

Panasonic Connect Company Profile



Our Purpose

Change Work,
Advance Society,
Connect to Tomorrow.



CEO Message

Panasonic Connect plays a central role in the growth of the Panasonic Group's B2B solutions business and provides new value to its customers by working with them on the ground, facing their challenges alongside them.

Our company's purpose, the very reason for our existence, is to "Change Work, Advance Society, Connect to Tomorrow." By driving innovation in the supply chain, public services, infrastructure, and entertainment sectors, we aim to contribute to the realization of a sustainable society and to ensure well-being for all.

Above all, we value "connecting" with our customers, being close to them and truly understanding their challenges, so that we can continually help them to solve problems and make even greater contributions to their businesses.

I look forward to your continued support.



Panasonic Connect Co., Ltd.
CEO Yasu Higuchi

A handwritten signature in black ink, appearing to read 'Y. Higuchi', written in a cursive style.

Our Story

At Panasonic Connect, we help our customers connect today for a better tomorrow.

We work with them and our partners on the ground, facing their challenges alongside them.

Whether it's their technology, process, or operating site, we help improve and innovate work where the most impact is created. This allows us to be constantly learning and iterating, helping our customers and ourselves get smarter in the process.

Leveraging our decades-long experience and the latest technologies, we connect everything we provide, from hardware and software to smart components and autonomous systems, to create value for customers' business.

We connect people, processes, and technologies to move society forward.

It's our way of ensuring a sustainable future for our customers and our planet.

It's how we partner for tomorrow.





Our 5 Core Values



By connecting the power of people and technology, we bring innovation to our customers' operations and create a better future.



Empathy



Results



Relentless



Teamwork



Company Overview

Company Name Panasonic Connect Co., Ltd.

Head Office Location Sumitomo Fudosan Shiodome Hamarikyu Bldg., 8-21-1 Ginza, Chuo-ku, Tokyo 104-0061, Japan

Tel +81-3-5565-8700

Web <https://connect.panasonic.com/en>

Foundation April 1, 2022

CEO Yasu Higuchi

Business Development, manufacture and sale of devices, and provision of solutions, including system integration, installation, maintenance and repair services for the supply chain, public service, infrastructure, and entertainment sectors.

Employees Approx. 28,300 (Japan: 12,400; Overseas: 15,900) (as of April 1, 2024)

Annual Sales JPY1,202.8 billion (FY3/2024)

Business Sites Japan: 12 (incl. 5 factories), affiliated companies: 9; overseas: 24 (as of April 1, 2024)



History

- 2017**
- Apr. Established Connected Solutions Company
Yasu Higuchi appointed CEO of the company
 - Jul. Acquired all outstanding shares of Zetes Industries SA and completed its delisting [Details](#)
 - Oct. Moved head office to Hamarikyu office (Ginza, Chuo-ku, Tokyo)
- 2018**
- Apr. Announced the corporate vision “Gemba Process Innovation”
 - Aug. Hamarikyu office wins the 31st Nikkei New Office Award
- 2019**
- Jan. Established Customer Experience Center in Hamarikyu building [Details](#)
 - Sep. Endorsed the “100% Paternity Leave Declaration” by Work-Life Balance Co., Ltd.
 - Oct. Established a new company for a security system business [Details](#)
- 2020**
- May Extended partnership with Blue Yonder and made a strategic equity investment [Details](#)
 - Jun. Received “Grand Prize” in the 9th Japan HR Challenge Awards
- 2021**
- Apr. Announced agreement to acquire all outstanding shares of Blue Yonder [Details](#)
 - Jun. Endorsed the Equality Act Japan signature gathering campaign aimed at establishing an equality act for the LGBT community
- Apr. Established Panasonic Connect Co., Ltd.** Yasu Higuchi becomes CEO of the company
- 2022**
- Sep. Two welding machines certified as “Future Technology Heritage” by the National Museum of Nature and Science (Japan)
 - Dec. Ranked No.1 in world in National Institute of Standards and Technology (NIST) facial recognition benchmark test
- 2023**
- Mar. Introduction of AI assistant using Microsoft Azure OpenAI Service for all employees in Japan
 - Mar. Recognized as a Health and Productivity Management Organization White 500 for third consecutive year

