair growth agent minoxidil (a class 1 drug). Minoxidil acts directly upon the hair follicle promoting cell growth and protein synthesis, which stimulates new hair growth and promotes the growth of existing hair.

In 2019, we launched LABOMO Hair Grow Minoxidil 5, a hair growth stimulant for men, and in 2020, we released LABOMO Hair Grow Hanaminoxi for women sold mainly on our company's online store.



LABOMO Hair Grow Minoxidil 5

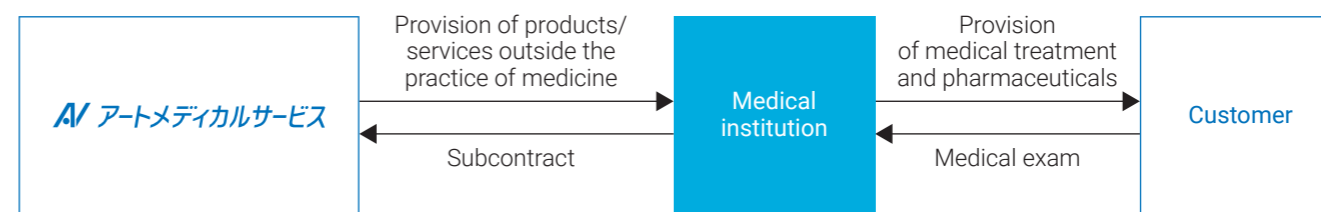
LABOMO Hair Grow Hanaminoxi



Medical Institution Support

Art Medical Service, Inc. was established in January 2020 to conduct sales of pharmaceuticals and contracted work for medical institutions. Utilizing ARTNATURE's knowledge of hair, we provide products and services committed to bringing smiles to the faces of everyone.

Operational flow



Proposing Optimal Hair Care with Reliable Techniques

Continuous care of the scalp and hair promotes normalization of the hair cycle and maintains an environment that fosters luxurious hair. Our staff of hair professionals check the condition of customers' scalps and hair and propose the optimal course accordingly.

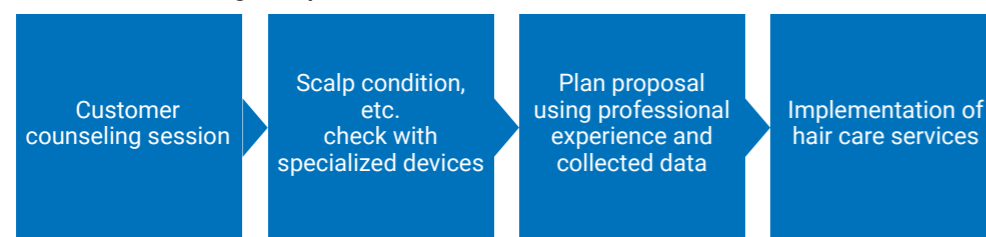


At Salons

We conduct interviews and monitor checks to gain more detailed knowledge about the condition of a customer's scalp and hair. Our staff then offer the best advice and most appropriate hair care based on their professional experience and collected data.



Flow from counseling to implementation



In Focus

Guidance to a natural hair cycle with proper advice and hair care

Daily habits that cause scalp damage and hair cycle disturbances are often the reason behind hair loss and thinning. Discovering and controlling the causes behind hair loss and thinning will restore an environment that fosters lush and luxurious hair.



① Hair cycle normalization
We look for trouble areas in the hair cycle between loss and regrowth and make improvements.



② Maintenance of the scalp environment
We promote blood circulation with cleansing and hair growth agents to establish a healthy scalp environment.

At Home

At ARTNATURE, we offer an abundant lineup of hair care products for home use from our hair growth stimulating shampoo and scalp lotion to our electric scalp massager and head spa related goods. Using these products in conjunction with professional salon care will achieve more continuous and effective scalp care.

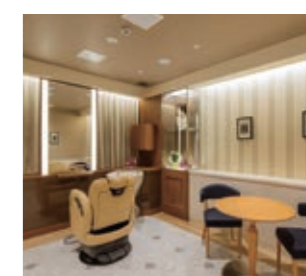
Providing Customer Support Anytime, Anywhere

We provide a full range of after-sales services, including wig maintenance, to encourage a long-term relationship with the customers who purchase our products.



At Salons

For customers who have purchased our products, we provide haircut and coloring services in our stores. A properly licensed stylist cares for each customer individually in the salon and communicates with them to get an understanding of their needs in order to build a good relationship.

