



# Sustainability Data Book 2025

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TAYCA CORPORATION

## Editorial policy

The Sustainability Data Book 2025 contains detailed ESG performance data on TAYCA Group.

## Scope and boundary of reporting

In general, we report the activities of the entire TAYCA group, TAYCA CORPORATION and consolidated subsidiaries (domestic and overseas). Exceptions to this data have been clearly stated for each item.

## Period covered

FY2025

(April 1, 2024 - March 31, 2025)

Some information includes the data of outside the period.

## Issuance period

Issued on: September, 2025

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## Company Overview

|                                         |                                                 | Scope of Disclosure | Unit            | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|-----------------------------------------|-------------------------------------------------|---------------------|-----------------|--------|--------|--------|--------|--------|
| Net Sales                               |                                                 | Consolidated        | Millions of yen | 38,402 | 46,362 | 54,773 | 52,993 | 55,737 |
| Operating profit                        |                                                 | Consolidated        | Millions of yen | 2,927  | 3,651  | 4,224  | 2,325  | 3,525  |
| Ordinary profit                         |                                                 | Consolidated        | Millions of yen | 2,740  | 4,156  | 4,717  | 2,802  | 3,747  |
| Profit attributable to owners of parent |                                                 | Consolidated        | Millions of yen | 1,927  | 2,845  | 2,986  | 1,866  | 2,422  |
| Sales composition ratio by business     | Functional Chemical Business                    | Consolidated        | %               | 50.7   | 49.2   | 49.5   | 53.0   | 51.1   |
|                                         | Electronic Material and Basic Chemical Business |                     |                 | 46.1   | 47.8   | 48.0   | 44.7   | 46.9   |
|                                         | Others                                          |                     |                 | 3.2    | 3.0    | 2.5    | 2.3    | 2.0    |
| Sales by business                       | Functional Chemical Business                    | Consolidated        | Millions of yen | 19,442 | 22,827 | 27,130 | 28,074 | 28,495 |
|                                         | Electronic Material and Basic Chemical Business |                     |                 | 17,713 | 22,155 | 26,286 | 23,663 | 26,123 |
|                                         | Others <sup>*1</sup>                            |                     |                 | 1245   | 1,379  | 1,355  | 1,255  | 1,118  |
| Segment profit by business              | Functional Chemical Business                    | Consolidated        | Millions of yen | 912    | 998    | 2221   | 562    | 1,461  |
|                                         | Electronic Material and Basic Chemical Business |                     |                 | 1,813  | 2,325  | 1,686  | 1,461  | 1,784  |
|                                         | Others <sup>*2</sup>                            |                     |                 | 201    | 328    | 316    | 300    | 279    |

<sup>\*1</sup> Other includes warehousing, engineering and other businesses.

<sup>\*2</sup> Other segment includes warehousing, engineering, etc., as well as intersegment transaction eliminations.

