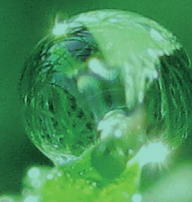


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SUSTAINABILITY DATA BOOK

2025





Environmental Data

Initiatives for Reducing CO₂ Emissions

Greenhouse Gas Emissions

Unit: kt-CO₂

	FY2020	FY2021	FY2022	FY2023	FY2024
ADEKA	147.6	150.9	139.7	128.5	122.5
Group companies in Japan	14.0	15.5	14.1	13.6	12.4
Overseas companies	91.6	90.8	85.3	78.2	76.3

Greenhouse Gas Emission Intensity Index (from energy consumption)

Unit: t-CO₂/t

	FY2020	FY2021	FY2022	FY2023	FY2024
ADEKA (the manufacturing division)	0.428	0.428	0.435	0.457	0.454
Group companies in Japan (the manufacturing divisions)	0.364	0.411	0.388	0.427	0.369

Breakdown of Greenhouse-Gas Emission Volumes in FY2024 (CO₂ equivalents)

Total		211.2 kt-CO ₂			
Percentage breakdown	Electric power	40.4%	Non-energy sources	4.4%	
	Steam	17.6%	Arising from production processes	4.6%	
	Gas	20.8%	Fluorocarbons	0.3%	
	Heavy oil and other fossil fuels	11.8%			

CO₂ Emissions and Scope 3 Breakdown

Our consolidated group companies

Unit: kt-CO₂

Scope and category			Emissions
Scope 1			88.7
Scope 2			122.5
Scope 3*			916.5
Category1	Purchased goods and services		612.0
Category2	Capital goods		29.2
Category3	Fuel- and energy-related activities not included in Scope 1 and 2		49.8
Category4	Transportation and distribution		72.7
Category5	Waste generated by operations		18.3
Category6	Business trips		1.0
Category7	Employee commuting		2.2
Category9	Transportation and distribution (downstream)		9.4
Category12	End-of-Life Treatment of Sold Products		121.9

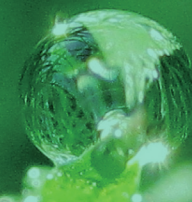
* Scope 3 does not include our six domestic subsidiaries without manufacturing facilities.

Resource Utilization

Raw Materials/Manufacturing Volume

Unit: t

	FY2020	FY2021	FY2022	FY2023	FY2024
Raw material input	192,519	198,710	181,423	178,704	175,134
Manufacturing volume	469,989	483,711	444,539	414,426	412,537



Energy-Saving Activities

Energy Consumption

Unit: thousand kL

	FY2020	FY2021	FY2022	FY2023	FY2024
ADEKA	67.0	70.0	67.6	64.2	63.2
Group companies in Japan	7.9	8.6	9.8	7.0	6.4
Overseas companies*	27.9	30.0	27.8	27.1	28.6

* Excluding Nihon Nohyaku's overseas subsidiaries

Energy Consumption Intensity

Unit: thousand kL/t

	FY2020	FY2021	FY2022	FY2023	FY2024
ADEKA (the manufacturing division)	0.1927	0.1970	0.2024	0.2132	0.2129

Breakdown of Energy Consumption in FY2024

Total		63.2 thousand kL			
Percentage breakdown	Electric power	47.4%	Gas	24.9%	
	Steam	19.7%	Heavy oil and other fossil fuels	7.9%	

Preventing Water Pollution

Usage of Water

Unit: thousand m³

	FY2020	FY2021	FY2022	FY2023	FY2024
ADEKA	11,657	12,280	11,943	11,359	11,077
Group companies in Japan	531	615	370	328	775
Overseas companies	455	470	461	455	457

Usage of Water (by source)

Unit: thousand m³

	FY2020	FY2021	FY2022	FY2023	FY2024
Tap water	640	616	594	590	586
Groundwater	6,048	6,897	6,197	5,841	6,004
Brackish surface water/Seawater	2,745	2,952	3,384	3,154	3,035
Surface water (rivers, lakes, etc.)	0	0	0	0	0
Industrial use water	2,953	2,672	2,368	2,339	2,458
Other (pure water)	256	229	231	219	226