Panasonic Group Structure

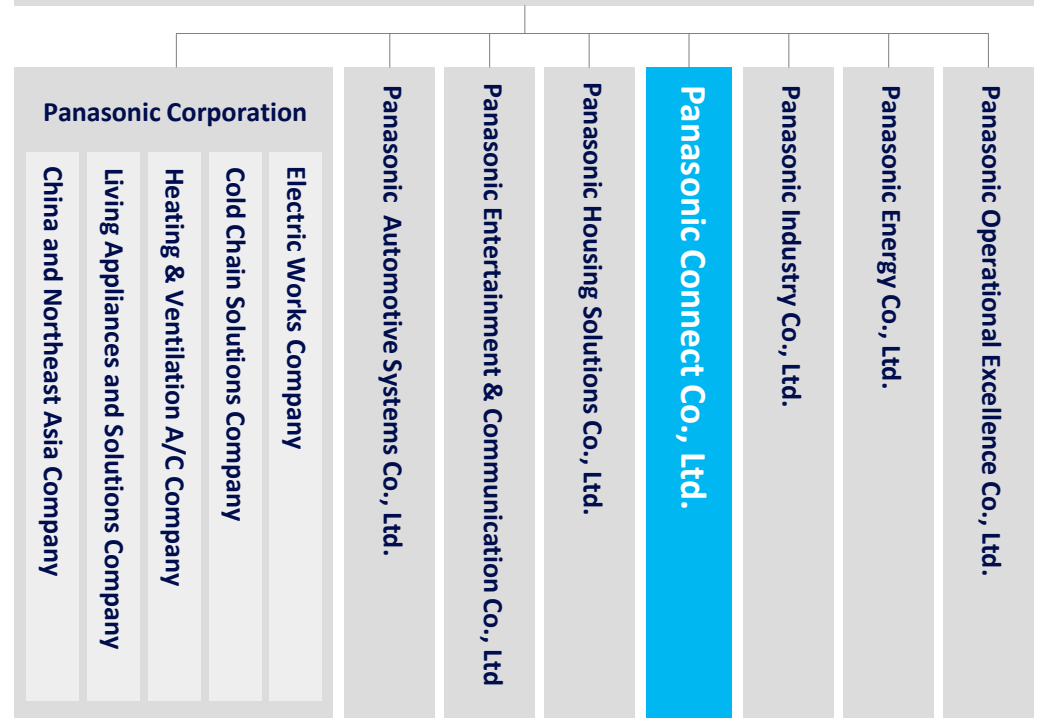
Up to March 2022

From April 2022

Panasonic Corporation

- Corporate Strategy & Technology Sector
- Lifestyle Updates Business Division
- Automotive Company
- Entertainment & Communication Business Division
- Housing Systems Business Division
- **Connected Solutions Company**
- Industry Company
- Energy Company
- Operational Excellence Company