## Environment

### Challenging Climate Change

|                                  |                                                                                                            | Scope of Disclosure | Unit                             | FY2022 | FY2023     | FY2024     | FY2025            |
|----------------------------------|------------------------------------------------------------------------------------------------------------|---------------------|----------------------------------|--------|------------|------------|-------------------|
| Production volumes <sup>*1</sup> |                                                                                                            | Standalone          | 1,000 t                          | 207    | 224        | 210        | 217               |
| CO <sub>2</sub>                  | Scope1, 2: CO <sub>2</sub> emissions                                                                       | ★                   | 1,000 t-CO <sub>2</sub>          | 187    | 190        | 167        | 169               |
|                                  | Scope1: Direct CO <sub>2</sub> Emissions <sup>*2</sup>                                                     | ★                   | 1,000 t-CO <sub>2</sub>          | 163    | 165        | 142        | 144               |
|                                  | Scope2: Indirect CO <sub>2</sub> Emissions                                                                 | ★                   | 1,000 t-CO <sub>2</sub>          | 24     | 25         | 25         | 25                |
|                                  | CO <sub>2</sub> emission intensity per unit of production volumes (Scope1&2)                               | ★                   | 1,000 t-CO <sub>2</sub> /1,000 t | 0.902  | 0.848      | 0.795      | 0.779             |
|                                  | CO <sub>2</sub> emissions reduction ratio (compared to FY2014) 2013 emissions 180.86 thousand tons         | ★                   | %                                | -3.4%  | -5.1%      | 7.7%       | 6.6%              |
|                                  | Scope3: CO <sub>2</sub> emissions                                                                          | Standalone          | 1,000 t-CO <sub>2</sub>          | -      | 455        | 316        | 302               |
|                                  | Scope3: CO <sub>2</sub> emissions(Cat. 1-7)                                                                | Standalone          | 1,000 t-CO <sub>2</sub>          | -      | 402        | 268        | 257               |
|                                  | Scope3: CO <sub>2</sub> emissions(Cat. 9, 12)                                                              | Standalone          | 1,000 t-CO <sub>2</sub>          | -      | 53         | 48         | 45                |
|                                  | Scope1: Direct CO <sub>2</sub> emissions <sup>*2</sup>                                                     | ★★                  | 1,000 t-CO <sub>2</sub>          | -      | 1          | 1          | 1                 |
|                                  | Scope2: Indirect CO <sub>2</sub> emissions                                                                 | ★★                  | 1,000 t-CO <sub>2</sub>          | -      | 9          | 8          | 9                 |
|                                  | Scope3: CO <sub>2</sub> emissions                                                                          | ★★★                 | 1,000 t-CO <sub>2</sub>          | -      | -          | 171        | 91                |
|                                  | Scope1: Direct CO <sub>2</sub> emissions <sup>*2</sup>                                                     | Consolidated        | 1,000 t-CO <sub>2</sub>          | -      | 166        | 143        | 145               |
|                                  | Scope1: Direct CO <sub>2</sub> emissions <sup>*3</sup>                                                     | Consolidated        | 1,000 t-CO <sub>2</sub>          | -      | -          | 33         | 35                |
|                                  | Scope2: Indirect CO <sub>2</sub> emissions                                                                 | Consolidated        | 1,000 t-CO <sub>2</sub>          | -      | 34         | 33         | 34                |
|                                  | Scope1, 2: CO <sub>2</sub> emissions                                                                       | Consolidated        | 1,000 t-CO <sub>2</sub>          | -      | -          | 209        | 214               |
|                                  | Scope1, 2: CO <sub>2</sub> emissions reduction ratio (compared to FY2025) 2024 emissions 214 thousand tons | Consolidated        | %                                | -      | -          | -          | 0                 |
|                                  | Scope3: CO <sub>2</sub> emissions                                                                          | Consolidated        | 1,000 t-CO <sub>2</sub>          | -      | -          | 487        | 394               |
|                                  | Scope3: CO <sub>2</sub> emissions reduction ratio (compared to FY2025) 2024 emissions 394 thousand tons    | Consolidated        | %                                | -      | -          | -          | 0                 |
|                                  | Scope1, 2, 3: CO <sub>2</sub> emissions                                                                    | Consolidated        | 1,000 t-CO <sub>2</sub>          | -      | -          | 696        | 608               |
|                                  | Third-party verification <sup>*4</sup>                                                                     | Standalone          | Scope                            | -      | Scope1,2,3 | Scope1,2,3 | planned to verify |
|                                  |                                                                                                            | Consolidated        | Scope                            | -      | -          | Scope1,2   | planned to verify |

★ The scope of data includes production and non-production sites of TAYCA CORPORATION, TAYCA Trading, TFT, and some of TAYCA SOKO which are located in the same sites as TAYCA CORPORATION.