Water Discharge

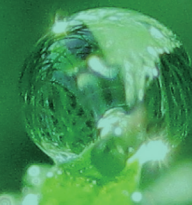
Unit: thousand m³

	FY2020	FY2021	FY2022	FY2023	FY2024
ADEKA	9,388	10,130	10,643	9,910	9,605
Group companies in Japan	415	518	336	304	722
Overseas companies	295	338	270	269	286

By Drainage Destination

Unit: thousand m³

	FY2020	FY2021	FY2022	FY2023	FY2024
Rivers, lakes, etc.	6,038	6,441	6,391	5,897	6,156
Seawater	3,021	3,223	3,631	3,393	3,286
Discharge to a third party	1,039	1,322	1,227	1,194	1,170



Chemical Oxygen Demand Emissions

Unit: t

	FY2020	FY2021	FY2022	FY2023	FY2024
ADEKA	23.9	24.9	26.6	26.2	23.1
Group companies in Japan	3.4	16.4	1.9	15.5	17.9
Overseas companies	339.6	321.6	219.6	303.1	548.6

Biological Oxygen Demand Emissions

Unit: t

	FY2020	FY2021	FY2022	FY2023	FY2024
ADEKA	29.4	33.6	33.1	35.8	29.0
Group companies in Japan	1.3	10.5	1.3	22.6	9.6
Overseas companies	4.1	4.9	6.8	8.6	98.7

Preventing Air Pollution

SOx Emissions

Unit: t

	FY2020	FY2021	FY2022	FY2023	FY2024
ADEKA	0.5	0.5	0.3	0.3	0.9
Group companies in Japan	1.3	0.6	0.5	0.1	0.4
Overseas companies	0.0	0.0	0.4	0.4	13.7

NOx Emissions

Unit: t

	FY2020	FY2021	FY2022	FY2023	FY2024
ADEKA	53.6	69.7	96.2	33.5	36.6
Group companies in Japan	10.0	4.4	0.9	5.6	5.0
Overseas companies	1.6	1.1	2.3	1.3	15.1

Soot/Dust Emissions

Unit: t

	FY2020	FY2021	FY2022	FY2023	FY2024
ADEKA	4.2	3.6	2.7	2.2	2.6
Group companies in Japan	0.0	6.1	0.0	0.0	0.1
Overseas companies	0.2	0.1	0.1	0.3	31.1

Appropriate Management of Chemical Substances

Discharge of PRTR Substances

Scope: ADEKA and one domestic chemical manufacturing subsidiary

Unit: t

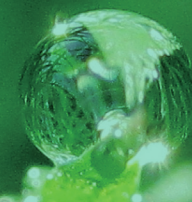
	FY2020	FY2021	FY2022	FY2023	FY2024
ADEKA (Air)	14.2	20.4	11.1	27.5	23.0
ADEKA (Water)	3.0	3.0	3.0	5.9	4.7
Group companies in Japan (Air)	3.8	4.1	4.8	5.2	4.9

Transfer of PRTR Substances

Scope: ADEKA and one domestic chemical manufacturing subsidiary

Unit: t

	FY2020	FY2021	FY2022	FY2023	FY2024
ADEKA	164.8	244.4	154.1	113.0	157.6
Group companies in Japan	9.0	9.8	11.2	1.2	11.3