Panasonic Holdings Corporation



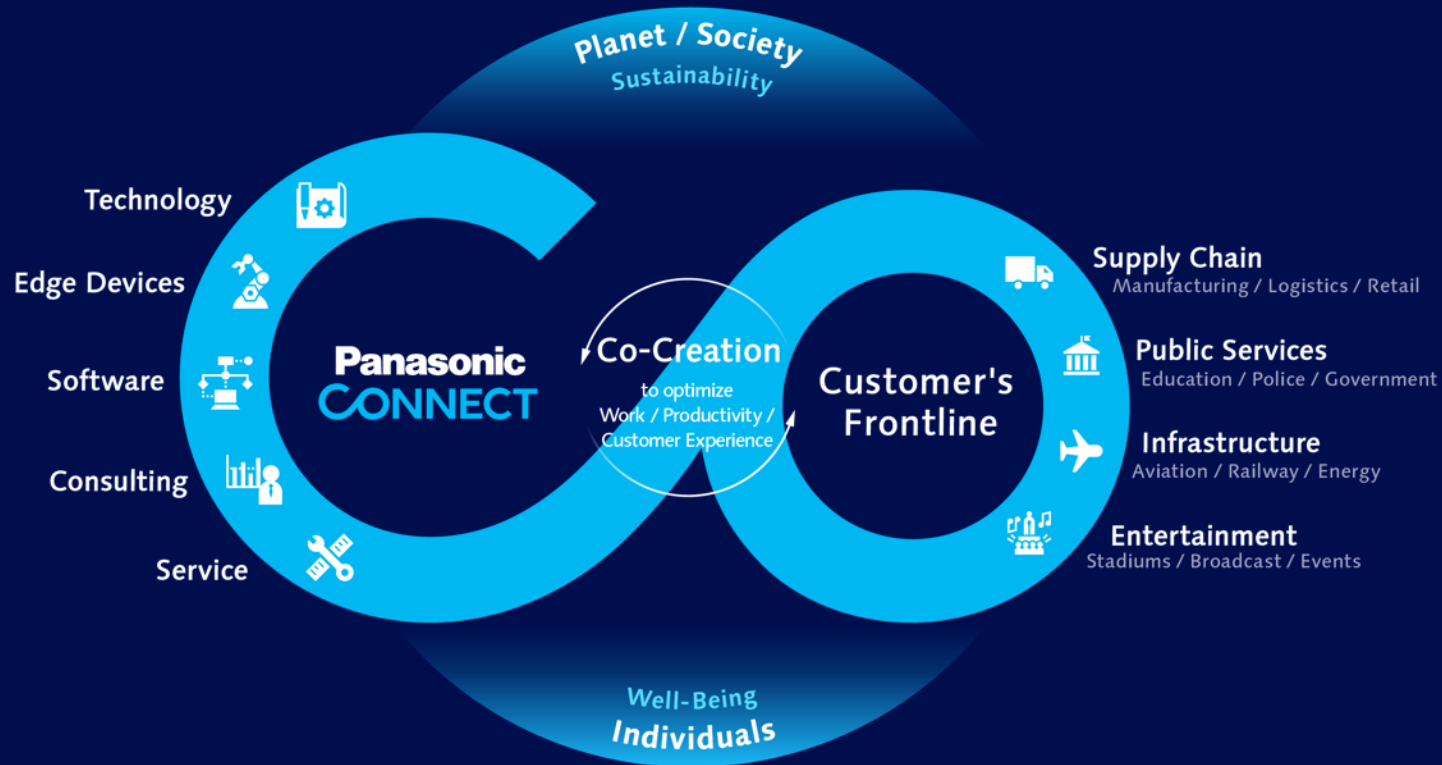
Panasonic Connect Organizational Structure

Up to March 2022 ▶ From April 2022*



*Reflects some organizations after April 2023.

Change Work, Advance Society, Connect to Tomorrow.



A better future through “Gemba Process Innovation”

By leveraging Gemba Process Innovation to solve challenges we work alongside our customers with the ultimate goal of creating efficiency, a better society and a sustainable future.

Our Business Areas



01

Supply Chain

Manufacturing / Logistics / Retail



02

Public Services

Education / Police / Government



03

Infrastructure

Aviation / Railway / Energy



04

Entertainment

Stadiums / Broadcast / Events



01

Supply Chain

Manufacturing / Logistics / Retail

- Utilize sensing, AI and robotics technologies
- Combine advanced hardware with Blue Yonder's Luminate[®] software platform
- Optimize operations through Industrial Engineering (IE)
- Provide end-to-end solutions





02

Public Services

Education / Police / Government

- State-of-the-art video and lecture capture solutions for education
- IoT-enabled rugged computers, handhelds and tablets
- Advanced technology and ICT systems to improve police work
- Regional disaster prevention systems for local governments





03

Infrastructure

Aviation / Railway / Energy

- New passenger experiences through facial recognition-based immigration processing
- State-of-the-art in-flight entertainment systems and connectivity solutions
- Integrated monitoring systems for airport security
- Safety management systems to streamline railway operations
- Security enhancement measures for stable energy supply





04

Entertainment

Stadiums / Broadcast / Events

- Digital signage, projection mapping, and immersive projector technology for large-scale entertainment venues
- Broadcast and professional video systems that support high-definition video (4K/8K) and IP technology
- Total solutions that supports everything from program production to management in the ever-evolving broadcasting and CATV industry
- Creating new and immersive experiences



Panasonic Connect Organizational Structure

Panasonic and Blue Yonder history: Aiming to optimize customers' supply chain operations

Nov. 2019 **Start of joint venture**

Jul. 2020 **20% equity investment**

Sept. 2021 **Acquired all shares**



The world's largest supply chain software company

76 Countries **3,000+** Global Customers

53 of Top
/100
Manufacturers

28 of Top
/50
3rd Party Logistic Companies

76 of Top
/100
Retailers

Optimizing the Supply Chain

Aiming to optimize customers' supply chain operations through the combination of Blue Yonder's software platform and Panasonic Connect's edge devices and Industrial Engineering expertise.



