DKS Co. Ltd.

ESG Data Book 2025

Contents

1. Governance

① Board of Directors (as of June 25, 2025)

(persons)	Male	Female	Total
Directors (excluding outside directors)	3	1	4
Auditors (excluding outside auditors)	2	0	2
Outside directors	2	1	3
Outside auditors	2	0	2

② Executive Officers (as of June 25, 2025)

(persons)	Male	Female	Total
Executive Officers	13	1	14

③ Number of Board of Directors Meetings, Length of Deliberations, Number of Proposals

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of times held	Number of times	12	12	12	14	12
Length of deliberations	Minutes	122	108	87	95	96
Number of proposals	Number of cases	104	89	89	89	80

④ Board of Directors (as of June 25, 2025)

Position	Name	Number of the Company's shares held	Career summary
President CEO	YAMAJI Naoki	19,895 shares	Apr. 1991 Joined the Company Apr. 2013 General Manager in charge of Planning Department, Yokkaichi Reorganization Division, Production Control Headquarters Apr. 2014 General Manager of COO Office Apr. 2015 Executive General Manager of Plastic Materials Business Division, Business Headquarters Apr. 2016 Concurrently in charge of Tokyo Headquarters Apr. 2017 Executive General Manager in charge of Corporate Planning Headquarters Jun. 2017 Director and in charge of Personnel & General Affairs Headquarters Apr. 2018 Concurrently in charge of Production Control Headquarters Apr. 2020 Managing Director Administrative Supervisor Apr. 2021 R&D Supervisor Apr. 2022 President CEO (current)
Representative Managing Director & CFO	SHIMIZU Shinji	8,116 shares	Apr. 1992 Joined the Company Apr. 2014 General Manager of Personnel & General Affairs Department, Personnel & General Affairs Division Apr. 2016 General Manager of Shuang Yi Li (Tianjin) New Energy Co., Ltd. Apr. 2018 Board Director of Shuang Yi Li (Tianjin) New Energy Co., Ltd. Jun. 2019 General Manager of Financial Division, Financial Headquarters Apr. 2020 Executive Officer, Executive General Manager in charge of Production Headquarters Apr. 2022 Administrative Supervisor Jun. 2022 Director Apr. 2025 Managing Director CFO (current)

④ Board of Directors (as of June 25, 2025)

Position	Name	Number of the Company's shares held	Career summary
Director	SAKAMOTO Mami	2,411 shares	Apr. 1988 Joined the Company Apr. 2018 General Manager of President's Special Mission Office Dec. 2018 General Manager of Public & Investor Relations Department Apr. 2019 General Manager of Public & Investor Relations Department, Corporate Planning Headquarters Apr. 2020 Executive General Manager Senior Executive General Manager of Administrative Headquarters Apr. 2021 Executive General Manager of Public & Investor Relations Department Apr. 2023 Senior Executive General Manager of Strategy Headquarters Concurrently Senior Executive General Manager of Life Sciences Headquarters Jun. 2024 Senior Executive General Manager (current) Apr. 2025 Senior Executive General Manager of Administrative Headquarters (current) Jun. 2025 Director (current)
Director	KITAO Masahiro	1,577 shares	Apr. 2005 Joined the Company Apr. 2020 General Manager of Vehicles, Electronics & IT Materials Sales Department Oct. 2020 Concurrently in charge of Nagoya Office Apr. 2023 Executive General Manager Senior Executive General Manager of Sales Headquarters Apr. 2024 Senior Executive General Manager (current) Apr. 2025 Senior Executive General Manager of Business Headquarters (current) Jun. 2025 Director (current)

④ Board of Directors (as of June 25, 2025)

Position	Name	Number of the Company's shares held	Career summary
Director (Outside Independent)	OKUYAMA Kikuo	598 shares	Oct. 1990 Professor of Department of Chemical Engineering, Cluster 3, Faculty of Engineering of Hiroshima University Apr. 2001 Professor of Department of Chemical Engineering, Graduate School of Engineering of Hiroshima University Apr. 2013 Professor Emeritus of Chemical Engineering of Hiroshima University (current) Special Appointment Professor of Hiroshima University Jun. 2017 Managing Director of Hosokawa Powder Technology Foundation Jun. 2021 Director of the Company (current) Jun. 2022 Auditor of Hosokawa Powder Technology Foundation (current) Jun. 2022 Vice President, The Information Center of Particle Technology, Japan (current)
Director (Outside Independent)	HASHIMOTO Katsumi	669 shares	Apr. 1981 Joined the Osaka Regional Taxation Bureau Oct. 1984 Joined Asahi & Co. (current KPMG AZSA LLC) Mar. 1987 Registered as a Certified Public Accountant May 2007 Representative Partner of Asahi & Co. (current KPMG AZSA LLC) Jul. 2010 Director of Kyoto Office, KPMG AZSA LLC Jun. 2019 Left position at KPMG AZSA LLC Jul. 2019 Established Hashimoto Accounting Office as a Representative (current) Jun. 2020 Audit & Supervisory Board Member of the Company Jun. 2022 Director of the Company (current)
Director (Outside Independent)	NAKANO Hideyo	487 shares	Nov. 1991 Vice President of Cititrust and Banking Corporation Oct. 1993 Senior Portfolio Manager and Head of Private Investment of Cititrust and Banking Corporation Jan. 2000 Director and Head of Investment Division of FuNNeX Asset Management Inc. Mar. 2004 Established Trias Corporation; took up position as CEO (current) Mar. 2020 Outside Director of OUTSOURCING Inc. Jun. 2021 Outside Director of HOCHIKI CORPORATION (current) Jun. 2022 Director of the Company (current) Jun. 2023 Outside Director (Audit & Supervisory Committee Member) of NS TOOL CO., LTD. (current)