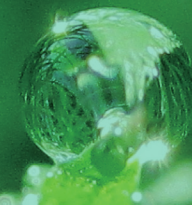


Discharge and Transfer of Chemical Substances

Scope: ADEKA and one domestic chemical manufacturing subsidiary

Unit: t

Ordinance Designation Number	Substance	Discharge				Transfer	
		Air	Public Waters	Soil	Landfill Waste	Sewage	External Transfer
53	Ethylbenzene	0.0	0.0	0.0	0.0	0.0	1.0
56	Ethylene oxide	0.1	0.0	0.0	0.0	0.0	0.0
80	Xylene	0.0	0.0	0.0	0.0	0.0	16.0
125	Chlorobenzene	0.3	0.0	0.0	0.0	0.0	16.0
127	Chloroform	0.0	0.0	0.0	0.0	0.0	1.0
128	Methyl chloride	0.1	0.0	0.0	0.0	0.0	0.0
157	1,2-Dichloroethane	0.8	0.0	0.0	0.0	0.0	24.0
186	Dichloromethane	0.8	0.0	0.0	0.0	0.0	34.0
207	Dibutylhydroxytoluene	0.0	0.0	0.0	0.0	0.0	1.3
257	Decanol	0.1	0.0	0.0	0.0	0.0	0.0
272	Copper salts (water-soluble, except complex salts)	0.0	0.0	0.0	0.0	0.0	1.1
277	Triethylamine	0.0	0.2	0.0	0.0	0.0	14.0
300	Toluene	16.5	0.0	0.0	0.0	0.0	23.1
302	Naphthalene	0.0	0.0	0.0	0.0	0.0	0.1
318	Carbon disulfide	2.3	0.0	0.0	0.0	0.0	0.0
392	Hexane	2.6	0.0	0.0	0.0	0.0	9.9
395	Water-soluble salts of peroxodisulfuric acid	0.0	4.4	0.0	0.0	0.0	1.7
405	Boron compounds	0.0	0.0	0.0	0.0	0.0	0.2
438	Methyl naphthalene	0.1	0.0	0.0	0.0	0.0	0.0
453	Molybdenum and its compounds	0.0	0.0	0.0	0.0	0.0	2.1
458	Tris (2-ethylhexyl) phosphate	0.0	0.0	0.0	0.0	0.0	1.9
591	Ethyl cyclohexane	0.0	0.0	0.0	0.0	0.0	0.2
594	Butyl cellosolve	1.7	0.0	0.0	0.0	0.0	0.6
603	Peracetic acid	0.2	0.0	0.0	0.0	0.0	0.6
627	Diethylene glycol monobutyl ether	1.2	0.0	0.0	0.0	0.0	3.3
629	Cyclohexane	0.3	0.0	0.0	0.0	0.0	0.7
691	Trimethyl benzene	0.1	0.0	0.0	0.0	0.0	0.0
708	(1-hydroxyethane-1,1-diyl) diphosphonate and its potassium and sodium salts	0.0	0.1	0.0	0.0	0.0	0.0
731	Heptane	0.3	0.0	0.0	0.0	0.0	1.5
736	Acetic anhydride	0.0	0.0	0.0	0.0	2.0	0.1
737	Methyl isobutyl ketone	0.1	0.0	0.0	0.0	0.0	11.0
754	Dimethyl sulfate	0.0	0.0	0.0	0.0	0.0	1.2
Sub-total		27.7	4.7	0.0	0.0	2.0	166.7
Other substances (54 types)		0.2	0.0	0.0	0.0	0.0	0.3
Total		27.9	4.7	0.0	0.0	2.0	167.0



Appropriate Management of the Disposal of Industrial Waste

Industrial Waste Generated

Unit: kt

	FY2020	FY2021	FY2022	FY2023	FY2024
ADEKA	46.4	49.0	45.1	39.9	42.0
Group companies in Japan	9.4	9.4	11.5	7.0	5.2
Overseas companies*	12.2	13.0	12.7	11.6	9.8
Total	68.0	71.4	69.3	58.5	57.1

* Excluding Nihon Nohyaku's overseas subsidiaries

Breakdown of Industrial Waste

Scope: ADEKA and Group companies in Japan

Total	47.2 kt			
Percentage breakdown	Waste oil	36%	Various waste plastics	2%
	Waste acid	12%	Animal and plant wastes	1%
	Sludge	13%	Other	1%
	Waste alkali	35%		

Outsourced Disposal of Industrial Waste

Unit: kt

	FY2020	FY2021	FY2022	FY2023	FY2024
ADEKA	18.5	17.8	15.5	11.3	13.1
Group companies in Japan	7.8	7.2	2.8	3.9	2.7
Overseas companies*	11.9	12.7	12.7	11.5	9.8
Total	38.2	37.8	31.0	26.7	25.7