Co-creation

- Co-creation with customers and partners
- Interactive communication to visualize customers' operational issues
- Internal experts that draw on deep knowledge of operational processes
- Creation of unique solutions and new value



Customer Experience Center



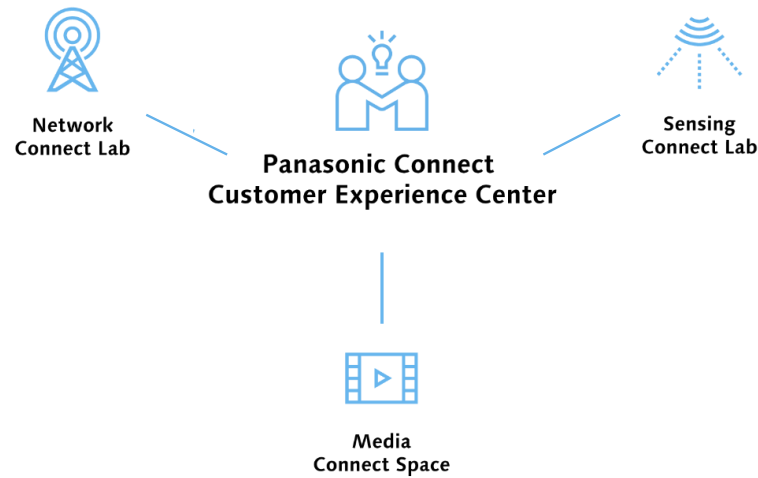
Interactive communication to visualize customers' actual operational issues and work together to create solutions

Media Connect Space



Experience the latest broadcasting solutions to transform content production

Co-creation activity facilities



Network Connect Lab



Test and verify wireless network environments such as local 5G and private LTE

Sensing Connect Lab



R&D to construct technology verification environments closer to the customer's actual sites



Panasonic Connect Sustainability

By leading reforms to a wide range of frontline operational processes, we will help our customers to reduce CO2 emissions, use resources more effectively, and realize a circular economy throughout the supply chain.

We propose optimal work styles for all workplaces and create a society where people can live with a sense of well-being.

By connecting with customers and providing innovation in their operations, we will realize sustainability for the global environment and well-being of each individual.

**Change Work,
Advance Society,
Connect to Tomorrow.**

Decarbonization

The entire Panasonic Group will achieve its own carbon neutrality and Panasonic Connect will actively work to reduce the environmental impact of its manufacturing.

2030 target

In-house CO2 emissions **Zero**

Visualization of Sustainability Contributions

By utilizing connected products and solutions in customers' businesses, we will further contribute to decarbonization and well-being in our customers' operations.

2025 target

Upcoming Releases **All Goods**

Procurement Due Diligence

In order to confirm compliance with the guidelines formulated by the Panasonic Group, while assessing risks, we complete audits of procurement partners.

2023-2025 Targets

Procurement partner audits completed **30**

Panasonic Connect's Sustainability Challenge

Employee Success

We aim for employee success to transform and grow and work energetically while practicing our core values to realize our purpose, and increase employee engagement and individual productivity.

2027 target

Employee Engagement*

77

FY2023 Results 67

FY2024 Plan

EBITDA

3.7M yen/person

Diversity, Equity & Inclusion

In a culture where no discrimination is tolerated, diversity is recognized, and psychological safety is ensured, we aim to create an environment where everyone can play an active role.

2035 target

Ratio of female managers **30%**

As of April 1, 2023 6.9%

Legal Compliance

In addition to taking strict and speedy measures against harassment, we will promote a speak-up culture and build an environment where all employees can work with peace of mind.