★★ The scope of data includes production and non-production sites of TAYCA SOKO (excluding ★ aggregated), TAYCA M&M, TAYCA (Thailand) Co.,Ltd. ,TAYCA (VIETNAM) CO., LTD. , and TRS Technologies, Inc.

★★★ The scope of data includes production and non-production sites of TAYCA SOKO (excluding ★ aggregated), TAYCA M&M, TAYCA Trading, TFT, TAYCA (Thailand) Co.,Ltd. ,TAYCA (VIETNAM) CO., LTD. , and TRS Technologies, Inc.

<sup>\*1</sup> Production volume based on the act on the rational use of energy. It does not include by-products.

<sup>\*2</sup> CO<sub>2</sub> emissions are the amount of CO<sub>2</sub> generated from energy use.

<sup>\*3</sup> CO<sub>2</sub> emissions are the amount of CO<sub>2</sub> generated from process.

<sup>\*4</sup> Verificated by Ondo corporation (ISAE 3410)

## Environment

### Environmental Preservation

|                               |                                          | Scope of Disclosure | Unit                 | FY2022 | FY2023 | FY2024 | FY2025 |
|-------------------------------|------------------------------------------|---------------------|----------------------|--------|--------|--------|--------|
| Energy                        | Energy used total (Crude oil equivalent) | Standalone          | 1,000 kl             | 67     | 69     | 59     | 60     |
|                               | Electricity                              | Standalone          | 1,000 kwh            | 86,296 | 89,094 | 82,427 | 84,556 |
|                               | Fuel Oil and Diesel Oil etc.             | Standalone          | 1,000 kl             | 34     | 36     | 30     | 33     |
|                               | Liquefied petroleum gas (LPG)            | Standalone          | t                    | 11     | 10     | 19     | 15     |
|                               | Liquefied petroleum gas (LNG)            | Standalone          | t                    | 0      | 0      | 0      | 1,021  |
|                               | Coal                                     | Standalone          | t                    | 25,197 | 24,910 | 21,100 | 16,150 |
|                               | City gas and Others                      | Standalone          | 1,000 m <sup>3</sup> | 1,145  | 980    | 876    | 923    |
|                               | Ratio of basic unit to the previous year | Standalone          | %                    | 98     | 98     | 102    | 98     |
| Emissions into the Atmosphere | SOx emissions                            | Standalone          | t                    | 114    | 88     | 103    | 104    |
|                               | NOx emissions                            | Standalone          | t                    | 59     | 54     | 49     | 46     |
|                               | Soot and dust emissions                  | Standalone          | t                    | 4      | 3      | 4      | 3      |
|                               | Total emissions                          | Standalone          | t                    | 177    | 145    | 156    | 153    |
| PRTR Target substance         | Air emissions                            | Standalone          | t                    | 11.8   | 10.2   | 7.5    | 7.3    |
|                               | Water emissions                          | Standalone          | t                    | 6.4    | 6.5    | 7.0    | 6.9    |

### Environmental Preservation

|                                         |                                                                                    | Scope of Disclosure | Unit                 | FY2023 | FY2024 | FY2025 |
|-----------------------------------------|------------------------------------------------------------------------------------|---------------------|----------------------|--------|--------|--------|
| Water                                   | Water intake volume (Industrial water/waterworks domestic water sources/sea water) | Standalone          | 1,000 m <sup>3</sup> | 11,300 | 9,925  | 10,442 |
|                                         | Total water discharge volume (Domestic sewer waterway)                             | Standalone          | 1,000 m <sup>3</sup> | 8,982  | 8,404  | 9,003  |
|                                         | Chemical Oxygen Demand                                                             | Standalone          | t                    | 39     | 38     | 42     |
| Waste                                   | Total emission volumes including waste, etc.                                       | Standalone          | 1,000 t              | 71     | 51.1   | 51.6   |
|                                         | of which, Hazardous waste                                                          | Standalone          | 1,000 t              | 0      | 0.5    | 0.4    |
|                                         | of which, Non-hazardous waste                                                      | Standalone          | 1,000 t              | 71     | 50.6   | 51.2   |
|                                         | Volume of recycled                                                                 | Standalone          | 1,000 t              | 15     | 12.5   | 13.7   |
|                                         | Volume of landfilled                                                               | Standalone          | 1,000 t              | 54     | 40.0   | 36.4   |
| Trade-in and recycling of used products |                                                                                    | Standalone          | Cases                | -      | 0      | 1      |