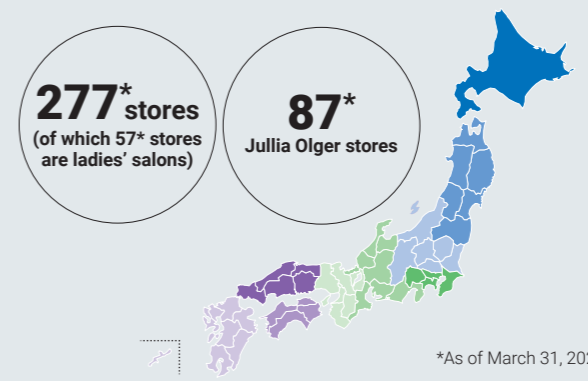


In Focus

Nationwide Network

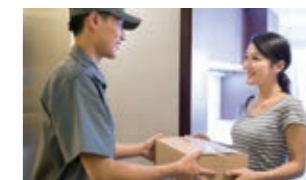
ARTNATURE has more than 350 stores nationwide, which means we are able to provide high-quality service to our customers no matter where they are.

▶ p21 Store Network



At Home

For customers unable to visit a salon regularly due to various circumstances, we provide maintenance service using a delivery system. If you use our delivery service to send us the custom-made wig you purchased, we will conduct maintenance on it and send your wig back to your home or current accommodations.



At Events

We hold events at irregular intervals for customers using ARTNATURE wigs. At the events, you can learn how to use and maintain your wig from our staff member in addition to receiving advice on how to color coordinate your wig with your clothing and other suggestions from a fashion perspective as part of our efforts to make wig usage more fun.



Hair Care Products/Health Foods

Easy-to-Purchase High-Quality Items

At ARTNATURE, we carry a variety of products, such as selected hair care products and health foods, for sale on our company's online store and other mainstream shopping sites to help our customers maintain both beauty and health. We are also working on building our sales network even further by moving into the online sales business in China.



Online Sales

At our ARTNATURE ONLINE SHOP internet sales website, we sell shampoo, conditioner, and other hair care-related items to help customers maintain healthy hair and scalps, in addition to health foods. Even customers who have never had the opportunity to visit an ARTNATURE salon can easily purchase our high-quality products from the comfort of their own home. In addition, there are reliable regular courses with discounts, coupons available only to site members, a mail magazine, and other benefits and convenient functions available. The products on our site are also available at online shopping malls such as Rakuten and Amazon.

▶ <https://ec.artnature.co.jp/shop>



ARTNATURE Online Shop

In Focus

Efforts Overseas

We have opened an ARTNATURE overseas flagship store on the Chinese EC site, Tmall Global, which sells internationally and is operated by the Alibaba Group. With this opportunity, we are expanding awareness of our brand in China and further strengthening our e-commerce site lineup to make it even easier for people in China to use our products.

▶ <https://artnature.tmall.hk/>



Tmall Global Online Shop

TV Shopping

Our products are introduced and sold on dedicated TV shopping channels. We are able to easily communicate how to use our products and their effects by showing how the products, such as our gray hair hiding foundation, ARTMICRON PLUVI, and our hair color treatment that simultaneously acts as both cover for gray hair and treatment, are used as the sales pitch is presented.



LABOMO Scalp Aroma
Hair color treatment
Luce

In-Store/Catalog Sales

Our salons throughout the country sell the selected hair care products used at ARTNATURE salons so that customers can use the products even at home. We also sell our various products in general mail order catalog offered by different companies giving an even broader customer base access to our products. We continue to strive to expand our sales channels to increase opportunities for customers to familiarize themselves with our products.



LABOMO Cool Cube Suzuca

For Growth

Mid-term Management Plan

Seeking Further Growth

We have formulated the ARTNATURE mid-term vision, the "ARTNATURE Challenge Plan." In this era of uncertainty, we seek to achieve a society filled with smiles by continuing to grow as the presence pioneering the next generation.



ARTNATURE CHALLENGE PLAN

ARTNATURE's endeavor to pioneer the next generation

Goal for the next three years (FY ending March 2021 – FY ending March 2023)

While expanding existing business, we will further expand our business area and establish the foundation for "innovating ARTNATURE for the next generation"

Priority Items

In our mid-term management plan, "ARTNATURE Challenge Plan," we have formulated priority items that have been identified as the areas where we should place our focus in order to achieve our goals.

