GRI 2: General Disclosures 2021 Disclosure 2-1 Organizational details Disclosure 2-2 Entities included in the organization's sustainability reporting Disclosure 2-3 Reporting period, frequency and contact point Disclosure 2-4 Restatements of information Disclosure 2-5 External assurance Disclosure 2-6 Activities, value chain and other business relationships (IR : P64 Corporate Data IR : P7 Editorial Policy, P64-65 Corporate Data DB : P2-4 Boundary IR : P7 Editorial Policy, back cover DB : P1-4 Contents, Boundary IR : P7 Editorial Policy, back cover DB : P1-4 Contents, Boundary IR : P7 Editorial Policy, back cover DB : P1-4 Contents, Boundary IR : P7 Editorial Policy, back cover DB : P1-4 Contents, Boundary IR : P7 Editorial Policy, back cover DB : P1-4 Contents, Boundary IR : P7 Editorial Policy, back cover DB : P1-4 Contents, Boundary IR : P7 Editorial Policy, back cover DB : P1-4 Contents, Boundary IR : P7 Editorial Policy, back cover DB : P2-4 Boundary IR : P7 Editorial Policy, back cover DB : P1-4 Contents, Boundary IR : P7 Editorial Policy, back cover DB : P1-4 Contents, Boundary IR : P7 Editorial Policy, back cover DB : P1-4 Contents, Boundary IR : P7 Editorial Policy, back cover DB : P1-4 Contents, Boundary IR : P7 Editorial Policy, P64-65 Corporate Data DB : P2-4 Boundary IR : P7 Editorial Policy, P64-65 Corporate Data DB : P2-4 Boundary IR : P7 Editorial Policy, P64-65 Corporate Data DB : P2-4 Boundary IR : P7 Editorial Policy, P64-65 Corporate Data DB : P2-4 Boundary IR : P7 Editorial Policy, P64-65 Corporate Data DB : P2-4 Boundary IR : P7 Editorial Policy, P64-65 Corporate Data DB : P2-4 Boundary IR : P7 Editorial Policy, P64-65 Corporate Data DB : P2-4 Boundary IR : P7 Editorial Policy, P64-65 Corporate Data DB : P2-4 Boundary IR : P7 Editorial Policy, P64-65 Corporate Data DB : P2-4 Boundary IR : P7 Editorial Policy, P64-65 Corporate Data DB : P2-4 Boundary IR : P7 Editorial Policy, P64-65 Corporate Data DB : P2-4 Boundary IR : P7 Editorial Policy, P64-65 Corporate Data DB : P2-4 Boundary IR :	rming
Disclosure 2-2 Entities included in the organization's sustainability reporting DB: P2-4 Boundary IR: P7 Editorial Policy, P64-65 Corporate Data DB: P2-4 Boundary IR: P7 Editorial Policy, back cover DB: P1-4 Contents, Boundary Disclosure 2-4 Restatements of information Disclosure 2-5 External assurance DB: P55 Independent practitioner's verification IR: P7 Editorial Policy, P64-65 Corporate Data Becurities report (Japanese) HP: Contact Us not applicable DB: P55 Independent practitioner's verification HP: Sustainability>Helping to Fight Global Wa IR: P4-5 Overview of Tokuyama, P30-31 Progress of Medium- Term Management Plan2025 by Business Segment, P32-37 Progress of Strategy by Business Segment Securities report (Japanese)	rming
Disclosure 2-2 Entities included in the organization's sustainability reporting DB: P2-4 Boundary IR: P7 Editorial Policy, P64-65 Corporate Data DB: P2-4 Boundary IR: P7 Editorial Policy, back cover DB: P1-4 Contents, Boundary Disclosure 2-4 Restatements of information Disclosure 2-5 External assurance DB: P55 Independent practitioner's verification IR: P7 Editorial Policy, P64-65 Corporate Data Becurities report (Japanese) HP: Contact Us not applicable DB: P55 Independent practitioner's verification HP: Sustainability>Helping to Fight Global Wa IR: P4-5 Overview of Tokuyama, P30-31 Progress of Medium- Term Management Plan2025 by Business Segment, P32-37 Progress of Strategy by Business Segment Securities report (Japanese)	rming
Disclosure 2-3 Reporting period, frequency and contact point Disclosure 2-4 Restatements of information Disclosure 2-5 External assurance Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities, value chain and other business relationships Disclosure 2-6 Activities and contact points are properly active to the property of the property of Tokuyama, P30-31 Progress of Medium-Products Disclosure 2-6 Activities are properly active to the product of the product of t	rming