## Environment

### Environmental Investment

|                                               |                                           | Scope of Disclosure | Unit        | FY2023   | FY2024   | FY2025          |
|-----------------------------------------------|-------------------------------------------|---------------------|-------------|----------|----------|-----------------|
| <b>Total environmental investment</b>         |                                           | Standalone          | billion yen | about 13 | about 13 | <b>about 12</b> |
| <b>Percentage of environmental investment</b> | Security and disaster prevention measures | Standalone          | %           | 72       | 74       | <b>71</b>       |
|                                               | Cleaning and safety practices             | Standalone          | %           | 19       | 17       | <b>18</b>       |
|                                               | Anti-Pollution                            | Standalone          | %           | 7        | 8        | <b>9</b>        |
|                                               | Energy saving                             | Standalone          | %           | 2        | 1        | <b>1</b>        |
|                                               | Others                                    | Standalone          | %           | 1        | 0        | <b>1</b>        |

### Environmental Goal

|                                              |                 | Scope of Disclosure | Goal                                        |                          |             |                     |                          |
|----------------------------------------------|-----------------|---------------------|---------------------------------------------|--------------------------|-------------|---------------------|--------------------------|
|                                              |                 |                     | Base year                                   | Emissions (thousand ton) | Target year | Reduction ratio (%) | Emissions (thousand ton) |
| GHG emissions <sup>*1</sup> reduction target | Scope1 + Scope2 | Consolidated        | 2024                                        | 214                      | 2030        | 42                  | 124                      |
|                                              | Scope3          | Consolidated        |                                             | 394                      |             | 25                  | 295                      |
|                                              | Scope1          | Consolidated        |                                             | 180                      |             | 31                  | 124                      |
|                                              | Scope2          | Consolidated        |                                             | 34                       |             | 100                 | 0                        |
| Biodiversity Targets                         |                 | Consolidated        | 100% RSPO certified raw materials used      |                          |             |                     |                          |
| RSPO Targets                                 |                 | Consolidated        | Maintain 100% RSPO certification            |                          |             |                     |                          |
| Water quality target                         |                 | Consolidated        | Zero emissions exceeding standards per year |                          |             |                     |                          |
| Air quality target                           |                 | Consolidated        | Zero emissions exceeding standards per year |                          |             |                     |                          |