* Excluding Nihon Nohyaku's overseas subsidiaries

Breakdown of the Total Volume of Waste Treated by External Contractors

Scope: ADEKA and Group companies in Japan

Total	15.8 kt			
Percentage breakdown	Waste oil	18%	Various waste plastics	7%
	Waste acid	9%	Animal and plant wastes	3%
	Sludge	27%	Other	2%
	Waste alkali	33%		

Zero Emissions Rate for Landfill Disposal of Industrial Waste

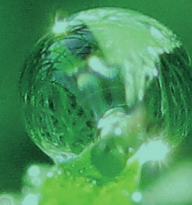
Scope: ADEKA and Group companies in Japan

	FY2020	FY2021	FY2022	FY2023	FY2024
Final landfill volume (Unit: t)	44.0	42.5	127.0	36.7	40.7
Zero emissions rate (Unit: %)	0.09	0.08	0.26	0.09	0.09

Recycling Rate

Scope: ADEKA and Group companies in Japan

	FY2020	FY2021	FY2022	FY2023	FY2024
Recycling rate (Unit: %)	36.7	41.9	45.2	51.5	49.6



Environmental Accounting

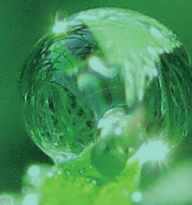
Environmental Conservation Costs

Unit: Millions of yen (rounded to the nearest unit)

Category	Description of Main Initiatives	Environmental Conservation Cost	Amount of Environmental Investment
(1) Business area cost			
1) Pollution prevention costs	Prevention of air, water and soil pollution and of noise, vibration, stench and land subsidence	1,776	227
2) Global environmental conservation costs	Preventing global warming (conserving energy), preventing damage to the ozone layer	533	442
3) Resource recycling costs	Reducing and recycling resources and minimizing the generation of waste material	689	47
(2) Upstream/downstream cost	Green procurement, reducing the environmental burden imposed by containers and packaging, collecting and re-commercializing products	9	0
(3) Administration cost	Environmental ISO, disclosure of environmental information, environmental impact monitoring, greening	94	4
(4) R&D cost	R&D expenses for environmental conservation	641	102
(5) Social activity cost	Greening and beautification of areas outside the offices and plants, donating and supporting environmental conservation organizations	4	2
(6) Environmental remediation cost	Purification efforts to improve water quality and remove soil pollution, restoration of nature	2	0
Total		3,750	823

Environmental Conservation Effect

Classification	Environmental Performance Indicators	Unit	FY2023	FY2024	Year-on-year
Resources for business activities	Quantity of specific managed substances input	t	18,559	19,533	105.2%
Goods and services produced by business activities	Quantity of used products, containers and packaging circulated and used	t	857	931	108.6%
	Quantity of containers and packaging used	t	4,990	5,300	106.2%
Other	Emissions of environmentally hazardous substances from logistics	t	77,157	76,460	99.1%



Economic Effects with Environmental Conservation Measures

Unit: Millions of yen (rounded to the nearest unit)

Details of Effects	Amount
Income earned by recycling, profits from the sale of valuable resources, etc.	157
Reduction in costs through introducing resources from the environment into business activities	349
Reduction in the burden imposed by business activities on the environment and costs related to the generation of waste material	11
Total	516
Degree of effects (Calculated by dividing the economic effects resulting from environmental conservation activities by the costs of these activities)	11.3%

Cost of Environmental Initiatives and Amount Invested

Unit: Millions of yen (rounded to the nearest unit)

	FY2020	FY2021	FY2022	FY2023	FY2024
Environmental conservation cost	2,413	3,776	2,657	2,376	3,750
Amount of environmental investment	1,100	964	755	553	823

Notes on environmental data:

- * Scope 1 and Scope 2 emissions for FY2019 through FY2022 are under review at some business locations.
- * Environmental data covers companies covered by our consolidated financial results excluding our overseas sales subsidiaries, and the figures for FY2019 and beyond have been revised due to the inclusion of Nihon Nohyaku and its group companies in the scope of data.
 - Nihon Nohyaku and its domestic group companies are included in the scope of data for greenhouse gas emissions from FY2019 onward. Its overseas group companies are also included from FY2020 onward.
 - Nihon Nohyaku and its domestic companies are included in the scope of data for SOx emissions, NOx emissions and soot/dust emissions from FY2020 onward. In addition, its overseas group companies are also included from FY2023 onward.
 - Nihon Nohyaku and its group companies are not included in the scope of data for usage of resources, usage of water, wastewater discharge, discharge and transfer of PRTR substances, zero emissions rate, and recycling rate.
 - ADEKA, three ADEKA domestic manufacturing subsidiaries and the Nihon Nohyaku Group (excluding overseas subsidiaries) are included in the scope of data for environmental accounting.