Disclosure 2-3 Reporting period, frequency and contact point Disclosure 2-4 Restatements of information Disclosure 2-5 External assurance Disclosure 2-6 Activities, value chain and other business relationships IR: P7 Editorial Policy, back cover DB: P1-4 Contents, Boundary not applicable not applicable DB: P55 Independent practitioner's verification IR: P7 Editorial Policy, back cover DB: P1-4 Contents, Boundary not applicable PP: Sustainability>Helping to Fight Global Wa HP: Products IR: P4-5 Overview of Tokuyama, P30-31 Progress of Medium- Term Management Plan2025 by Business Segment, P32-37 Progress of Strategy by Business Segment Securities report (Japanese)	rming
DB: P1-4 Contents, Boundary not applicable Disclosure 2-4 Restatements of information DB: P1-4 Contents, Boundary not applicable not applicable DB: P55 Independent practitioner's verification HP: Sustainability>Helping to Fight Global Wa IR: P4-5 Overview of Tokuyama, P30-31 Progress of Medium- Term Management Plan2025 by Business Segment, P32-37 Progress of Strategy by Business Segment Securities report (Japanese)	ırming
Disclosure 2-5 External assurance DB: P55 Independent practitioner's verification IR: P4-5 Overview of Tokuyama, P30-31 Progress of Medium- Term Management Plan2025 by Business Segment, P32-37 Progress of Strategy by Business Segment DB: P55 Independent practitioner's verification HP: Sustainability>Helping to Fight Global Washings HP: Products Securities report (Japanese)	nrming
Disclosure 2-6 Activities, value chain and other business relationships IR: P4-5 Overview of Tokuyama, P30-31 Progress of Medium- Term Management Plan2025 by Business Segment, P32-37 Progress of Strategy by Business Segment Securities report (Japanese)	arming
Disclosure 2-6 Activities, value chain and other business relationships IR: P4-5 Overview of Tokuyama, P30-31 Progress of Medium— Term Management Plan2025 by Business Segment, P32-37 Progress of Strategy by Business Segment Securities report (Japanese)	
Disclosure 2-6 Activities, value chain and other business relationships Term Management Plan2025 by Business Segment, P32-37 Progress of Strategy by Business Segment Securities report (Japanese)	
Progress of Strategy by Business Segment Securities report (Japanese)	
Disclosure 2-7 Employees DB: P41 Employee	
Securities report (Japanese)	
Disclosure 2-8 Workers who are not employees DB: P41 Employee HP: Sustainability>Employee	
Securities report (Japanese)	
IR: P38 Message from the Executive Officer in Charge of	
Sustainability, P44 Action on Climate Change, P52-53 Securities report (Japanese)	
Disclosure 2-9 Governance structure and composition	
Management Team, P54-57 Corporate Governance Corporate Governance Report	
DB: P15,18 Governance	
Disclosure 2-10 Nomination and selection of the highest governance body IR: P54-57 Corporate Governance Corporate Governance Report	
Disclosure 2-11 Chair of the highest governance body IR: P57 Corporate Governance Securities report (Japanese)	
IR: P38 Message from the Executive Officer in Charge of HP: Sustainability>Sustainability	
Disclosure 2-12 Role of the highest governance body in overseeing the Sustainability P40-43 Tokuyama's Materiality P40-43 Tokuyama's Materiality	
management of impacts DB: P10-11 Materiality HP: Sustainability>Sustainability Governance	
Securities report (Japanese)	
IR: P38 Message from the Executive Officer in Charge of <u>HP: Sustainability>Sustainability</u>	
Disclosure 2-13 Delegation of responsibility for managing impacts Sustainability, P40-43 Tokuyama's Materiality HP: Sustainability>Materiality Determination	
DB: P10-11 Materiality	
Disclosure 2-14 Role of the highest governance body in sustainability IR: P38 Message from the Executive Officer in Charge of	
reporting Sustainability IR . P36 Message from the Executive Officer in Charge of Sustainability Sustainability HP: Sustainability Sustainability Governance	