Priority Items

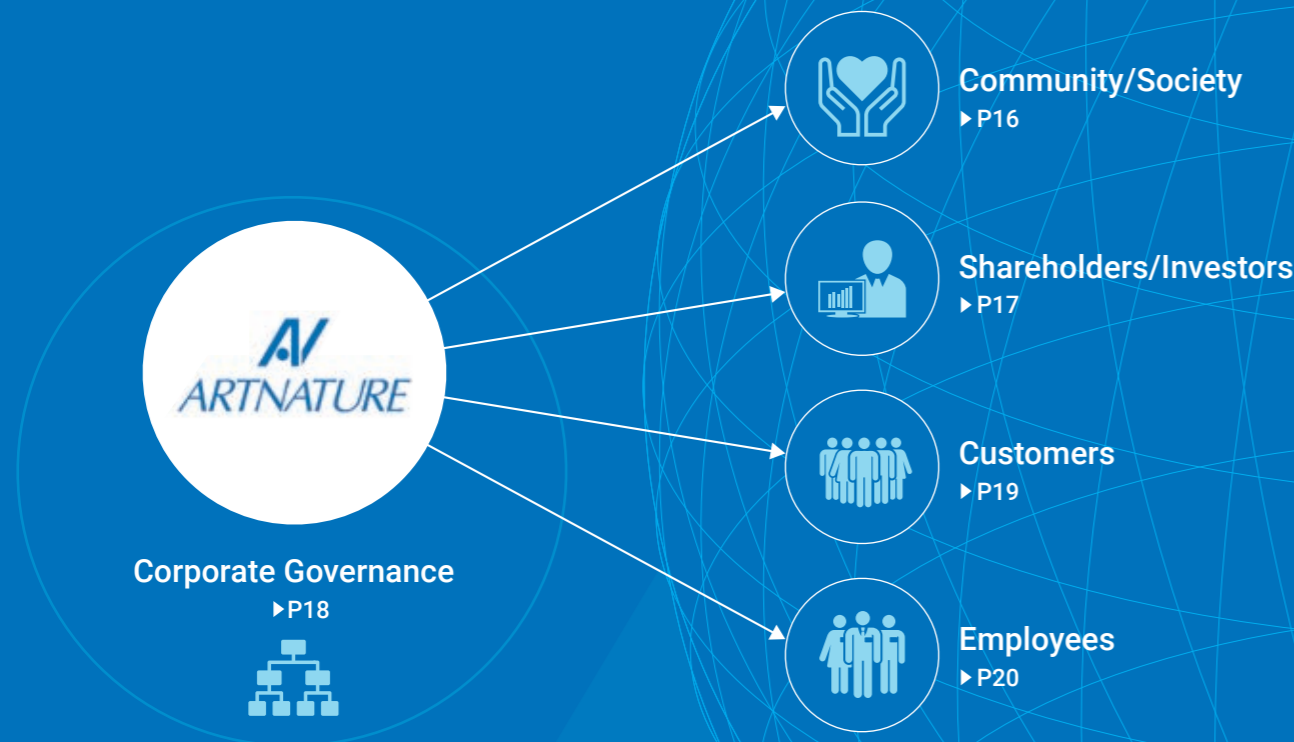
Performance growth <ul style="list-style-type: none"> •Expansion of existing business •Expansion of hair growth agent business •Expansion of standard wig business •Expansion of medical institution support business 	Pioneering new fields <ul style="list-style-type: none"> •M&A domestically and overseas •Open innovation •New businesses
Market interaction <ul style="list-style-type: none"> •Practice of SDGs •Enhanced IR activities •Stronger corporate governance 	Stronger hiring practices <ul style="list-style-type: none"> •Strengthened personnel recruitment •Employee retention
Business innovation <ul style="list-style-type: none"> •Review of various policies •Headquarters operations renewal 	Employee training <ul style="list-style-type: none"> •Strengthened on-site capabilities •Strengthened headquarters personnel

Achieving a Sustainable Society

We believe that the comprehensive hair products consisting mainly of wigs that ARTNATURE offers are highly compatible with SDGs goal of a world where no one is left behind. As we continue to grow, we are making efforts through a variety of activities alongside our stakeholders in order to bring all people their best smiles.

“Your best smile is what we want.” × “Leaving no one behind”

ARTNATURE continues to work toward achieving the SDG of a sustainable society by 2030 and beyond.



