

Environmental and Social Activities Performance Data Independent Verification Report

To: Tokuyama Corporation

June 11, 2025

Japan Audit and Certification Organization
for Environment and Quality (JACO)

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Japan Audit and Certification Organization for Environment and Quality (JACO) has been engaged by Tokuyama Corporation including its domestic and overseas consolidated production subsidiaries (hereinafter referred to as “the Organization”) to conduct independent verification of its environmental and social activities information under the responsibility of the Organization. The aim of this verification is to consider the accuracy of environmental data and to provide a verification opinion.

Verification was conducted as limited assurance according to the procedure agreed with the Organization based on JACO verification standards in accordance with International Assurance Business Standard (ISAE) 3000. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Summary of verification

With regard to the following Environmental Performance Data for the fiscal year 2024 (April 1, 2024 to March 31, 2025), verification was conducted.

Verification scope	Sampling sites
<p>The Environmental Performance Data of business activities in the Organization's 36 manufacturing sites (8 sites of consolidated overseas production subsidiaries) as of March 31, 2025:</p> <p>Energy consumption, Total water withdrawal, Freshwater withdrawal, Water discharge (Tokuyama), Total waste generated, Waste disposed offsite, Waste landfilled offsite, SOx emissions, NOx emissions, Soot</p>	<p>Sites visited: 1 site</p> <p>Verification was conducted based on confirmation of related documents formulated, interviews with or inquiries to the responsible persons and persons in charge, confirmation of the method of obtaining data, and comparison between the reported data and its supporting documented information (evidence).</p> <p>Data sampling sites: 7 sites</p> <p>Verification was conducted based on comparison between the reported data and its supporting documented information (evidence).</p>

With regard to the following Social Activities Performance Data, verification was conducted.

Verification scope	
<ul style="list-style-type: none"> • Fatalities • Occupational accidents • Frequency rate of lost time accidents • Average age • Average years of service • Percentage of women among university graduates who are new hired 	<ul style="list-style-type: none"> • Number of managers • Number of general managers and over • Percentage of women among all managers • Ratio of wages between men and women • Employment rate of people with disabilities • Number of employees taking childcare leave • Number of employees taking family care leave

Conclusion

Based on the procedures we have performed and evidence we have obtained, nothing has come to our attention that causes us to believe that the Organization's Environmental and Social Activities Performance Data is not prepared, in all material respects, in accordance with the methodology implemented by the Organization.

Verified Environmental Data:

- Energy consumption: 51,703 TJ
- Total water withdrawal : 570,756 thousand m³
- Freshwater withdrawal: 42,074 thousand m³
- Water discharge(Tokuyama): 27,522 thousand m³
- Total waste generated: 377,803 ton
- SOx emissions: 696 ton
- Waste disposed offsite: 46,667 ton
- NOx emissions: 8,209 ton
- Waste landfilled offsite: 21,687 ton
- Soot: 106 ton

Verified Social Activities Data:

Item	Scope		Data	Period
Fatalities	Tokuyama		0 person	2024/4/1～ 2025/3/31
	Tokuyama Cooperative Association		0 person	
	Conolidated manufacturing subsidiaries in Japan		0 person	
	Conolidated manufacturing subsidiaries outside Japan		0 person	
Occupational accidents	Tokuyama		1 case	2024/4/1～ 2025/3/31
	Tokuyama Cooperative Association		4 case	
	Conolidated manufacturing subsidiaries in Japan		7 case	
	Conolidated manufacturing subsidiaries outside Japan		3 case	
Frequency rate of lost time accidents	Tokuyama		0.21	2024/4/1～ 2025/3/31
	Tokuyama Cooperative Association		0.81	
	Tokuyama Group		1.10	
Average age	Tokuyama	Men	41.6 years old	2025/3/31
		Women	40.2 years old	
		Average	41.4 years old	
	Consolidated subsidiaries in Japan	Men	44.1 years old	2025/3/31
		Women	37.6 years old	
		Average	42.4 years old	
	Consolidated subsidiaries outside Japan	Men	40.8 years old	2025/3/31
		Women	39.6 years old	
		Average	40.5 years old	
Average years of service	Tokuyama	Men	17.7 years	2025/3/31
		Women	12.2 years	
		Average	17.0 years	
	Consolidated subsidiaries in Japan	Men	12.8 years	2025/3/31
		Women	9.7 years	
		Average	12.0 years	
	Consolidated subsidiaries outside Japan	Men	7.9 years	2025/3/31
		Women	6.7 years	
		Average	7.6 years	
Percentage of women among university graduates who are new hired	Tokuyama		22.0 %	2025/3/31
	Tokuyama and Consolidated subsidiaries in Japan		37.1 %	2025/3/31
Number of managers	Tokuyama	Men	286 person	2025/3/31
		Women	11 person	
		Total	297 person	
	Consolidated subsidiaries in Japan	Men	232 person	2025/3/31
		Women	21 person	
		Total	253 person	
	Consolidated subsidiaries outside Japan	Men	63 person	2025/3/31
		Women	31 person	
		Total	94 person	
	Tokuyama Group	Men	581 person	2025/3/31
		Women	63 person	
		Total	644 person	

Item	Scope		Data	Period
Number of general managers and over	Tokuyama	Men	88 person	2025/3/31
		Women	2 person	
		Total	90 person	
	Consolidated subsidiaries in Japan	Men	82 person	2025/3/31
		Women	0 person	
		Total	82 person	
	Consolidated subsidiaries outside Japan	Men	51 person	2025/3/31
		Women	4 person	
		Total	55 person	
	Tokuyama Group	Men	221 person	2025/3/31
		Women	6 person	
		Total	227 person	
Percentage of women among all managers	Tokuyama		2.9 %	2025/3/31
	Tokuyama Group		7.9 %	2025/3/31
Ratio of wages between men and women	Tokuyama		70.2 %	2024/4/1~
	Consolidated subsidiaries in Japan		54.0 %	2025/3/31
Employment rate of people with disabilities	Tokuyama		2.34 %	2024/4/1~ 2025/3/31
Number of employees taking childcare leave	Tokuyama	Men	43 person	2024/4/1~ 2025/3/31
		Women	12 person	
	Consolidated subsidiaries in Japan	Men	21 person	
		Women	19 person	
Number of employees taking family care leave	Tokuyama	Men	1 person	2024/4/1~ 2025/3/31
		Women	0 person	
	Consolidated subsidiaries in Japan	Men	0 person	
		Women	0 person	

Independence and Quality Control

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. JACO applies International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable regulatory requirements.

The Organization and JACO verification team did not have any specific conflicts of interest and carried out the verification on an independent basis.