HP: About Tokuyama > Management Team	
IR: P50-51 Board Members' Roundtable Discussion P52-53 HP: About Tokuyama > Corporate Governance	
Disclosure 2-15 Conflicts of interest Management Team Corporate Governance Report	
Securities report (Japanese)	
R: P38 Message from the Executive Officer in Charge of HP: Sustainability Sustainability Governance	
Disclosure 2-16 Communication of critical concerns Sustainability, P55 Corporate Governance Securities report (Japanese)	J
Disclosure 2-17 Collective knowledge of the highest governance body IR: P56 Corporate Governance HP: About Tokuyama > Corporate Governance	Ì
Corporate Governance Report	

GRI Content Index 2025

		Page in the reports (IR: Integrated Report, DB: Sustainability Data Book)	Listings other than those on the left
GRI 2: General Disclosures 2021	Disclosure 2-18 Evaluation of the performance of the highest	IR: P56-57 Corporate Governance	HP: About Tokuyama > Corporate Governance
			Corporate Governance Report
	Disclosure 2-19 Remuneration policies	IR: P57 Corporate Governance	Corporate Governance Report
	Disclosure 2-20 Process to determine remuneration	IR: P54-57 Corporate Governance	Securities report (Japanese)
		· ·	Corporate Governance Report
	Disclosure 2-21 Annual total compensation ratio	DB: P43 Employees (Employment)	HP: Sustainability>Employee
	Disclosure 2-22 Statement on sustainable development strategy	IR: P8-13 Message from the President	HP: About Tokuyama > Message from the President
		IR: P8-13 Message from the President, P38-39 Message from the	HP: Sustainability>List of Policies
	Disclosure 2-23 Policy commitments	Executive Officer in Charge of Sustainability	HP: Sustainability>Society
		IR: P38-39 Message from the Executive Officer in Charge of	
	Disclosure 2-24 Embedding policy commitments	Sustainability, P44-46 Action on Climate Change, P47 Efforts to	
		Preserve Biodiversity, P48 Respect for Human Rights, P49	HP: Sustainability>Sustainability
		Compliance, P49 Stakeholder Engagement	
		DB: P46-47 Employees (Education · Enlightenment)	
	Disclosure 2-25 Processes to remediate negative impacts	IR: P49 Compliance	HP: Sustainability>Sustainability Governance
		DB: P14 Governance (Compliance)	HP: Sustainability>Society
	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	IR: P49 Compliance	HP: Sustainability>Sustainability Governance
		DB: P16 Governance (Compliance)	HP: Sustainability>Society
		DB: P16 Governance (Compliance), P20 Quality, P23 Environment	
	Disclosure 2-27 Compliance with laws and regulations	(Compliance), P40 Accident prevention and occupational health &	HP: Sustainability>Sustainability Governance
		safety (Data)	
	Disclosure 2-28 Membership associations	IR: P49 Stakeholder Engagement	HP: Sustainability>Social Recognition
	Disclosure 2-29 Approach to stakeholder engagement	IR: P49 Stakeholder Engagement DB: P51-52 Society	HP: Sustainability>Society
			HP: Sustainability>Sustainable Procurement
			HP: Sustainability>Social Recognition
	Disclosure 2-30 Collective bargaining agreements	DB: P44 Employees (Employment)	HP: Sustainability>Employee
			Securities report (Japanese)

		Page in the reports	Listings other than those on the left
		(IR : Integrated Report, DB : Sustainability Data Book)	
GRI 3: Material Topics 2021		12. 240.44.T.L	
	Disclosure 3-1 Process to determine material topics	IR: P40-41 Tokuyama's Materiality	HP: Sustainability>Materiality Determination
	Disclosure 3-2 List of material topics	IR: P40-43 Tokuyama's Materiality	HP: Sustainability>Materiality Determination
		DB: P10-14 Materiality	
		IR: P38-39 Message from the Executive Officer in Charge of	
	Disclosure 3-3 Management of material topics	Sustainability, P40-43 Tokuyama's Materiality	HP: Sustainability>Materiality Determination
		DB: P10-14 Materiality	
GRI 101: Biodiversity 2024	Disklosure 101-1 Policies to halt and reverse biodiversity loss	IR: P47 Efforts to Preserve Biodiversity	HP: Sustainability>Environment Management