④ Board of Directors (as of June 25, 2025)

Position	Name	Number of the Company's shares held	Career summary
Audit & Supervisory Board Member	FURUSAWA Yoshiyuki	1,450 shares	Apr. 1993 Joined the Company Apr. 2010 General Manager of Internal Audit Department Apr. 2013 General Manager of Financial Division, Financial Headquarters Apr. 2015 General Manager of Secretarial Department Apr. 2020 General Manager of Financial Administration Department, Administrative Headquarters Apr. 2021 General Manager of Life Science Business Headquarters Apr. 2022 General Manager of Internal Audit Department Apr. 2024 With Head of Internal Audit Jun. 2024 Senior Specialist, Internal Audit Department Jun. 2025 Audit & Supervisory Board Member (current)
Audit & Supervisory Board Member	HASHIMOTO Masayuki	2,209 shares	Apr. 1993 Joined the Company Apr. 2010 General Manager of Functional Chemicals R&D Department, Functional Chemicals Business Division Oct. 2013 General Manager of Management Planning Office, Corporate Planning Headquarters Apr. 2014 Executive General Manager Deputy Executive General Manager of R&D Headquarters Apr. 2017 Associate Director Apr. 2019 Executive General Manager of Functional Chemicals Business Division, Business Headquarters Apr. 2020 Executive General Manager President CEO of Yokkaichi Chemical Company Limited Apr. 2021 Senior Executive General Manager of R&D Headquarters Apr. 2024 Senior Executive General Manager Apr. 2025 Senior Specialist of President's Office Jun. 2025 Audit & Supervisory Board Member of the Company (current)

④ Board of Directors (as of June 25, 2025)

Position	Name	Number of the Company's shares held	Career summary
Audit & Supervisory Board Member (Outside Independent)	TAKAHASHI Toshitada	669 shares	Apr. 1982 Joined The Fuji Bank, Limited (current Mizuho Bank, Ltd.) May 2004 Manager of Urawa Branch of Mizuho Bank, Ltd. Nov. 2005 Manager of Maebashi Branch of Mizuho Bank, Ltd. Apr. 2008 Manager of Shinagawa Branch of Mizuho Bank, Ltd. Apr. 2010 Chief Auditor, Business Audit Department of Mizuho Bank, Ltd. Jan. 2011 Joined UC CARD Co.,Ltd. Feb. 2011 Managing Executive Officer of UC CARD Co.,Ltd. Apr. 2020 Director, Managing Executive Officer of UC CARD Co.,Ltd. Jun. 2020 Independent Outside Director, Standing Audit and Supervisory Committee Member of ITmedia Inc. (current) Jun. 2020 Audit & Supervisory Board Member of the Company (current)
Audit & Supervisory Board Member (Outside Independent)	MIYANAGA Masayoshi	298 shares	Apr. 1981 Joined The Nippon Credit Bank, Ltd. (currently Aozora Bank, Ltd.) Feb. 1990 Temporarily served as an Investment Advisor of The Nippon Credit Bank, Ltd. Oct. 1991 Dispatched to Nippon Credit Gartmore Ltd. (UK) Apr. 1995 Joined Schroder Investment Management (Japan) Limited Apr. 2000 Director of Schroder Investment Management (Japan) Limited Jan. 2001 Joined Prudential Asset Management Japan Co., Ltd. (currently PGIM Japan Co., Ltd.), Chief Investment Officer in charge of Stock Investment Nov. 2003 Joined IRB, Inc. (currently FALCON Research & Consulting Ltd.), Co-Representative Partner Nov. 2011 Representative Director of IRB, Inc. Apr. 2017 Director of FALCON Research & Consulting Ltd. (current) Apr. 2017 Professor of Graduate School of Innovation Studies (currently Graduate School of Management) of Tokyo University of Science Jun. 2017 Outside Director of Universal Entertainment Corporation (current) Apr. 2023 Specially Appointed Professor of Chuo Business School (current) Jun. 2023 Outside Director of S.T. CORPORATION (current) Jun. 2024 Audit & Supervisory Board Member of the Company (current)

⑤ Compliance Violation

	FY2020	FY2021	FY2022	FY2023	FY2024
Number of serious violations	0	0	0	0	0

⑥ Number of Internal Reports

	FY2022	FY2023	FY2024
Help Line	2	3	4
Human Resources Harassment Consultation Desk	0	4	2

⑦ Compliance Education

	FY2020	FY2021	FY2022	FY2023	FY2024
Number of times implemented	3	3	3	3	5

⑧ Results of the Compliance Awareness Survey

(%)	FY2020	FY2021	FY2022	FY2023	FY2024
Information management and intellectual property	14.0	15.5	21.5	26.9	23.0
Antitrust law and subcontracting law	4.0	3.4	2.1	2.2	2.3
Environmental protection	14.0	10.4	3.5	3.0	2.5
Harassment and respect for individuals	25.0	27.8	30.2	36.5	31.9
Workplace environment and telecommuting	42.0	41.6	40.0	28.6	36.3
Other/No answer	1.0	1.3	2.7	2.8	4.1

*The results of the survey are listed here for the areas of compliance promotion activities that respondents would like to see addressed in the future.
Target: DKS Group employees

⑨ ISO Certification Overview

	ISO9001	ISO14001	ISO45001
Yokkaichi Branch,DKS Co. Ltd.	○	○	○*
Ohgata Branch,DKS Co. Ltd.	○	○	○*
Shiga Branch,DKS Co. Ltd.	○	○	○*
Yokkaichi Chemical Co., Ltd.	○	○	
Kyoto Elex Co., Ltd.	○	○	
Dai-ichi Ceramo Co., Ltd.	○		
IKEDA YAKUSOU CO., LTD.	○	○	
Chin Yee Chemical Industries Co., Ltd.	○	○	○
P.T. Dai-ichi Kimia Raya	○		
KYOTO ELEX (Suzhou) Co., Ltd.	○		
Acquisition rate	100%	70%	40%

*JIS Q 45100 certification.