<sup>\*1</sup> Calculated in accordance with the GHG Protocol

## Social

### Human Resource

|                                                             |                                                                     | Scope of Disclosure | Unit   | FY2023 | FY2024 | FY2025 |
|-------------------------------------------------------------|---------------------------------------------------------------------|---------------------|--------|--------|--------|--------|
| Number of Employees <sup>*1</sup>                           | Total                                                               | Consolidated        | People | 832    | 815    | 838    |
|                                                             | Standalone                                                          |                     |        | 554    | 540    | 552    |
|                                                             | Domestic Subsidiaries                                               |                     |        | 121    | 117    | 119    |
|                                                             | Overseas Subsidiaries                                               |                     |        | 157    | 158    | 168    |
|                                                             | Total                                                               | Consolidated        | People | 832    | 815    | 838    |
|                                                             | Male                                                                |                     |        | 712    | 687    | 699    |
|                                                             | Female                                                              |                     |        | 120    | 128    | 139    |
|                                                             | Percentage of female                                                |                     | %      | 14.4   | 15.7   | 16.6   |
|                                                             | Total                                                               | Standalone          | People | 554    | 540    | 552    |
|                                                             | Male                                                                |                     |        | 519    | 501    | 505    |
|                                                             | Female                                                              |                     |        | 35     | 39     | 47     |
|                                                             | Percentage of female                                                |                     | %      | 6.3    | 7.2    | 8.5    |
| Percentage of employees with physical disabilities          |                                                                     | Consolidated        | %      | -      | -      | -      |
|                                                             |                                                                     | Standalone          | %      | -      | -      | 1.4    |
| Number of Managers                                          | Total                                                               | Consolidated        | People | 109    | 111    | 119    |
|                                                             | Male                                                                |                     |        | 98     | 98     | 103    |
|                                                             | Female                                                              |                     |        | 11     | 13     | 16     |
|                                                             | Total                                                               | Standalone          | People | 73     | 74     | 77     |
|                                                             | Male                                                                |                     |        | 72     | 72     | 75     |
|                                                             | Female                                                              |                     |        | 1      | 2      | 2      |
| Percentage of female workers in managerial positions        | Consolidated                                                        | Consolidated        | %      | 10.1   | 11.7   | 13.4   |
|                                                             | Standalone                                                          | Standalone          | %      | 1.4    | 2.7    | 2.6    |
| Number of newly recruited full-time employees <sup>*2</sup> | Total                                                               | Standalone          | People | 24     | 29     | 47     |
|                                                             | Male                                                                |                     |        | 17     | 23     | 39     |
|                                                             | Female                                                              |                     |        | 7      | 6      | 8      |
|                                                             | Percentage of female workers in newly recruited full-time employees | Standalone          | %      | 29.2   | 20.7   | 17.0   |

<sup>\*1</sup> Number of full-time and permanent employees.

<sup>\*2</sup> Number of people who joined the company in the applicable fiscal year.

## Social

### Work Environment

|                                                                                              | Scope of Disclosure | Unit         | FY2023 | FY2024 | FY2025 |
|----------------------------------------------------------------------------------------------|---------------------|--------------|--------|--------|--------|
| Percentage of full-time employees taking paid annual leave                                   | Standalone          | %            | 82     | 89     | 86     |
| Ratio of male employees taking childcare leave                                               | Standalone          | %            | 52.4   | 50.0   | 50.0   |
| Total annual working hours (per employee)                                                    | Standalone          | Hours        | -      | 2,069  | 2,044  |
| Monthly average overtime hours                                                               | Standalone          | Hours        | 21.1   | 20.5   | 19.6   |
| Total training hours per employee per year                                                   | Standalone          | Hours        | -      | -      | 8      |
| Percentage of employees with medical insurance                                               | Standalone          | %            | 100    | 100    | 100    |
| Number of worker's compensation cases generated (Accidents that require time off from work)  | Standalone          | Cases        | 4      | 1      | 1      |
| Number of worker's compensation cases generated (Accidents not accompanied by lost worktime) | Standalone          | Cases        | 4      | 9      | 8      |
| Days lost due to work-related injuries and illnesses                                         | Standalone          | Days         | -      | 206    | 75     |
| Lost time injury frequency rate (LTIR) <sup>*1</sup>                                         | Standalone          | Rate         | 3.9    | 0.9    | 8.25   |
| Work accident severity rate <sup>*2</sup>                                                    | Standalone          | Rate         | 7.3    | 0.1    | 0.07   |
| Average salary for full-time employees                                                       | Standalone          | thousand yen | -      | -      | 6,520  |
| Gender salary gap (average male salary - average female salary) ÷ average male salary        | Standalone          | %            | -      | -      | 21.8   |
| Percentage of direct employees paid below the living salary                                  | Standalone          | %            | -      | -      | 0      |
| Percentage of all employees (Including non-regular employees) paid below the living salary   | Standalone          | %            | -      | -      | 0      |

<sup>\*1</sup> LTIR is calculated by (Number of permanent employees lost time injuries in the reporting period x 1,000,000) / (Total hours worked in the reporting period).