	·	DB: P38 Environment (Biodiversity)	
	Disklosure 101-2 Management of biodiversity impacts	IR: P47 Efforts to Preserve Biodiversity	HP: Sustainability>Environment Management
		DB: P38 Environment (Biodiversity)	· · · · · · · · · · · · · · · · · · ·
	Disklosure 101-3 Access and benefit-sharing	IR: P47 Efforts to Preserve Biodiversity	HP: Sustainability>Environment Management
		DB: P38 Environment (Biodiversity)	
	Disklosure 101-4 Identification of biodiversity impacts	IR: P47 Efforts to Preserve Biodiversity	HP: Sustainability>Environment Management
	, 1	DB: P38 Environment (Biodiversity)	· · · · · · · · · · · · · · · · · · ·
	Disklosure 101-5 Locations with biodiversity impacts	IR: P47 Efforts to Preserve Biodiversity	HP: Sustainability>Environment Management
	, 1	DB: P38 Environment (Biodiversity)	
	Disklosure 101-6 Direct drivers of biodiversity loss	IR: P47 Efforts to Preserve Biodiversity	HP: Sustainability>Environment Management
	,	DB: P38 Environment (Biodiversity)	
	Disklosure 101-7 Changes to the state of biodiversity	IR: P47 Efforts to Preserve Biodiversity	HP: Sustainability>Environment Management
		DB: P38 Environment (Biodiversity)	
	Disklosure 101-8 Ecosystem services	IR: P47 Efforts to Preserve Biodiversity	HP: Sustainability>Environment Management
		DB: P38 Environment (Biodiversity)	
GRI 201: Economic Performance		IR: P15 Value Creation Process, P26-27 Message from the CFO,	
2016	Disclosure 201-1 Direct economic value generated and distributed	P30 Progress of Medium-Term Management Plan 2025 by	Securities report (Japanese)
		Business Segment, P60-61 Financial Highlights	
	Disclosure 201-2 Financial implications and other risks and opportunities	IR: P14-15 Value Creation Process, P26-27 Message from the	HP: Sustainability>Helping to Fight Global Warming
	due to climate change	CFO, P44-46 Action on Climate Change	Securities report (Japanese)
		or cyr i i rotton on chinate change	<u>Tokuyama TCFD Report</u>
	Disclosure 201-3 Defined benefit plan obligations and other retirement	_	Securities report (Japanese)
	plans		- Countries (Capanit Capanites)
	Disclosure 201-4 Financial assistance received from	_	Securities report (Japanese)
	government		- Countries (Capanition)
GRI 202: Market Presence 2016	Disclosure 202-1 Ratios of standard entry level wage by gender compared	_	_
	to local minimum wage		
	Disclosure 202-2 Proportion of senior management hired from the local	_	_
	community		
GRI 203: Indirect Economic	Disclosure 203-1 Infrastructure investments and services supported	IR: P49 Stakeholder Engagement	HP: Sustainability>Society
Impacts 2016		DB: P52 Society (Social engagement)	TH Fodetamability's Goodety
	Disclosure 203-2 Significant indirect economic impacts	-	-
GRI 204: Procurement Practices	Disclosure 204-1 Proportion of spending on local	_	_
2016	suppliers		
GRI 205: Anti-corruption 2016	Disclosure 205-1 Operations assessed for risks related to corruption	IR: P49 Compliance, P58-59 Risk Management, P65 Corporate Data	HP: Sustainability>Sustainability Governance
	Disclosure 205-2 Communication and training about anti-corruption policies	,	Tokuyama Group Sustainability Principles
	and procedures	DB: P46-47 Employees (Education • Enlightenment)	Tokuyama Group Anti-Corruption Policy
	Disclosure 205-3 Confirmed incidents of corruption and actions taken	DB: P16 Governance (Compliance)	
	1		1

		Page in the reports	Listings other than those on the left
		(IR : Integrated Report, DB : Sustainability Data Book)	
'		DB: P16 Governance (Enlightenment)	Tokuyama Group Antimonopoly and Fair Competition Policy
2016	monopoly practices	DD: D47 Familians (Filmetian Falishtananat)	Talamana Casan Tan Dallan
GRI 207: Tax 2019	Disclosure 207-1 Approach to tax	DB: P47 Employees (Education · Enlightenment)	Tokuyama Group Tax Policy
	Disclosure 207-2 Tax governance, control, and risk management	-	Tokuyama Group Tax Policy
	Disclosure 207-3 Stakeholder engagement and management of concerns	_	Tokuyama Group Tax Policy