2. Quality

① DKS Quality Policy

品　質　方　針

「我々はお客様の事業の発展のため最大限の貢献をします」

1．当社は顧客が満足する製品の設計と品質の確立を目指し、適用される法令・規制要求事項を順守し、信頼性、安全性の高い製品を、顧客が要求する納期に、適切な価格で提供する。

2．当社は常により高い品質向上を目指し、品質マネジメントシステムの有効性について継続的な改善を推進し、顧客満足の向上に努める。

2025 年 4 月 1 日

第一工業製薬株式会社
上席執行役員
生産本部長 兼 環境・安全品質保証担当

清水幸治

② Number of Complaints (compared to FY2017)

(%)

FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
109	72	64	40	22	19	16

3. Occupational Safety

① Number of Occupational Accidents (Fatal Accidents), Occupational Accident Frequency Rate and Occupational Accident Intensity Rate

			FY2020	FY2021	FY2022	FY2023	FY2024
Occupational accidents (fatalities) Number of cases	DKS Group	Permanent employee	0	0	0	0	0
		Contract employee	0	0	0	0	0
	DKS (non-consolidated)	Permanent employee	0	0	0	0	0
		Contract employee	0	0	0	0	0
Occupational accidents (lost time injuries) Frequency rate	DKS Group		0.62	0.59	0.58	0.58	0.59
	DKS (non-consolidated)		0.81	0.77	0.00	0.00	0.00
	Chemical industry		0.93	1.07	1.16	1.04	1.23
Occupational accident severity rate	DKS Group		0.05	0.00	0.00	0.00	0.00
	DKS (non-consolidated)		0.07	0.00	0.00	0.00	0.00
	Chemical industry		0.03	0.02	0.06	0.03	0.04

*Frequency rate = number of lost-time injuries ÷ total hours worked × 1,000,000
A figure that shows the frequency of injuries per million total hours worked

*Severity rate = number of days lost due to injury ÷ total hours worked × 1,000
A figure that shows the severity of injuries per 1,000 total hours worked

② Training on Occupational Safety

(Unit: persons)	FY2020	FY2021	FY2022	FY2023	FY2024
Number of participants in hands-on safety training	72	54	90	70	65

4. Environment

① Climate Change Scenario Analysis

Classification	Risk / opportunity	Urgency level	Impact level	Impact on business	DKS countermeasures
Transition	Increasing environmental awareness (changes in demand)	M	M	• Increase in demand for products with low environmental impact • Decrease in demand for petrochemical-derived products	• Development and wider sales of eco-friendly products • Move to non-petrochemical derived and renewable raw materials • Expansion of life science business centered on natural materials
Transition	Introduction of carbon pricing	S	M	• Greater tax burden due to introduction of carbon tax • Growing demand for renewable energy • Increase in costs due to emissions trading	• Reductions based on GHG emissions plan • Securing long-term and stable renewable energy • Operation of internal carbon pricing
Transition	Development of energy saving technology	L	M	• Less energy consumption with introduction of new technologies • Lower power generation costs with more widespread use of renewable energy	• Planned introduction of energy-saving equipment • Expanding the use of renewable energy • Conversion to new energy (hydrogen, ammonia fuel use, etc.)
Transition	Rise in raw material prices	M	L	• Increase in procurement costs due to carbon tax passed on to raw material prices	• Switching to non-petrochemical derived raw materials • Risk diversification from multiple purchasing channels for raw materials
Transition	Rise in fuel prices	M	S	• Increase in logistics costs due to carbon tax passed on to fuel prices	• Improving load factor in transportation • Promoting modal shift
Physical	More frequent natural disasters	M	M	• Higher risk of suspended operations at plants and with suppliers • Higher risk of disruption to logistics network (raw material procurement, sales)	• Strengthening measures based on business continuity plans • Multiple purchasing channels for raw materials • Wider range of locations and review of manufacturing sites and logistics bases to spread out inventory holdings
Physical	Rising temperatures, rising sea levels	L	S	• Higher risk of flood damage from rising water levels • Changes in the price and quality of plant-based raw materials • Higher risk of damage to employee health	• Strengthening measures based on business continuity plans • Exploration and development of raw material alternatives • Strengthening work environment and heat countermeasures

Urgency Level S (Short Term) within 5 years M (Medium Term) within 10 years L (Long Term) within 30 years

Impact Level L (Large) At least ¥3 bn impact on profits M (Medium) At least ¥1 bn impact on profits S (Small) Less than ¥1 bn impact on profits

② Changes in Energy Consumption and Energy Intensity Index (Yokkaichi, Ohgata, Shiga, Tanagura, Administrative Departments)

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Energy consumption (non-consolidated)	1,000 kL	16.814	16.322	15.116	12.676	14.303
Energy intensity index	-	100.0	91.6	94.9	81.5	81.0

*The energy intensity index is calculated for DKS Co. Ltd. on an individual basis based on periodic reports under the Act on the Rational Use of Energy. (The index is 100 for FY2020, the base year for the GX strategic target (FY2030) and the medium-term environmental target (FY2024).)