<sup>\*2</sup> Severity rate is calculated by (Number of permanent employees working days lost x 1,000) / (Total working hours).

### Supply Chain

|                                                                                                                          | Scope of Disclosure | Unit      | FY2023 | FY2024 | FY2025 |
|--------------------------------------------------------------------------------------------------------------------------|---------------------|-----------|--------|--------|--------|
| Policy and guidelines for suppliers <sup>*1</sup> , and Consideration for human rights                                   | Standalone          | Yes or No | Yes    | Yes    | Yes    |
| Percentage of covered suppliers <sup>*1</sup> that have signed the code of conduct                                       | Standalone          | %         | 28     | 28     | 28     |
| Percentage of covered suppliers <sup>*1</sup> with contracts that include environmental, labor, or human rights clauses  | Standalone          | %         | 28     | 28     | 28     |
| Percentage of covered suppliers <sup>*1</sup> that have requested the CSR assessment                                     | Standalone          | %         | 100    | 100    | 100    |
| Percentage of covered suppliers <sup>*1</sup> that have requested a survey of GHG emissions and requested for reductions | Standalone          | %         | -      | -      | 0      |
| Number of covered suppliers <sup>*1</sup> that have gotten CSR on-site audits                                            | Standalone          | Cases     | 1      | 1      | 1      |
| Number of covered suppliers <sup>*1</sup> that have information on conflict minerals                                     | Standalone          | Cases     | -      | 1      | 3      |
| Percentage of suppliers that have taken corrective action among those audited or assessed                                | Standalone          | %         | -      | -      | 0      |
| Percentage of procurement staff trained in responsible procurement                                                       | Standalone          | %         | -      | -      | 20     |

<sup>\*1</sup> Suppliers that the Procurement Department has determined to be important and identified

## Governance

### Corporate Governance Framework

|                                                                              |                                                                    | Scope of Disclosure | Unit   | FY2023 | FY2024 | FY2025 |
|------------------------------------------------------------------------------|--------------------------------------------------------------------|---------------------|--------|--------|--------|--------|
| Number of directors<br>(Including audit and supervisory committee directors) | Total number of internal directors                                 | Standalone          | People | 6      | 6      | 5      |
|                                                                              | Male                                                               |                     |        | 6      | 6      | 5      |
|                                                                              | Female                                                             |                     |        | 0      | 0      | 0      |
|                                                                              | Total number of independent outside directors                      |                     |        | 4      | 4      | 4      |
|                                                                              | Male                                                               |                     |        | 3      | 3      | 3      |
|                                                                              | Female                                                             |                     |        | 1      | 1      | 1      |
|                                                                              | Total                                                              |                     |        | 10     | 10     | 9      |
|                                                                              | Ratio of independent outside directors on the board                | Standalone          | People | 40.0   | 40.0   | 44.4   |
| Board of directors                                                           | Ratio of female                                                    | Standalone          | People | 10.0   | 10.0   | 11.1   |
|                                                                              | Duration of appointment as directors                               | Standalone          | Year   | 1      | 1      | 1      |
|                                                                              | Number of board of directors meetings                              | Standalone          | Times  | 13     | 13     | 13     |
| Audit and supervisory committee                                              | Attendance rate at board of directors                              | Standalone          | %      | 98.6   | 100    | 98.3   |
|                                                                              | Duration of appointment as audit and supervisory committee members | Standalone          | Year   | 2      | 2      | 2      |
|                                                                              | Number of audit and supervisory committee meetings                 | Standalone          | Times  | 10     | 10     | 10     |
| Number of nominating and compensation committee                              | Attendance rate at Audit and supervisory committee meetings        | Standalone          | %      | 98     | 100.0  | 100.0  |
|                                                                              | Total number of internal directors                                 | Standalone          | People | 3      | 3      | 2      |
|                                                                              | Male                                                               |                     |        | 3      | 3      | 2      |
|                                                                              | Female                                                             |                     |        | 0      | 0      | 0      |
|                                                                              | Total number of independent outside directors                      |                     |        | 4      | 4      | 4      |
|                                                                              | Male                                                               |                     |        | 3      | 3      | 3      |
|                                                                              | Female                                                             |                     |        | 1      | 1      | 1      |
| Nominating and compensation committee                                        | Total                                                              |                     |        | 7      | 7      | 6      |
|                                                                              | Number of nominating and compensation committee meetings           | Standalone          | Times  | 4      | 4      | 6      |
|                                                                              | Attendance rate at nominating and compensation committee meetings  | Standalone          | %      | 96.4   | 100    | 97.3   |