Declaration

Harassment Free

* Korri Ferry uses employee engagement surveys

Overview of Sustainability Initiatives

Panasonic Connect

Customer site

Environmental Activities in Our Workplaces

Panasonic GREEN IMPACT

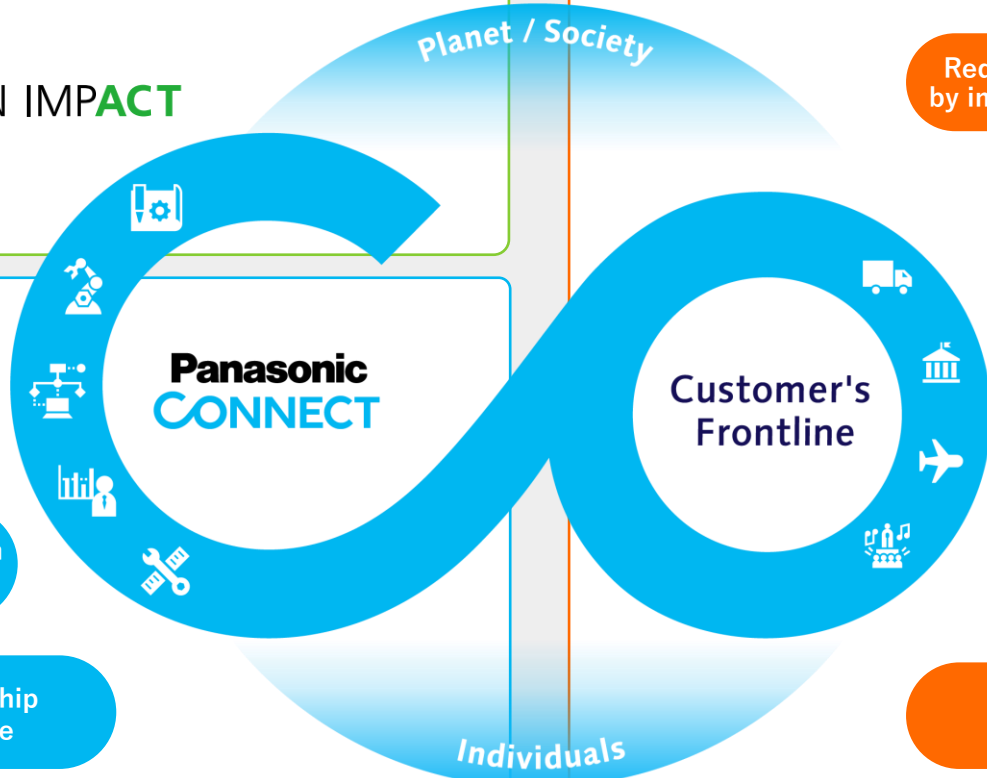
Well-being in Our Workplaces

Examples of Initiatives

Good physical and mental health / Creating the environment

Working with enthusiasm Making connections

Have career ownership Building the Future



Examples of Initiatives

Reduction of environmental impact by improving transportation efficiency

Contributing to the reduction of aircraft fuel consumption

Optimization of manufacturing sites

Contributing to Green Purchasing Throughout the Value Chain

Improving the working environment of store staff

Reducing the workload for immersive experiences

Sustainability through the Provision of Services to Customers

Governance & Compliance

Diverse Board of Directors

Integrity in Practice

Eradication of Harassment

Procurement Due Diligence



Sustainability management system

In April 2022, Panasonic Connect established the **Sustainability Management Committee** and the **Sustainability Management Office** to discuss strategies for promoting sustainability activities and ESG management. While incorporating the perspectives of external advisors, we **plan and implement management strategies and measures to improve corporate value.**

The **Sustainability Management Committee** is established under the direct control of the head office and discusses the sustainability goals and direction of initiatives for the entire company once a quarter. CEO Higuchi serves as the chairperson and CSO Harada serves as the vice-chairman, and the **heads of all functions and all business divisions participate in the decision-making process for information collaboration and sustainability promotion in each department.**

The **Sustainability Management Office** connects each business division and function horizontally to promote activities so that efforts in each division do not become silos and that **sustainability initiatives throughout Panasonic Connect are leveled at a high standard.**



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Panasonic
CONNECT