③ Energy Consumption (Yokkaichi, Ohgata, Shiga, Tanagura, Administrative Departments, Affiliated Companies)

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Energy consumption	1,000 kL	24.590	24.627	22.862	20.753	22.427

*Affiliated companies include Yokkaichi Chemical Co., Ltd., Kyoto Elex Co., Ltd., and Dai-ichi Ceramo Co., Ltd.; from FY2019 onward, IKEDA YAKUSOU CO., LTD.; and from FY2020 onward, Biococoon Laboratories, Inc.

④ Greenhouse Gas Emissions (Yokkaichi, Ohgata, Shiga, Tanagura, Administrative Departments, Affiliated Companies, Derived from Non-energy Sources)

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Greenhouse gas emissions	1,000 t	48.936	48.584	42.989	39.927	43.274

*Administrative Division includes fuel for company-owned vehicles.

*Affiliated companies include Yokkaichi Chemical Co., Ltd., Kyoto Elex Co., Ltd., and Dai-ichi Ceramo Co., Ltd.; from FY2019 onward, IKEDA YAKUSOU CO., LTD.; and from FY2020 onward, Biococoon Laboratories, Inc.

⑤ GHG Emissions (DKS non-consolidated)

(1,000 t-CO_2e)

Scope / category			FY2022 emissions	FY2023 emissions	FY2024 emissions
Scope1			15.5	12.7	14.3
Scope2			12.0	11.5	13.2
Scope3			200.7	184.0	195.1
	Category 1	Purchased Goods and Services	173.3	158.2	169.2
	Category 2	Capital Goods	4.7	4.3	6.9
	Category 3	Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	12.0	10.3	4.3
	Category 4	Upstream Transportation and Distribution	5.7	5.8	6.5
	Category 5	Waste Generated in Operations	4.8	5.1	8.0
	Category 6	Business Travel	0.1	0.1	0.1
	Category 7	Employee Commuting	0.2	0.2	0.2

⑥ AQUEDUCT Water Stress Assessment and Water Withdrawal by Source (Yokkaichi, Ohgata, Shiga)

Base name	Location	Water stress level	Water source	Units	FY2022 water withdrawal	FY2023 water withdrawal	FY2024 water withdrawal
Yokkaichi Branch Chitose Plant	Yokkaichi, Mie, Japan	Low-medium	Waterway	1,000 m^3	4.6	9.6	14.1
			Surface water	1,000 m^3	20.6	52.6	55.3
			Industrial water	1,000 m^3	174.2	229.0	240.4
			Total amount	1,000 m^3	199.3	291.2	309.8
Yokkaichi Branch Kasumi Plant	Yokkaichi, Mie, Japan	Low-medium	Waterway	1,000 m^3	2.9	2.2	2.2
			Surface water	1,000 m^3	0.0	0.0	0.0
			Industrial water	1,000 m^3	31.2	23.3	67.5
			Total amount	1,000 m^3	34.1	25.4	69.7
Ohgata Branch	Joetsu, Niigata, Japan	Low-medium	Waterway	1,000 m^3	10.3	9.6	8.9
			Surface water	1,000 m^3	478.4	580.6	445.2
			Industrial water	1,000 m^3	0.0	0.0	0.0
			Total amount	1,000 m^3	488.7	590.2	454.0
Shiga Branch	Higashi-ohmi, Shiga, Japan	Low-medium	Waterway	1,000 m^3	7.1	6.8	6.5
			Surface water	1,000 m^3	2,279.3	2,008.7	2,541.3
			Industrial water	1,000 m^3	0.0	0.0	0.0
			Total amount	1,000 m^3	2,286.5	2,015.5	2,547.7

⑦ Water Stress Assessment and Water Withdrawal by Source Using AQUEDUCT
(Laboratory, Yokkaichi Chemical Co., Ltd., Chin Yee Chemical Industries Co., Ltd., DAI-ICHI KIMIA RAYA)

Base name	Location	Water stress level	Water source	Units	FY2022 water withdrawal	FY2023 water withdrawal	FY2024 water withdrawal
Laboratory	Kyoto, Japan	Low-medium	Waterway	1,000 m^3	9.8	10.0	10.5
			Surface water	1,000 m^3	0.0	0.0	0.0
			Industrial water	1,000 m^3	0.0	0.0	0.0
			Total amount	1,000 m^3	9.8	10.0	10.5
Yokkaichi Chemical Co., Ltd.	Yokkaichi, Mie, Japan	Low-medium	Waterway	1,000 m^3	19.0	25.3	25.5
			Surface water	1,000 m^3	0.0	0.0	0.0
			Industrial water	1,000 m^3	935.4	949.5	885.0
			Total amount	1,000 m^3	954.4	974.8	910.6
Chin Yee Chemical Industries Co., Ltd.	Taoyuan City, Taiwan	Low-medium	Waterway	1,000 m^3	13.8	20.6	25.8
			Surface water	1,000 m^3	20.6	0.0	0.0
			Industrial water	1,000 m^3	6.4	8.7	10.9
			Total amount	1,000 m^3	40.8	29.3	36.8
PT DAI-ICHI KIMIA RAYA	Indonesia	High	Waterway	1,000 m^3	0.0	0.0	0.0
			Surface water	1,000 m^3	0.0	0.0	0.0
			Industrial water	1,000 m^3	24.3	28.4	29.8
			Total amount	1,000 m^3	24.3	28.4	29.8