### Compensation

|                           |                                           | Scope of Disclosure | Unit            | FY2023 | FY2024 | FY2025 |
|---------------------------|-------------------------------------------|---------------------|-----------------|--------|--------|--------|
| Compensation of directors | Total compensation                        | Standalone          | Millions of yen | 198    | 186    | 149    |
|                           | Directors                                 |                     |                 | 162    | 150    | 113    |
|                           | Audit and supervisory committee directors |                     |                 | 13     | 13     | 13     |
|                           | Outside directors                         |                     |                 | 21     | 22     | 22     |

## Governance

### Shareholders and Investors

|                               |                                          | Scope of Disclosure | Unit | FY2023 | FY2024 | FY2025 |
|-------------------------------|------------------------------------------|---------------------|------|--------|--------|--------|
| Shareholder composition ratio | Total                                    | Standalone          | %    | 100.0  | 100.0  | 100.0  |
|                               | Financial institutions                   |                     |      | 0.4    | 0.5    | 0.5    |
|                               | Financial instruments business operators |                     |      | 0.7    | 0.7    | 0.8    |
|                               | Other corporations                       |                     |      | 3.5    | 4.1    | 4.1    |
|                               | Non-Japanese corporations                |                     |      | 2.4    | 2.0    | 2.0    |
|                               | Non-Japanese individuals                 |                     |      | 0.2    | 0.1    | 0.1    |
|                               | Individuals, others                      |                     |      | 92.8   | 92.6   | 92.5   |
| Dividends                     | Yearly total                             | Standalone          | Yen  | 36     | 38     | 38     |
|                               | Interim dividend                         |                     |      | 18     | 18     | 18     |
|                               | Year-end dividend                        |                     |      | 18     | 20     | 20     |

### Compliance

|                                                                                  | Scope of Disclosure | Unit  | FY2023 | FY2024 | FY2025 |
|----------------------------------------------------------------------------------|---------------------|-------|--------|--------|--------|
| Number of internal reports                                                       | Standalone          | Cases | 3      | 0      | 1      |
| Number of business ethics violations                                             | Standalone          | Cases | -      | -      | 0      |
| Business ethics violations (corrupt behavior)                                    | Standalone          | Cases | -      | -      | 0      |
| Child and forced labor incidents                                                 | Standalone          | Cases | -      | -      | 0      |
| Information security Incidents                                                   | Standalone          | Cases | -      | -      | 0      |
| Product Safety Related Incidents                                                 | Standalone          | Cases | -      | -      | 0      |
| Percentage of employees trained in business ethics                               | Standalone          | Cases | -      | -      | 23     |
| Percentage of employees who have received training on insider trading prevention | Standalone          | %     | -      | -      | 100    |
| Percentage of employees who have received training on harassment prevention      | Standalone          | %     | -      | -      | 63     |

### Compliance goal

|                  | Scope of Disclosure | Goal         |
|------------------|---------------------|--------------|
| Money laundering | Consolidated        | Not involved |