	related to tax		
CDI 201- M-+:I- 2010	Disclosure 207-4 Country-by-country reporting	DB : P33 Environment (Material flow)	- HP: Sustainability>Environmental Management
GRI 301: Materials 2016	Disclosure 301-1 Materials used by weight or volume	IR: P17 Tokuyama's Strengths Supporting Value Creation, P62	nr: Sustainability>Environmental Management
	Disclosure 201 2 Decualed input metarials used		LID. Custoinshilitus Environmental Management
	Disclosure 301-2 Recycled input materials used	Non-Financial Highlights	HP: Sustainability>Environmental Management
	Disabas as 201 2 D. Lin	DB: P33-35 Environment (Material flow)	UD C 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
0010	Disclosure 301-3 Reclaimed products and their packaging materials	DB: P33-35 Environment (Material flow) IR: P62 Non-Financial Highlights	HP: Sustainability>Environmental Management
GRI 302: Energy 2016	Disclosure 302-1 Energy consumption within the organization		HP: Sustainability>Helping to Fight Global Warming
	Disabas as 200 O.F.	DB: P27 Environment (Energy)	Tokuyama TCFD Report
	Disclosure 302-2 Energy consumption outside of the organization		- T TOFO D
	Disclosure 302-3 Energy intensity	DB: P27 Environment (Energy)	Tokuyama TCFD Report
	Disclosure 302-4 Reduction of energy consumption	IR: P62 Non-Financial Highlights	HP: Sustainability>Helping to Fight Global Warming
	Disclosure 202 E Dadustions in anargura guiraments of	DB: P27 Environment (Energy)	Tokuyama TCFD Report
	Disclosure 302-5 Reductions in energy requirements of	IR: P62 Non-Financial Highlights	HP: Sustainability>Helping to Fight Global Warming
551 500 W + 1500 + 0010	products and services	DB: P27 Environment (Energy)	Tokuyama TCFD Report
GRI 303: Water and Effluents 2018	Disclosure 303-1 Interactions with water as a shared resource Disclosure 303-2 Management of water discharge related impacts	DB: P30-31 Environment (Water) DB: P30-31 Environment (Water)	HP: Sustainability>Reducing Substances with Environmental
			Impact and Waste
			HP: Sustainability>Reducing Substances with Environmental
		ID • D14 Value Constitut Dunance DC2 Man Financial Highlights	Impact and Waste
	Disclosure 303-3 Water withdrawal	IR: P14 Value Creation Process, P62 Non-Financial Highlights	HP: Sustainability>Reducing Substances with Environmental
		DB: P30 Environment (Water)	Impact and Waste
	Disclosure 303-4 Water discharge	DB: P31 Environment (Water)	HP: Sustainability>Reducing Substances with Environmental
			Impact and Waste
	Disclosure 303-5 Water consumption	DB: P30-31 Environment (Water)	HP: Sustainability>Reducing Substances with Environmental
			Impact and Waste
GRI 305: Emissions 2016		IR: P39 Message from the Executive Officer in Charge of	HP: Sustainability>Environmental Management
	Disclosure 305-1 Direct (Scope 1) GHG emissions	Sustainability, P45 Action on Climate Change, P62 Non-Financial	Securities report (Japanese)
		Highlights	Talamana TOED Damant
		DB: P24 Environment (Greenhouse gas)	Tokuyama TCFD Report
		IR: P39 Message from the Executive Officer in Charge of	HP: Sustainability>Environmental Management
Disclos	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions		Securities report (Japanese)
		Sustainability, P45 Action on Climate Change, P62 Non-Financial	<u>Securities report (Japanese)</u>
		Highlights	Tokuyama TCFD Report
		DB: P24 Environment (Greenhouse gas)	
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	IR: IR: P39 Message from the Executive Officer in Charge of Sustainability, P62 Non-Financial Highlights DB: P25-26 Environment (Greenhouse gas)	HP: Sustainability>Environmental Management
			Securities report (Japanese)
			<u>Tokuyama TCFD Report</u>
	Disclosure 305-4 GHG emissions intensity	DB: P24 Environment (Greenhouse gas)	HP: Sustainability>Environmental Management

		Page in the reports	Listings other than those on the left
		(IR : Integrated Report, DB : Sustainability Data Book)	