⑧ Total Water Abstraction by Source and Water Abstraction at Regional Center with Water Stress
(Yokkaichi, Ohgata, Shiga, Laboratory, Yokkaichi Chemical Co., Ltd., Chin Yee Chemical Industries Co., Ltd., DAI-ICHI KIMIA RAYA)

Water source	Scope	Units	FY2022 water withdrawal	FY2023 water withdrawal	FY2024 water withdrawal
Waterway	Total for applicable sites	1,000 m^3	67.6	84.1	93.4
	Sites located in water-stressed areas	1,000 m^3	0.0	0.0	0.0
Surface water	Total for applicable sites	1,000 m^3	2,799.0	2,642.0	3,041.8
	Sites located in water-stressed areas	1,000 m^3	0.0	0.0	0.0
Industrial water	Total for applicable sites	1,000 m^3	1,171.4	1,238.9	1,233.6
	Sites located in water-stressed areas	1,000 m^3	24.3	28.4	29.8
Total amount	Total for applicable sites	1,000 m^3	4,037.9	3,965.0	4,368.8
	Sites located in water-stressed areas	1,000 m^3	24.3	28.4	29.8

*The sites in water-stressed areas should be DAI-ICHI KIMIA RAYA, where the water stress level is High in AQUEDUCT.

⑨ Trends in Waste Generation and External Recycling Rate (Yokkaichi, Ohgata, Shiga, Tanagura, Laboratory, Affiliated Companies)

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Amount of waste generated	t	18,431	16,664	15,251	14,258	17,895
External recycling rate	%	91.1	89.9	89.9	91.3	92.1

*Affiliated companies include Yokkaichi Chemical Co., Ltd., Kyoto Elex Co., Ltd., Dai-ichi Ceramo Co., Ltd., and from FY2019 onward, IKEDA YAKUSOU CO., LTD.

⑩ Final Disposal Volume and Final Disposal Rate (Yokkaichi, Ohgata, Shiga, Tanagura, Laboratory, Affiliated Companies)

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Final disposal amount	t	767	741	546	305	80
Final disposal rate	%	4.2	4.4	3.6	2.1	0.4

*Final disposal rate: Ratio of final disposal volume to waste generation volume
*Affiliated companies include Yokkaichi Chemical Co., Ltd., Kyoto Elex Co., Ltd., Dai-ichi Ceramo Co., Ltd., and from FY2019 onward, IKEDA YAKUSOU CO., LTD.

⑪ SOx Emissions, NOx Emissions, and Dust Emissions (Yokkaichi, Ohgata, Shiga)

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
SOx emissions	t	0.8	0.6	0.3	0.3	0.3
NOx emissions	t	15.4	11.7	2.3	2.2	2.8
Dust emissions	t	0.8	0.2	0.3	0.3	0.4

*Yokkaichi Chemical Co., Ltd. has no facilities that generate SOx, NOx, or dust.

⑫ Trends in Water Discharge and COD Emissions (Yokkaichi, Ohgata, Shiga, Yokkaichi Chemical Co., Ltd.)

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Water discharge	1,000 m^3	3,496	3,695	3,710	3,816	3,753
COD emissions	t	20.7	34.0	44.4	37.8	27.0

⑬ Trends in Wastewater Discharge by Discharge Destination (Yokkaichi, Ohgata, Shiga, Laboratory, Yokkaichi Chemical Co., Ltd.)

Discharge destination	Unit	FY2022	FY2023	FY2024
Fresh surface water	1,000 m^3	2,157	2,276	2,318
Soda/sea water	1,000 m^3	1,540	1,529	1,418
Surface water	1,000 m^3	0	0	0
Third party dischargers	1,000 m^3	23	21	27
Total amount	1,000 m^3	3,720	3,826	3,764

⑭ Total Phosphorus Emissions and Total Nitrogen Emissions (Yokkaichi, Oogata, Shiga and Yokkaichi Chemical Co., Ltd.)

	Unit	FY2022	FY2023	FY2024
Total phosphorus emissions	t	0.9	0.6	0.5
Total nitrogen emissions	t	14.1	8.9	7.6

⑮ Environmental Impact in Branches and Yokkaichi Chemical Co., Ltd.

Branch	Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Yokkaichi Branch	Greenhouse gas emissions	1,000 t	4.8	3.7	3.5	3.2	5.8
	Energy intensity index	-	100	79	69	87	78
	Amount of waste generated	t	6,677	3,981	2,590	3,826	6,634
	Final disposal rate	%	0.08	0.07	0.24	0.31	0.06
Ohgata Branch	Greenhouse gas emissions	1,000 t	13.5	14.2	12.6	10.8	9.4
	Energy intensity index	-	100	93	92	77	78
	Amount of waste generated	t	1,110	1,133	1,190	1,117	1,176
	Final disposal rate	%	0.13	0.08	0.02	0.03	0.03
Shiga Branch	Greenhouse gas emissions	1,000 t	12.8	11.4	10.2	8.8	10.2
	Energy intensity index	-	100	91	103	78	82
	Amount of waste generated	t	3,828	3,380	3,385	2,984	3,346
	Final disposal rate	%	0.03	0.03	0.00	0.01	0.00
Yokkaichi Chemical Co., Ltd.	Greenhouse gas emissions	1,000 t	14.6	15.5	13.3	14.4	14.2
	Energy intensity index	-	100	90	94	120	122
	Amount of waste generated	t	6,443	7,812	7,731	6,098	6,520
	Final disposal rate	%	11.46	9.05	6.50	4.66	1.02

*The energy intensity index is 100 for FY2020.
*Figures for the Yokkaichi Branch are the totals of the Chitose and Kasumi districts.