For Communities and Society at Large

Creating Smiles by Providing Free Wigs to Children with Hair Problems

Children can lose their hair for a number of reasons, for example, alopecia areata, burns and other injuries, radiation treatment, and chemotherapy. In 1998, ARTNATURE started our Little Wing Works (LWW) program, providing free wigs so that these children can spend their days smiling with hope and confidence. About 6,400 children have received wigs so far. The program's name comes from ARTNATURE's desire to give these children the support they need to spread their wings and fly. Starting in 2018, the company has also been participating in Gold Ribbon activities to support children with childhood cancer.



Developing Wigs for Medical Use

We want those who have lost their hair to cancer treatment and other medical issues to also feel their best in their daily lives, which is why we developed the medical wig brand, ANCS. This medical wig that uses materials gentle on the skin and is crafted with precision quality is sold at nationwide Jullia Olger stores, Ladies' ARTNATURE salons, and ANCS in-hospital salons.



Helping Women Stay Healthy— Supporting the Pink Ribbon Campaign for Breast Cancer Screening

One community service activity that ARTNATURE carries out to help women stay healthy is its support since 2008 of the Pink Ribbon campaign for breast cancer screening. We cooperate in a number of efforts that are aimed at educating as many people as possible about the importance of early detection, diagnosis, and treatment of breast cancer.



Breast Care Brochure

Signage at stores with certified Pink Ribbon advisors

ARTNATURE Wigs Supporting Art and Culture

ARTNATURE is working hard towards bringing the general public greater exposure to hair technology and products. In doing so, we continue to make proactive efforts to provide wigs for theater, movies, TV series, and other productions in the entertainment industry.



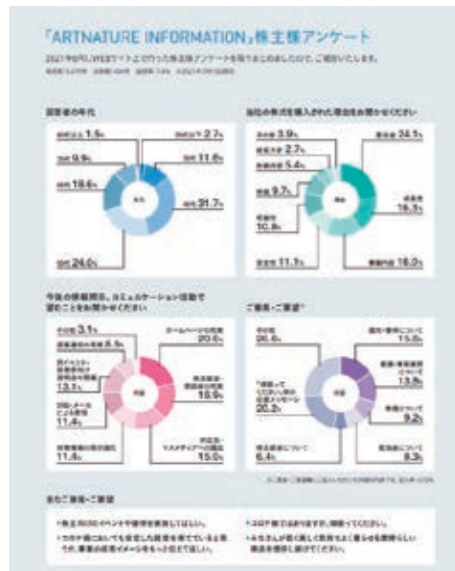
Theatrical Company Tobiraza 40th Anniversary "Kaitai Aocha Baba": ZA-KOENJI 1



For Our Shareholders and Investors

Prioritizing Communication with Shareholders and Investors

At ARTNATURE, we value the opportunity to exchange opinions with all of our shareholders and investors. Using the internet and other means, we regularly distribute questionnaires to our shareholders in an effort to enhance communication. The valuable opinions and encouragement we receive help us better manage our business moving forward.



The survey results we receive are published in "ARTNATURE INFORMATION" (newsletter for shareholders) and reported on our website.

Transparency through Proper, Timely Disclosure of Information

As a listed company, ARTNATURE fulfills its responsibility for transparency by properly and promptly disclosing information. Our website has a section providing information for investors, and we provide timely information through material such as press releases, financial reports, and briefing documents. These efforts earned us a "Best IR Award for Small to Medium Sized Capitalization Companies" from the Japan Investor Relations Association in 2013. Such accolades and other positive feedback provide us with the impetus to continue improving our investor relations activities.



ARTNATURE Investor relations site <https://www.artnature.co.jp/ir/english/>

Individual Investor Briefings to Make ARTNATURE More Accessible to the General Public

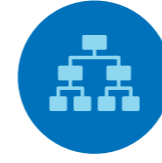
We strive to help individual investors deepen their understanding of our products so that we may depend on their loyalty as shareholders for the long term. As part of these efforts, we hold seminars at our periodic corporate briefings for private investors, where attendees can try on wigs or have their scalps checked. We use all of the resources at our disposal to familiarize and educate investors about ARTNATURE as a company and the products and services we offer.