GRI 305: Emissions 2016	Disabassa 205 5 Dadustian of CUC amissisms	IR: P15 Value Creation Process, P39 Message from the Executive	HP: Sustainability>Environmental Management
		Officer in Charge of Sustainability, P45 Action on Climate Change,	Securities report (Japanese)
	Disclosure 305-5 Reduction of GHG emissions	P62 Non-Financial Highlights	Takuwama TCED Banart
		DB: P24-26 Environment (Greenhouse gas)	Tokuyama TCFD Report
	Disclosure 305-6 Emissions of ozone-depleting substances (ODS)	_	_
	Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other	DD + D20 E :	HP: Sustainability>Reducing Substances with Environmental
	significant air emissions	DB: P28 Environment (Air)	Impact and Waste
GRI 306: Waste 2020		IR: P17 Tokuyama's Strengths Supporting Value Creation, P40-41	
	Disclosure 306-1 Waste generation and significant waste-related impacts	Tokuyama's Materiality	HP: Sustainability>Reducing Substances with Environmental
		DB: P34-36 Environment (Material flow)	Impact and Waste
		IR: P17 Tokuyama's Strengths Supporting Value Creation, P40-41	HP: Sustainability>Reducing Substances with Environmental
	Disclosure 306-2 Management of significant waste-related impacts	Tokuyama's Materiality	
		DB: P34-36 Environment (Material flow)	Impact and Waste
	Disclosure 306-3 Waste generated	DB: P34-36 Environment (Material flow)	HP: Sustainability>Reducing Substances with Environmental
	Disclosure 300-3 waste generated	DB : 1 34-30 Environment (Material now)	Impact and Waste
	Disclosure 306-4 Waste diverted from disposal	DB: P34-36 Environment (Material flow)	HP: Sustainability>Reducing Substances with Environmental
	Disclosure 300-4 waste diverted from disposal	DB : 1 34-30 Environment (Material now)	Impact and Waste
	Disclosure 306-5 Waste directed to disposal	DB: P34-36 Environment (Material flow)	HP: Sustainability>Reducing Substances with Environmental
	Disclosure 300-3 waste directed to disposal	DB : 1 34-30 Environment (Material now)	Impact and Waste
GRI 308: Supplier Environmental	Disclosure 308-1 New suppliers that were screened using environmental		
Assessment 2016	criteria		
	Disclosure 308-2 Negative environmental impacts in	IR: P15 Value Creation Process, P42-43 Tokuyama's Materiality,	
	the supply chain and actions taken	P48 Respect for Human Rights	HP: Sustainability>Sustainable Procurement
		DB : P51 Society (Supply chain)	
GRI 401: Employment 2016	Disclosure 401-1 New employee hires and employee turnover	DB: P42-44Employees (Employment)	HP: Sustainability>Employee
	Disclosure 401-2 Benefits provided to full-time employees that are not	_	_
	provided to temporary or part-time employees		
	Disclosure 401-3 Parental leave	DB: P45 Employee (Work life balance)	HP: Sustainability>Employee
GRI 402: Labor/Management	Disclosure 402-1 Minimum notice periods regarding operational changes	_	-
Relations 2016		ID - D40 41 T.L	
GRI 403: Occupational Health and	D	IR: P40-41 Tokuyama's Materiality	HP: Sustainability>Accident Prevention and Occupational
Safety 2018	Disclosure 403-1 Occupational health and safety management system	DB: P39 Accident Prevention and Occupational Health and Safety	Health & Safety
		(Management), P53-54 Management system IR: P40-41 Tokuyama's Materiality	
	Disclosure 403-2 Hazard identification, risk assessment, and incident		HP: Sustainability>Accident Prevention and Occupational
	investigation	DB: P39 Accident Prevention and Occupational Health and Safety	<u>Health & Safety</u>
		(Management) IR: P40-41 Tokuyama's Materiality	
	Disalagura 402 2 Occupational health as wises		HP: Sustainability>Accident Prevention and Occupational
	Disclosure 403-3 Occupational health services	DB: P39 Accident Prevention and Occupational Health and Safety	<u>Health & Safety</u>
		(Management)	

		Page in the reports (IR: Integrated Report, DB: Sustainability Data Book)	Listings other than those on the left
GRI 403: Occupational Health and Safety 2018	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	IR: P49 Stakeholder Engagement	HP: Sustainability>Accident Prevention and Occupational Health & Safety