⑯ Emissions of Chemical Substances Subject to the PRTR System (DKS Co. Ltd, Yokkaichi Chemical Co., Ltd.)

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Atmospheric emissions	t	74.5	34.0	48.4	64.6	69.5
Water emissions	t	0.45	0.44	0.43	0.28	0.28

*Figures are totals for DKS Co. Ltd and Yokkaichi Chemical Co., Ltd.

⑰ Emissions and Transfer Volumes of Notification Substances Under the PRTR Regulation (FY2024) ①

(Unit: t/year)

Ordinance serial number	Name of substance	DKS			Yokkaichi Chemical Co., Ltd.		
		Emissions		Waste transfer amount	Emissions		Waste transfer amount
		Air	Water		Air	Water	
4	Acrylic acid and its water-soluble salts	0.00	0.00	0.03	0.00	0.00	0.00
28	Allyl alcohol	0.00	0.00	0.00	0.00	0.00	6.10
29	1-Allyloxy-2,3-epoxypropane	0.00	0.00	0.00	0.00	0.00	17.00
30	n-Alkylbenzenesulfonic acid and its salts (limited to those where the alkyl group has 10 to 14 carbon atoms and mixtures of those)	0.00	0.02	0.04	0.00	0.00	0.00
56	Ethylene oxide	0.00	0.00	0.00	0.41	0.00	0.04
65	Epichlorohydrin	0.00	0.00	0.00	0.00	0.00	1.40
68	1,2-Epoxypropane (synonym: Propylene oxide)	0.00	0.00	0.00	0.93	0.00	0.00
257	Alkanol (limited to those C=10) (synonym: Decanol)	0.00	0.00	0.00	0.00	0.00	22.00
273	1-Dodecanol (synonym: n-Dodecyl alcohol)	0.00	0.00	0.00	0.00	0.00	0.54
300	Toluene	68.20	0.00	49.75	0.00	0.00	0.00
320	Alkylphenol (limited to those the alkyl group is C=9)	0.00	0.00	0.00	0.00	0.00	9.90
349	Phenol	0.00	0.00	0.00	0.00	0.00	13.00
389	Hexadecyltrimethylammonium chloride	0.00	0.00	0.00	0.00	0.00	0.89
407	Poly (oxyethylene) alkyl ether (limited to those the alkyl group is C=12-15 and mixture thereof)	0.00	0.25	0.51	0.00	0.00	11.00
408	Poly (oxyethylene) alkylphenyl ether (limited to those the alkyl group is C=8)	0.00	0.00	0.00	0.00	0.00	0.36
410	Poly (oxyethylene) alkylphenyl ether (limited to those the alkyl group is C=9)	0.00	0.00	0.37	0.00	0.00	2.60
448	Methylenebis (4,1-phenylene) diisocyanate	0.00	0.00	0.09	0.00	0.00	0.00

*Totals for substances for which the emission or transfer amount was 0.01 tons or more.

* The total, including table ① above, is shown in [table ②] on the next page.

⑰ Emissions and Transfer Volumes of Notification Substances Under the PRTR Regulation (FY2024) ②

(Unit: t/year)

Ordinance serial number	Name of substance	DKS			Yokkaichi Chemical Co., Ltd.		
		Emissions		Waste transfer amount	Emissions		Waste transfer amount
		Air	Water		Air	Water	
566	Polycondensation products of adipic acid / (N- (2-aminoethyl) ethane-1,2-diamine or N,N'-bis (2-aminoethyl) ethane-1,2-diamine) / 2- (chloromethyl) oxirane	0.00	0.00	0.00	0.00	0.00	0.14
577	Mixture of polyaddition products of oxirane to alkan-1-amine (limited to those the alkane is linear chain and C=8,10,12,14,16 or 18 and the mixture thereof), polyaddition products of oxirane to (Z) -octadec-9-en-1-amine and polyaddition products of oxirane to (9Z,12Z) -octadeca-9,12-dien-1-amine	0.00	0.00	0.00	0.00	0.00	0.15
578	alpha-Alkyl-omega-hydroxypoly (oxyethane-1,2-diyl) (limited to those the alkyl group is C=16-18 and the mixture thereof, and the number average molecular weight is less than 1,000), alpha-alkenyl-omega-hydroxypoly (oxyethane-1,2-diyl) (limited to those the alkenyl group is C=16-18 and the mixture thereof, and the number average molecular weight is less than 1,000), and the mixture thereof	0.00	0.00	0.00	0.00	0.00	1.50
579	alpha-Alkyl-omega-hydroxypoly [oxyethane-1,2-diyl/oxy (methylethane-1,2-diyl)] (limited to mixture of those the alkyl group is branched chain and C=9-11 (limited to those the alkyl group is consists of C=10 as a major component))	0.00	0.00	0.00	0.00	0.00	0.14
580	alpha-Alkyl-omega-hydroxypoly (oxyethylene) (limited to those the alkyl group is C=9-11 and mixture thereof, and the number average molecular weight is less than 1,000)	0.00	0.00	0.00	0.00	0.00	0.99
581	Salt of alkyl (benzyl) (dimethyl) ammonium (limited to those the alkyl group is C=12-16 and mixture thereof)	0.00	0.00	0.00	0.00	0.00	0.08
585	alpha-(Isocyanatobenzyl)-omega-(isocyanatophenyl) poly [(isocyanatophenylene) methylene]	0.00	0.00	0.20	0.00	0.00	0.00
595	Ethylenediaminetetraacetic acid and its potassium and sodium salts	0.00	0.01	0.00	0.00	0.00	0.00
629	Cyclohexane	0.00	0.00	1.89	0.00	0.00	0.00
688	Salt of trimethyl (octadecyl) ammonium	0.00	0.00	0.00	0.00	0.00	0.07
690	Salt of N,N,N-trimethyldodecan-1-aminium	0.00	0.00	0.00	0.00	0.00	0.36
-	Other (total of substances with emissions or transfers of less than 0.01 tons)	0.00	0.00	0.00	0.00	0.00	0.01
	Total (Table ① + Table ② on the previous page)	68.20	0.28	52.88	1.34	0.00	88.27