Human Rights and Human Resources

Expanding Opportunities for Utilizing Human Resources

Human Resources Data

Scope: ADEKA

Item		FY2021	FY2022	FY2023	FY2024
Non-prescribed work time (per month)		14.6hours	13.7hours	13.4hours	13.3hours
Number of employees working shortened hours	Male	1	1	0	2
	Female	34	32	48	24
Percentage taking annual paid leave		69.6%	70.7%	79.9%	76.5%
Percentage taking refreshment leave*		13%*	79%	81%	79%
Childcare leave utilization rate	Male	37.5%	49.1%	57.4%	86.8%
	Female	100%	100%	100%	100%
Number of employees taking childcare leave	Male	27	26	31	46
	Female	12	15	8	8
Number of employees taking nursing care leave of absence		2	2	0	1
Number of employees taking nursing care leave		14	16	18	29
Percentage returning to workplace after childcare leave	Male	100%	100%	100%	100%
	Female	100%	100%	92%	92%
Job retention rate after childcare leave	Male	100%	100%	100%	100%
	Female	100%	100%	100%	100%
Percentage receiving health check-up		100%	100%	100%	100%
Repeat health check-up rate		97.0%	99.9%	99.9%	99.3%
Stress Checks: Rate of uptake Company-wide		99.9%	100.0%	100%	100%
Training Costs per Employee (thousand yen)		5.5	5.7	7.7	6.8
Average hours of annual training/education per employee		262.1min	179.8min	539.3min	221.8min

* Due to the impact of the worldwide COVID-19 pandemic, the rate of uptake of refreshment leave declined significantly.



Human Resources Data

Scope: ADEKA (Excluding consolidated employees)

Item		FY2021	FY2022	FY2023	FY2024
Number of consolidated employees		5,466	5,494	5,512	5,453
Number of non-consolidated employees	Overall	1,808	1,796	1,815	1,810
	Male	1,522	1,507	1,519	1,507
	Female	286	289	296	303
Employee average age	Overall	38.9	39.6	39.9	40.2
	Male	39.2	39.8	40.2	40.6
	Female	37.6	38.1	38.1	38.2
Average length of employment	Overall	16.0years	16.5years	16.8years	17.1years
	Male	16.3years	16.9years	17.3years	17.7years
	Female	14.1years	14.6years	14.3years	14.4years
Women as percentage of employees		15.8%	16.1%	16.3%	16.7%
Women as percentage of managers		3.5%	4.6%	5.4%	5.8%
Number of new graduates hired	Overall	45	34	53	60
	Male	32	24	39	41
	Female	13	10	14	19
Employee turnover rate	Overall	3.4%	3.4%	3.1%	3.5%
	Male	3.5%	3.3%	2.4%	3.2%
	Female	2.7%	4.0%	7.6%	5.0%
Voluntary retirement rate	Overall	2.5%	2.5%	2.3%	2.7%
	Male	2.4%	2.4%	1.9%	2.4%
	Female	3.0%	3.0%	5.3%	4.6%
Average monthly wage		379,260yen	382,399yen	394,601yen	416,761yen
New graduate starting salary (university graduates, includes housing allowance)		238,290yen	241,290yen	251,290yen	264,290yen
Number of foreign employees		9	11	14	16
Percentage of foreign employees		0.5%	0.6%	0.6%	0.9%
Number of employees with disabilities		34	35	43	43
People with disabilities as percentage of employees		2.13%	2.11%	2.43%	2.54%
Number of retirees rehired (End of fiscal year)		32	36	47	57
Number of retirees rehired (Fiscal year under review)		16	20	13	29
Percentage of retirees rehired (Fiscal year under review)*		100.0%	93%	92.9%	96.7%
Number of temporary employees		0	0	0	0