Briefing for individual investors



Staff member inspects an attendee's scalp



Corporate Governance

Implementing Sound Management

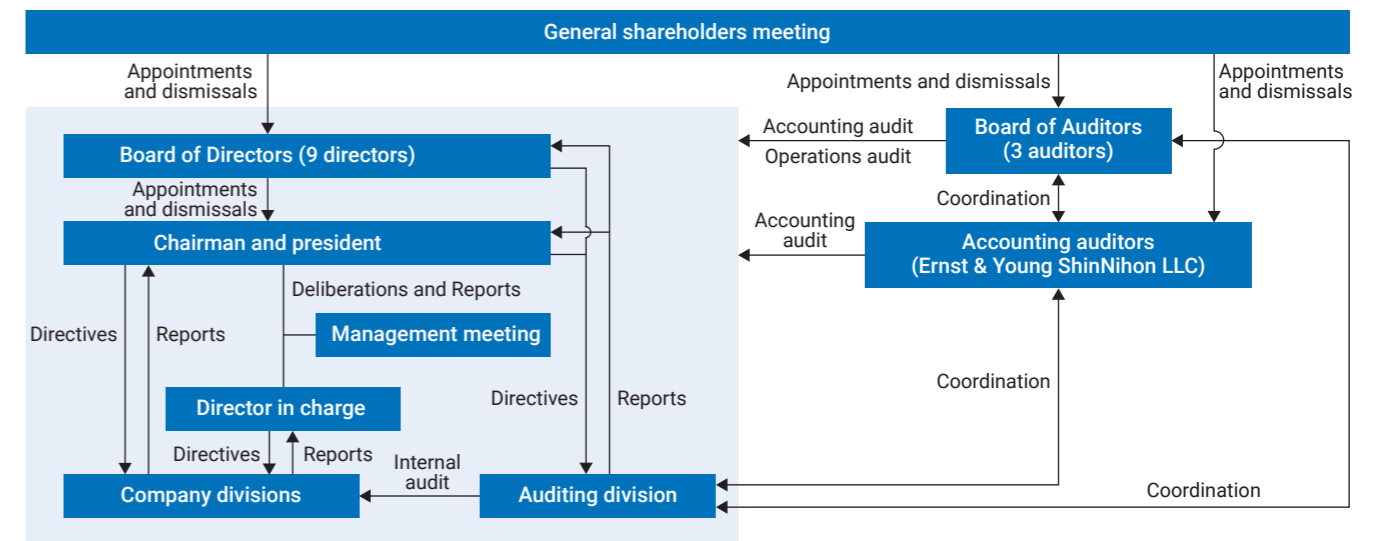
In addition to holding meetings of the Board of Directors at least once a month, regular management meetings and executive briefing sessions are held to decide on management policies and share information. We have also adopted a statutory auditor system in addition to selecting outside directors since 2015 in an effort to strengthen our corporate governance. Additionally, we have formulated an internal control system basic policy

and established a system that can operate and evaluate information control, risk management, work efficiency, and other aspects of management.

Committees Supporting Corporate Governance

- Compliance Committee
- Risk Management Committee
- IT Committee, Quality Improvement Committee, others

Corporate Governance Structure



*As of March 31, 2022

Hotline to Dedicated Divisions

To ARTNATURE, compliance means more than simply abiding by laws. We are bound by our own company regulations and seek to contribute to the good of the general public while staying ahead of society's ever-changing needs. Our Compliance Control Office is a division dedicated to maintaining and driving our compliance system forward. To prevent violations of laws and regulations as well as internal rule infractions, we have implemented a hotline to act as an internal whistle blowing system offering consultation to both internal and external whistleblowers. This effort is not only to deter illegal activities, it also serves to create an open and pleasant work environment.

ARTNATURE Group Code of Conduct Helps Foster Our Corporate Spirit

All ARTNATURE employees carry the ARTNATURE Credo Card with their company ID badge, and all receive the ARTNATURE Group Code of Conduct to keep themselves aware of compliance matters. Regular internal training sessions are also held regarding protecting personal information and insider trading regulations in an effort to deepen understanding of the importance of compliance.



ARTNATURE Group Code of Conduct

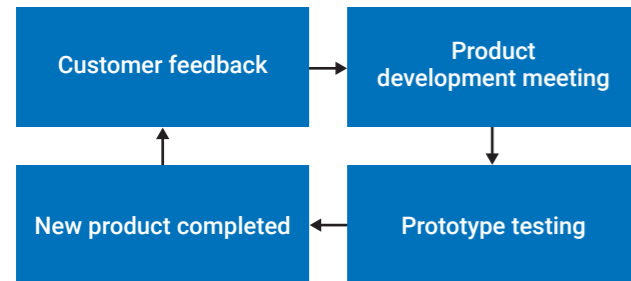


For Our Customers

Creating a System That Uses Customer Feedback to Develop and Improve Products and Services

We have established a customer service center through which we receive customers' opinions and criticism, to which we respond promptly and sincerely. At the same time, this feedback is collected as important information and shared with the relevant ARTNATURE divisions, which use it effectively in developing and improving our products and services.