*Totals for substances for which the emission or transfer amount was 0.01 tons or more.

⑱ Environment Accounting (FY2024)

Investments and costs of environmental protection activities

Category	Main activities	Investment (millions of yen)	Costs (millions of yen)
Costs within the plant premises	Pollution prevention, air pollution control, water pollution prevention	103.0	249.6
	Global environment preservation, energy saving	36.6	47.8
	Resource recycling, resource saving, waste treatment/disposal	33.4	567.0
Upstream/downstream cost	Lowering the environmental impact in containers/packaging	0.0	2.3
Administrative cost	ISO acquisition/maintenance, greening of branch premises	0.5	36.8
R&D cost	Environmentally responsive R&D	0.0	821.4
Social activity cost	Providing support grants for environmental protection to environmental preservation groups or local communities	0.0	0.5
Environmental damage cost		0.0	0.0
Total		173.5	1,725.3

Economic effects generated by environmental protection measures

Category	Main activities	Economic effects (millions of yen)
Gain on sale of valuables	Gain on sale of metal scrap, waste oil and waste alkali, etc.	21.0
Cost savings through energy conservation	Electricity and fuel savings	24.3
Cost savings through resource conservation	Savings from the reduction of water and waste	6.2
Total		51.5

⑲ Trends in the Number of Delivery Classes Conducted

Base name	Location	FY2020	FY2021	FY2022	FY2023	FY2024
Yokkaichi Branch	Yokkaichi, Mie, Japan	2	4	3	4	5
Ohgata Branch	Joetsu, Niigata, Japan	2	2	2	2	2
Shiga Branch	Higashi-ohmi, Shiga, Japan	1	0	1	1	1
Headquarters, Laboratory	Kyoto, Japan	2	2	2	2	2

5. Employees

① Employees

		FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees (full-time employees)	Non-consolidated	560 persons	571 persons	584 persons	585 persons	594 persons
	Consolidated	640 persons	659 persons	667 persons	665 persons	670 persons
Percentage of women (full-time employees)	Non-consolidated	18.9%	20.3%	20.9%	21.7%	22.1%
	Consolidated	17.0%	18.4%	18.9%	19.7%	20.3%
Percentage of women in managerial positions and above	Non-consolidated	11.2%	11.6%	11.7%	11.6%	10.6%
	Consolidated	8.8%	9.1%	9.6%	9.4%	8.6%
Percentage of male workers taking childcare leave	Non-consolidated	16.7%	35.7%	47.4%	58.8%	73.3%
	Consolidated	18.2%	31.3%	55.0%	60.0%	78.9%
Ratio of female to male wages	Non-consolidated	84.6%	81.9%	78.7%	77.4%	75.8%
	Consolidated	-	-	-	-	-
Job turnover rate for personal reasons	Non-consolidated	0.3	1.5	1.7	2.8	2.0
	Consolidated	0.3	1.5	1.9	2.9	2.1

5. Employees

② Employees (non-consolidated)

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of new employees	Male	persons	18	17	13	13	11
	Female		6	12	8	10	4
	Total		24	29	21	23	15
Number of mid-career hires	Male	persons	7	3	8	1	11
	Female		3	3	2	1	13
	Total		10	6	10	2	24
Average age	Male	years	40.3	40.4	41.0	41.4	41.7
	Female		41.9	40.8	40.6	40.1	40.7
	Average		40.6	40.5	40.9	41.1	41.5
Years of service	Male	years	14.5	14.7	15.2	16.1	16.2
	Female		17.4	15.7	15.5	15.0	15.1
	Average		15.0	14.9	15.3	15.9	15.9
Average annual salary		yen	7,327,378	7,315,758	7,471,804	6,951,010	7,337,468
Retention rate after 3 years of employment		%	100	92.5	87.0	89.7	70.0
Telecommuting rate (Utilization rate of telecommuting system)		%	-	14.0	11.8	11.8	9.6
Job turnover rate for personal reasons	Male	%	0	1.5	2.0	2.6	1.9
	Female		1.8	1.6	0.8	3.7	2.3
	Average		0.3	1.5	1.7	2.8	2.0

③ Employees (non-consolidated)

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Employment rate of people with disabilities	%	2.87	2.57	3.15	3.12	2.71
Number of foreign employees	persons	9	9	11	12	13
Annual training cost per person	yen/ person	57,210	57,169	33,775	18,390	26,312
Annual training hours	total hours	48,915	124,366	24,707	9,578	9,344
(Reference) DX training hours	hours	42,129	119,175	21,500	6,384	3,420
(Reference 2)Total annual training hours —DX training hours	hours	6,786	5,191	3,207	3,194	5,924
Training hours per person	hours/ person	87.3	217.4	42.3	16.3	15.7
Number of labor union members	persons	410	418	423	423	423
Percentage of union members	%	73.2	73.2	72.4	72.3	71.2