* Including transfers of employees to posts at affiliated companies



Occupational Health and Safety

Number of Accidents by Year

Scope: ADEKA, ADEKA Group subsidiaries (excluding the Nihon Nohyaku Group) and subcontractors

	FY2020	FY2021	FY2022	FY2023	FY2024
Accidents with lost workdays	4	5	8	9	8
Accidents without lost workdays	8	3	8	5	5
Accidents with fatalities	0	0	0	0	0

Promoting Upgrading of Work Environments

Key Labor-Management Meetings

Scope: ADEKA

Labor-management councils	Management councils	ADEKA Group labor-management conference	Management conference
12 times a year	Twice a year	Once a year	Once a year

Response to Labor Standards Act Violations

When we receive guidance on a Labor Standards Act violation, we contact the relevant department and also make a report to the executive management. Upon consulting with the relevant department, we establish how we will rectify the identified issue and the time by which we will complete its rectification. We then manage progress until the issue has been rectified.

In addition, we share non-compliance issues company-wide to raise awareness of them and to prevent their recurrence.



Corporate Governance Overview

Organizational design/Frequency of committee meetings (FY2024)

	Board of Directors	Audit and Supervisory Committee	Nomination and Remuneration Committee
Chairperson/Committee Chair	President and Chief Executive Officer	Internal director	External director
Structure	5 Internal directors, 5 External directors	1 Internal director, 2 External directors	1 Internal director, 2 External directors
Number of times held	Regular: 12, Extraordinary: 5, Total 17	6	5

Board of directors

	As of June 30, 2022	As of June 30, 2023	As of June 30, 2024	As of June 30, 2025
Number of directors	16	10	10	10
Number of independent external directors	6	5	5	5
Number of female directors	1	1	1	2
Ratio of female directors on the Board of Directors	6%	10%	10%	20%
Ratio of women among Operating Officers	0%	0%	0%	0%

Number of meetings

	FY2021	FY2022	FY2023	FY2024
Board of Directors	17	17	17	17
Nomination and Remuneration Committee	4	3	4	5
Audit and Supervisory Committee	Audit & Supervisory Board: 2 Audit and Supervisory Committee: 4	6	6	6



Board of Directors' meeting status and attendance rate (FY2024)

Position and Name	Meeting Status and Attendance Rate
Hidetaka Shirozume, President and Chief Executive Officer, Representative Director (Chairperson)	100% (17 out of 17 meetings)
Haruhiko Tomiyasu, Representative Director and Senior Managing Executive Officer	100% (17 out of 17 meetings)
Youji Shiga, Director and Operating Officer	88% (15 out of 17 meetings)
Kiyoshi Masamune, Director and Operating Officer	100% (13 out of 13 meetings)
Shigeru Endo, External Director	100% (17 out of 17 meetings)
Makoto Horiguchi, External Director	100% (17 out of 17 meetings)
Naoya Takahashi, External Director	100% (13 out of 13 meetings)
Koichi Taya, Director, Full-time Audit and Supervisory Committee Member	100% (17 out of 17 meetings)
Akio Okuyama, External Director, Audit and Supervisory Committee Member	100% (17 out of 17 meetings)
Ikuko Hirasawa, External Director, Audit and Supervisory Committee Member	100% (17 out of 17 meetings)

*Titles are those as they were at the time

Audit and Supervisory Committee meeting status and attendance rate (FY2024)

Position and Name	Meeting Status and Attendance Rate
Koichi Taya, Director, Full-time Audit and Supervisory Committee Member (Chairperson)	100% (6 out of 6 meetings)
Akio Okuyama, External Director, Audit and Supervisory Committee Member	100% (6 out of 6 meetings)
Ikuko Hirasawa, External Director, Audit and Supervisory Committee Member	100% (6 out of 6 meetings)

Nomination and Remuneration Committee meeting status and attendance rate (FY2024)

Position and Name	Meeting Status and Attendance Rate
Hidetaka Shirozume, President and Chief Executive Officer, Representative Director	100% (5 out of 5 meetings)
Shigeru Endo, External Director (Chairperson)	100% (5 out of 5 meetings)
Makoto Horiguchi, External Director	100% (3 out of 3 meetings)

Violation of the law

	FY2021	FY2022	FY2023	FY2024
Serious legal and reporting violations	0	0	0	0

Compliance violations, etc.