This creates a system that further increases customer satisfaction.



Customer Privacy Protected by the Strictest Information Security System

Delivering absolute safety and security is one of our most important missions, and we cannot allow our customers' personal information or their concerns to be leaked outside the company. To that end, we hold workshops to maintain an awareness of the importance of protecting personal information among our entire staff on a regular basis. In August 2006, we earned the PrivacyMark and update it regularly to build a management system that has adequate strength for protecting personal information.



Earning Customers' Trust with Advanced Technology and Meticulous Quality Control

The advanced production technology and meticulous quality control at our plant in the Philippines is the backbone behind the high level of quality of ARTNATURE's products. Our cutting edge 3-D measuring system measures and digitizes the shape of customers' heads at each of our stores and sends the data to

our plant. That highly accurate measurement data and the handcrafted hair transplants made by our expert staff contribute to the continued improvement in the quality of ARTNATURE products. We also operate a stringent system of quality control based on ISO 9001, which we obtained in 2011.



Our plant in the Philippines



Portable 3-D scanner



ISO9001



For Our Employees

Extensive Training to Strengthen Skills and Various Benefits to Boost Employee Motivation

As hair professionals, ARTNATURE staff members must have the ability to style wigs, and it is also important that they are able to provide good customer service and recommend the right products to customers. To further improve these skills and their effectiveness, we provide employees with a wide range of training in accordance

with their position and level in the company. In addition, to foster job satisfaction and stimulate motivation among our staff, we provide a range of benefits packages as well as various systems of support for acquiring certifications and awards for hard work.

Main Training Programs

- **Job-based training:**
Stylist techniques training/New store manager training/Study sessions & seminars for acquiring various skills/etc.
- **Level-based training:**
Training for new graduates/mid-career hires/CDP program at headquarters/Assessment training/etc.
- **Other training programs:**
In-house foreign language classes/ etc.

Main Benefits and Support Systems

- **Various social insurance systems**
- **Benefits packages:**
Defined contribution pension system, employee stock ownership system, employee union, severance pay, housing allowance
- **Work-life balance systems (support for childrearing):**
Maternity leave, childcare leave, shortened work hours for full-time employees
- **Other support systems:**
Career training support system, awards system, perks for useful ideas

Encouraging a Work-Life Balance by Promoting Work Reforms

To help our employees maintain their health, ARTNATURE strives to create a workplace environment where employees can enjoy both physical and mental health supporting improvements in lifestyle habits and the elimination of overtime work. We are also working to create a system that helps support employees' work-life balance, such as encouraging men to take childcare leave.



We earned the Kurumin mark, which is a symbol that Art Nature has been recognized as a company that supports childcare based on the Act on Advancement of Measures to Support Raising Next-Generation Children.



Certified as a Health & Productivity Management Outstanding Organization 2022 (large enterprise category) in a program run jointly by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi

Striving for Diversity in Our Workplace

ARTNATURE regularly hires young people who have recently graduated from graduate school, university, and technical colleges. We also actively continue to hire mid-career recruits, extend contracts for those who have reached retirement age, and hire those with disabilities. Our other efforts toward diversity management include promoting female employees to authoritative positions and appointing non-Japanese staff at our overseas subsidiaries to our offices in Japan in order to encourage technical and cultural exchange.



Awarded L-boshi certification for excellence under the Act on Promotion of Women's Participation and Advancement in the Workplace



Received Grand Prize in the White Company Awards sponsored by Japan White Spread

Corporate Information

Company Overview

(As of March 31, 2022)

Name	ARTNATURE INC
Head office	3-40-7 Yoyogi, Shibuya-ku, Tokyo 151-0053, Japan Tel: 81-3-3379-3334 (Switchboard)
Founded	April 1965
Established	June 1967
Paid-in capital	¥3,667 million
Employees	3,798 (Non-consolidated: 2,256)
Consolidated subsidiaries	Japan: five / Overseas: Seven

Directors and Auditors

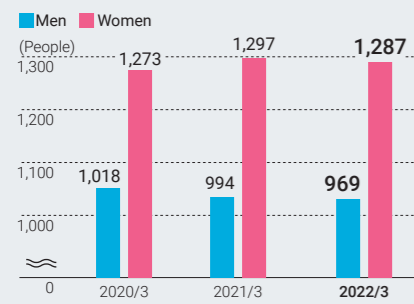
(As of June 30, 2022)