④ Annual Paid Leave Utilization and Overtime Hours Worked

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Average number of paid leave days used per year	days	13.4	12.7	13.8	14.2	14.1
Average annual paid leave utilization rate	%	66.1%	67.4%	73.8%	74.6%	74.8%
Total annual working hours	hours	1822.5	1822.5	1822.5	1822.5	1822.5
Average overtime hours worked (per month)	hours	12.6	12.6	10.1	8.7	10.7

5. Employees

⑤ Uptake of Childcare and Nursing Care Leave

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Employees taking childcare leave	persons	7	8	14	17	15
Job reinstatement rate	%	100	100	100	100	100
Childcare leave recipient (child nursing leave)	persons	(38)	(40)	(49)	(41)	(51)
Employees taking mid- to long-term nursing care leave	persons	0	0	0	0	0
Employees taking short-term nursing care leave	persons	8	7	9	8	14

6. Health and Productivity Management

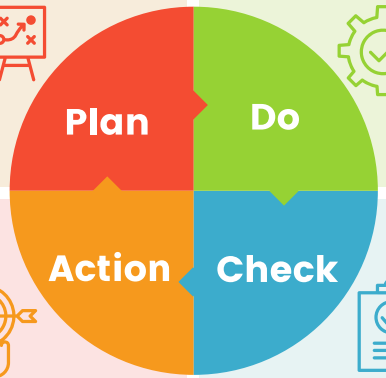
Healthy Company Declaration: Regarding its employees as Company assets, DKS will strive to maintain and improve their health.
YAMAJI Naoki, President CEO, DKS Co. Ltd.

Prevent disease and mental health issues by health management

- Formulate measures to prevent lifestyle-related diseases
- Formulate health management targets
- Develop internal company communication
- Improve the workplace environment

Work and live in a safe and healthy environment

- Regular health checkups, special health checkups, specific health guidance
- Mental care: internal and external EAP, stress checks
- In-house education: e-learning, group training, etc.
- Improve conditions of the Company premises and housing: maintenance of amenities; implement measures to prevent passive smoking, etc.
- Look into absenteeism, presenteeism, and work engagement
- Hold events involving athletic activities



- Gather results of health checks, management ascertains status of mental health
- Share health checkup results data in-house
- Release both internally and externally an assessment by external institutions
- Explore routes for improvement based on an assessment by external institutions
- Explore next health management targets based on health checkup results and secondary data
- Verify the effect on productivity and corporate value

- Inspect workplaces; monitor working environments, etc.
- Interview after health checkup and summarize results
- Implement workplace improvement activities after stress checks
- Request third-party assessment by external institutions: DBJ Health Management rating, White 500 (certified health and productivity management organizations)
- Conduct cross-analysis relating to productivity

Concept of Health and Productivity Management

Health and Productivity Management (“Kenko Keiei”) Initiatives

We aim to bolster the Company’s productivity, and thus its corporate value, by maintaining and improving the health of our employees.

These initiatives are reported to meetings attended by officers in charge to obtain approval for plans formulated based on these results.

6. Health and Productivity Management

Health-related Figures

Classification	Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Medical checkups and examinations	Periodic health examination visit rate	%	100	100	100	100	100
	Secondary checkup uptake rate	%	100	100	100	99.2	100
Physical health	Prevalence rate	%	72.0	79.0	76.9	74.3	74.0
	Percentage of employees 40 and older who maintain an appropriate weight (BMI 18.5 to 25)	%	70.6	73.0	68.8	67.3	66.6
Lifestyle	Smoking rate for employees 40 and older	%	20.5	21.4	20.9	20.3	20.9
	Percentage of employees 40 and older who exercise regularly	%	22.5	24.4	24.5	24.5	27.1
	Utilization rate of specific health guidance	%	75.0	85.1	79.7	63.1	61.8 (provisional)
Mental health	Stress check implementation rate	%	100	100	100	100	100
	Incidence of new mental health problems	%	0	0.2	0.45	0.14	0.66
Working hours	Total hours worked per person per year	Hours/ person	1,970.4	1,973.6	1,949.1	1,969.4	1,952.5
	Rate of leave due to injury or illness	%	0.1	0.2	0.4	0.1	0.8
	Percentage of employees taking paid leave	%	66.1	67.4	73.8	74.6	74.8
	Business efficiency (as measured by absenteeism)	%	October 99.2 March 99.3	October 99.0 March 99.2	October 98.8 March 99.4	October 98.9 March 98.5	October 98.6 March 98.2
	Business efficiency (as measured by presenteeism)	%	October 98.6 March 98.7	October 99.1 March 98.9	October 99.1 March 98.6	October 92.8* March 93.0	October 94.4* March 91.4
	Work engagement (deviation based on stress check)	-	50	50	50	50	51
Retention status	Average years of service of full-time employees (male)	years	15.0	15.4	15.9	16.5	16.9
	Average years of service of full-time employees (female)	years	17.5	15.7	15.5	15.0	15.1
	Permanent employee turnover rate	%	0.3	1.5	1.9	2.9	2.1
Family health measures	Percentage of dependents receiving specific health examinations	%	41.4	42.9	48.2	51.3	46.2

*Measurement values from September 2024 based on revised method.