	FY2021	FY2022	FY2023	FY2024
Number of internal reports	9	4	10	14
Number of serious environmental accidents	0	0	0	0
Number of serious environmental laws and regulations violations	0	0	0	0
Fines and penalties related to violations of environmental laws and regulations	0yen	0yen	0yen	0yen



Prevention of corruption

	FY2021	FY2022	FY2023	FY2024
Number of disciplinary dismissals due to bribery and anti-corruption violations	0	0	0	0
Fines, penalties, and settlements attributable to bribery and anti-corruption violations	0yen	0yen	0yen	0yen

Compliance Promotion Committee meetings (FY2024)

Compliance Promotion Committee

Meeting No.	Meeting Date	Contents
80th	April 15, 2024	Report on the activities by the Compliance Promotion Committee in FY2023 Compliance leader training policy Introduction of a global whistleblowing hotline
81st	July 29, 2024	Overview of the overseas affiliated company (seconded employee) compliance awareness survey Leadership training policy and guidelines for training by theme/law Report on the compliance activities by each department in the previous fiscal year and the issues to be addressed in the current fiscal year State of progress on the global whistleblowing hotline Report on other activities by the Compliance Promotion Committee since the last meeting
82nd	October 22, 2024	Guidelines for the FY2024 compliance seminar Interim report on the activities by the Compliance Promotion Committee in FY2024
83rd	February 3, 2025	FY2025 Compliance Promotion Committee Activity basic policy (draft) Report on the compliance awareness survey for employees seconded overseas Internal controls system check sheet (draft) report etc.

Group Compliance Council

Meeting No.	Meeting Date	Contents
40th	September 11, 2024	Report on the status of compliance efforts by each company
41st	March 12, 2025	Educational materials to promote awareness and understanding of the ADEKA Group's Code of Conduct Establishment of a global whistleblowing hotline Promotion of the use of simple e-learning Operational optimization and annual schedule for the Group Compliance Council and Group Risk Management Council

Compliance-related education and training

- Education and training activities: level-based training, compliance leader training, theme and law-based training, in-workplace training, seminars and e-learning, etc.
- Information management and information security: revision of information management and security-related regulations and standards, and education and training
- Measures to prevent harassment: harassment prevention policy formulation and rollout to subsidiaries, and education and training
- Annual briefing on insider trading regulations
- Annual briefing on the Anti-Monopoly Act
- Preparation and distribution of educational materials using the results of a bribery risk assessment

Acquisition of Management System Certification



Scope: ADEKA and ADEKA group subsidiaries (excluding the Nippon Nohyaku Group)

ISO 22301(Business Continuity Management Systems (BCMS))

Head Office relevant departments, Soma Plant and ADEKA LOGISTICS CORP. (Nov. 2013)

BS25999 (Business Continuity Management Systems (BCMS))

ADEKA FINE CHEMICAL TAIWAN CORP. (Aug. 2008)

ISO 9001 (Quality Management Systems)

Mie Plant (Jun. 1993)

Kashima Chemicals Plant and Kashima Foods Plant (Apr. 1996)

Fuji Plant (Jan. 1997)

Chiba Plant (Jul. 1997)

ADEKA POLYMER ADDITIVES EUROPE SAS (Jul. 1997)

OXIRANE CHEMICAL CORP. (Oct. 1997)

Soma Plant (Aug. 1998)

ADEKA CLEAN AID CORP. (Oct. 1999)

ADEKA KOREA CORP. (Jan. 2000)

AMFINE CHEMICAL CORP. (Oct. 2001)

ADEKA ENGINEERING & CONSTRUCTION CORP. (Mar. 2002)

KUKDO CHEMICAL (KUNSHAN) CO., LTD. (Mar. 2004)

ADEKA FINE CHEMICAL (CHANGSHU) CO., LTD. (May 2005)

TOKYO ENVIRONMENTAL MEASUREMENT CENTER CO., LTD. (Aug. 2005)