Chairman and President	Yoshikata Igarashi
Senior Managing Director	Hisakazu Moriyasu
Managing Director	Keisuke Igarashi Isao Naito Takashi Kawata
Director	Hisayuki Kawazoe
Outside Director	Maya Nakayama Takafumi Kiyonaga Yukiko Matsuoka
Standing Auditor	Shunichi Matsushima
Outside Auditor	Hiroaki Hasegawa Satoshi Hiyama

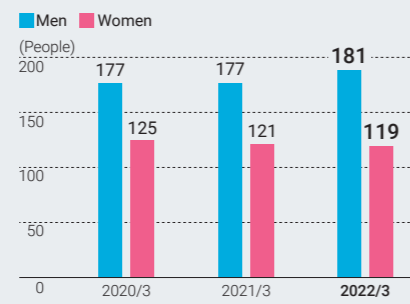
Corporate Data

(As of March 31, 2022)

Breakdown of full-time employees

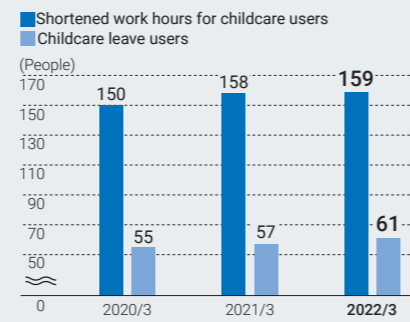


Breakdown of store managers*



* Including Jullia Olger stores (ready-made wigs)

Usage of company systems

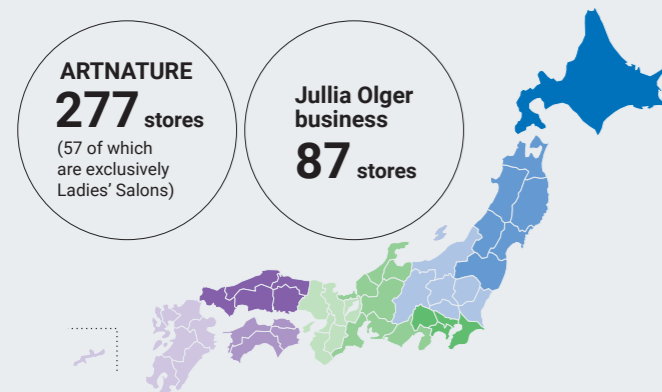


Store Network

(As of March 31, 2022)

Domestic Stores

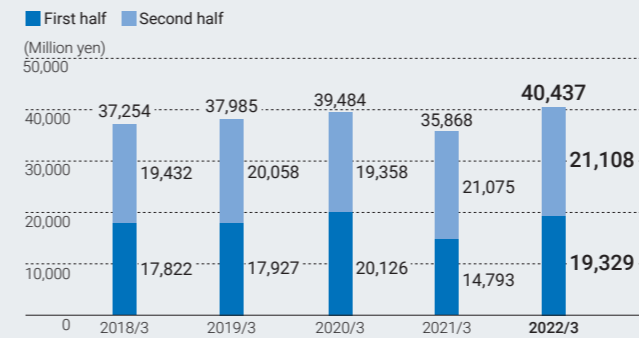
Region	Stores	Jullia Olger	ANCS salons in the hospitals	Art Drug	NAO-ART
Hokkaido	7 stores (1)		1 store		
Tohoku	24 stores (1)	3 stores	1 store		3 stores
Kanto Shinetsu	33 stores (8)	9 stores			5 stores
Metropolitan Tokyo	59 stores (18)	22 stores	3 stores	1 store	23 stores
Chubu	45 stores (6)	12 stores			2 stores
Kansai	49 stores (13)	17 stores	4 stores	1 store	1 store
Chugoku	19 stores (4)	7 stores			1 store
Shikoku	10 stores (1)	4 stores	1 store		
Kyushu, Okinawa	31 stores (5)	13 stores			1 store



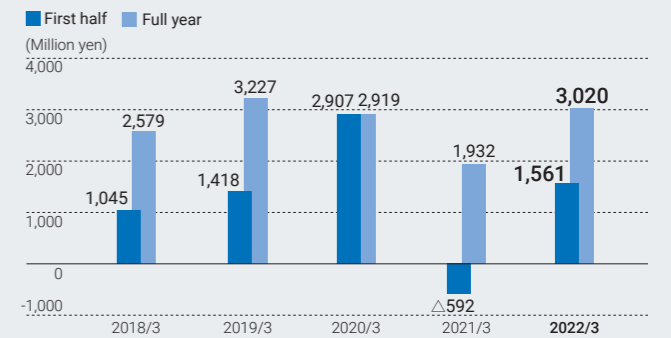
Overseas Production Sites



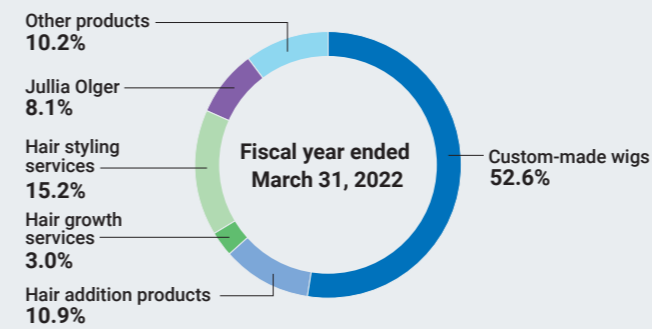
Net sales (consolidated)



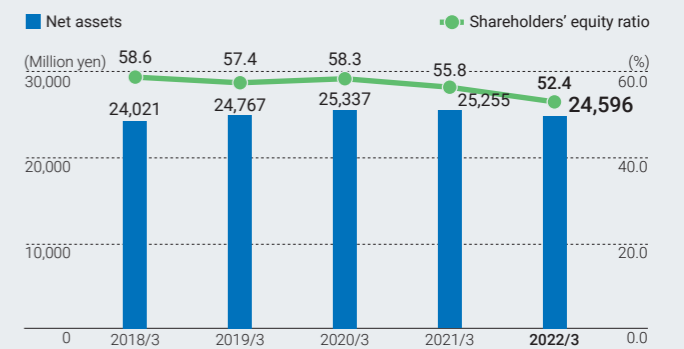
Operating income (consolidated)



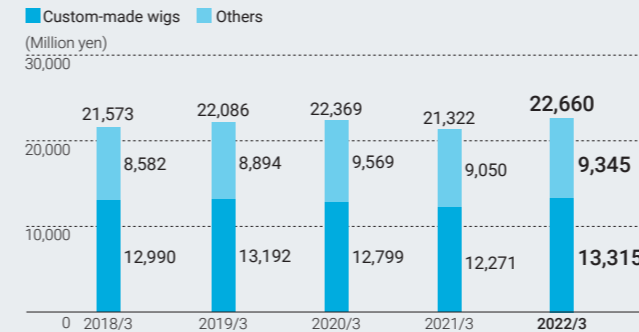
Breakdown of net sales by products and services (Consolidated)



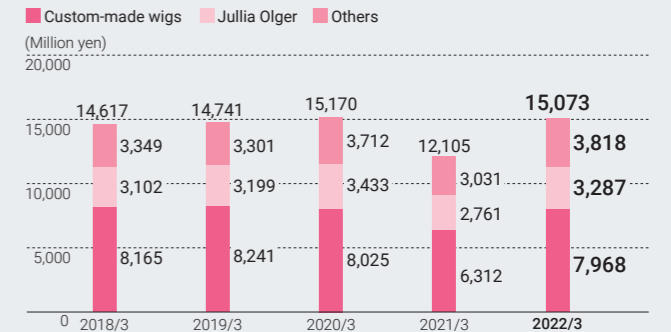
Net assets, shareholders' equity ratio



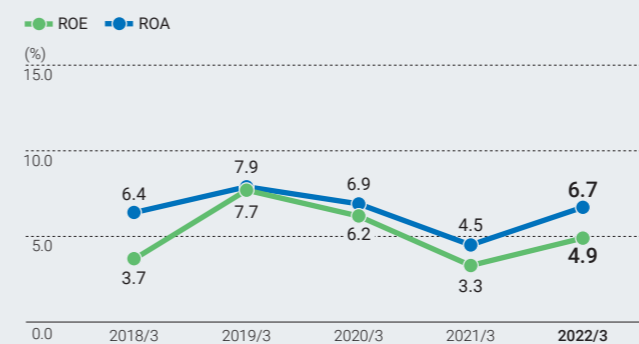
Net sales in men's business (Non-consolidated)



Net sales in ladies' and Jullia Olger businesses (Non-consolidated)



ROE, ROA*



*ROA (return on assets) = $\frac{\text{Operating income} + \text{interest income} + \text{dividend income}}{\text{Total assets}}$

Dividends, dividend payout ratio