ADEKA (SINGAPORE) PTE.LTD. (Apr. 2006)

ADEKA FINE CHEMICAL TAIWAN CORP. (Jul. 2006)

ADEKA FINE CHEMICAL (THAILAND) CO., LTD. (Dec. 2006)

AM STABILIZERS CORP. (Mar. 2013)

ADEKA AL OTAIBA MIDDLE EAST LLC (Sep. 2018)

ADEKA FINE CHEMICAL (ZHEJIANG) CO., LTD. (Oct. 2020)

ISO 14001 (Environmental Management Systems)

Mie Plant (Dec. 1996)

Kashima Chemicals Plant and Kashima Foods Plant (Mar. 1998)

Fuji Plant (Apr. 2000)

Chiba Plant (May 2000)

Soma Plant (Aug. 2000)

Akashi Plant (Mar. 2001)

OXIRANE CHEMICAL CORP. (Mar. 2001)

TOKYO ENVIRONMENTAL MEASUREMENT CENTER CO., LTD.
(Feb. 2003)

ADEKA KOREA CORP. (Jan. 2006)

ADEKA FINE CHEMICAL (CHANGSHU) CO., LTD. (Jul. 2006)

ADEKA FINE CHEMICAL TAIWAN CORP. (Feb. 2007)

AMFINE CHEMICAL CORP. (Sep. 2007)

ADEKA FOODS (CHANGSHU) CO., LTD. (Aug. 2009)

ADEKA FINE CHEMICAL (THAILAND) CO., LTD. (Jan. 2010)

ADEKA POLYMER ADDITIVES EUROPE SAS (Aug. 2010)

ADEKA AL OTAIBA MIDDLE EAST LLC (Dec. 2019)

ADEKA FINE CHEMICAL (ZHEJIANG) CO., LTD. (Oct. 2020)

Coverage rate of obtaining ISO 14001 certification

ADEKA	100% (7/7)
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ADEKA Group subsidiaries	30% (11/36)
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FSSC 22000 (Food Safety System Certification)

Kashima Foods Plant West Site (Dec. 2011)
 Kashima Foods Plant East Site (Dec. 2014)
 Akashi Plant (Mar. 2015)
 ADEKA FINE FOODS CORP. (Apr. 2016)
 ADEKA (SINGAPORE) PTE.LTD. (May 2016)
 ADEKA FOODS (CHANGSHU) CO., LTD. (Sep. 2016)
 ADEKA FOODS (ASIA) SDN.BHD. (Oct. 2017)

TPM Award (Total Productive Maintenance)

Chiba Plant: 1994 Excellence Award
 Mie Plant: 1995 Excellence Award
 OXIRANE CHEMICAL CORP.: 1995 Excellence Award
 Akashi Plant: 2000 Excellence Award
 Kashima Chemicals Plant and Kashima Foods Plant: 2007 Excellence Award-Special Award for TPM Achievement
 Fuji Plant: Award for TPM Excellence, Category A (2010)

ISO 45001/OHSAS 18001 (Occupational Health and Safety Management Systems)

Mie Plant (Sep. 2000)
 Kashima Chemicals Plant and Kashima Foods Plant (Nov. 2002)
 Soma Plant (Dec. 2002)
 Akashi Plant (Mar. 2003)
 Chiba Plant (Oct. 2003)
 Fuji Plant (Dec. 2003)
 ADEKA FINE CHEMICAL TAIWAN CORP. (Jun. 2007)
 ADEKA FINE CHEMICAL (CHANGSHU) CO., LTD. (Jul. 2009)
 ADEKA FOODS (CHANGSHU) CO., LTD. (Aug. 2009)
 ADEKA KOREA CORP. (Apr. 2010)
 ADEKA POLYMER ADDITIVES EUROPE SAS (Dec. 2013)
 ADEKA AL OTAIBA MIDDLE EAST LLC (Sep. 2018)
 ADEKA FINE CHEMICAL (ZHEJIANG) CO., LTD. (Oct. 2020)

ISO 45001 certification coverage

ADEKA **100%**
(7/7)

**ADEKA Group
subsidiaries** **19%**
(7/36)