	Disclosure 403-5 Worker training on occupational health and safety	DB: P47 Employees (Education · Enlightenment)	HP: Sustainability>Accident Prevention and Occupational Health & Safety
	Disclosure 403-6 Promotion of worker health	IR: P42-43 Tokuyama's Materiality DB: P48-50 Employee (Health management; Tokuyama)	HP: Sustainability>Health Management
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	DB: P39 Accident Prevention and Occupational Health and Safety (Management)	HP: Sustainability>Accident Prevention and Occupational Health & Safety
	Disclosure 403-8 Workers covered by an occupational health and safety management system	DB: P53-54 Management system	HP: Sustainability>Accident Prevention and Occupational Health & Safety
	Disclosure 403-9 Work-related injuries	IR: P63 Non-Financial Highlights DB: P40 Accident prevention and occupational health & safety (Data)	HP: Sustainability>Accident Prevention and Occupational Health & Safety
	Disclosure 403-10 Work-related ill health	IR: P63 Non-Financial Highlights DB: P40 Accident prevention and occupational health & safety (Data), P43-44 Employee (Health management; Tokuyama)	HP: Sustainability>Health Management
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee	DB: P44 Employees (Employment)	HP: Sustainability>Employee
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	IR: P21 Human Capital Strategy, P23 DX Strategy DB: P44 Employees (Employment)	HP: Sustainability>Employee
	Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	_	_
GRI 405: Diversity and Equal		IR: P63 Non-Financial Highlights	HP: About Tokuyama > Corporate Governance
Opportunity 2016	Disclosure 405-1 Diversity of governance bodies and employees	DB: P15 Governance, P41 Employee (Overview)	HP: Sustainability>Employee
	Disclosure 405-2 Ratio of basic salary and remuneration of women to men	DB: P43 Employees (Employment)	HP: Sustainability>Employee
GRI 406: Non-discrimination 2016	Disclosure 406-1 Incidents of discrimination and corrective actions taken	IR: P49 Compliance DB: P16 Governance (Compliance)	_
GRI 407: Freedom of Association and Collective Bargaining 2016	Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	not applicable	HP: Sustainability>Sustainable Procurement
GRI 408: Child Labor 2016	Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor	not applicable	HP: Sustainability>Sustainable Procurement
GRI 409: Forced or Compulsory Labor 2016	Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	not applicable	HP: Sustainability>Sustainable Procurement
GRI 410: Security Practices 2016	Disclosure 410-1 Security personnel trained in human rights policies or procedures	_	HP: Sustainability>Accident Prevention and Occupational Health & Safety
GRI 411: Rights of Indigenous Peoples 2016	Disclosure 411-1 Incidents of violations involving rights of indigenous peoples	not applicable	not applicable
GRI 413: Local Communities 2016	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	IR: P49 Stakeholder Engagement	HP: Sustainability>Society
	Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities	IR: P64 Corporate Data	HP: About Tokuyama > Business Locations
GRI 414: Supplier Social	Disclosure 414-1 New suppliers that were screened using social criteria	-	_
Assessment 2016	Disclosure 414-2 Negative social impacts in the supply chain and actions taken	IR: P42-43 Tokuyama's Materiality	HP: Sustainability>Sustainable Procurement
GRI 415: Public Policy 2016	Disclosure 415-1 Political contributions	DB: P52 Society (Social engagement)	-

GRI Content Index 2025

		Page in the reports (IR: Integrated Report, DB: Sustainability Data Book)	Listings other than those on the left
GRI 416: Customer Health and	Disclosure 416-1 Assessment of the health and safety impacts of product	IR: P42-43 Tokuyama's Materiality	HP: Sustainability > Responsible Care
Safety 2016	and service categories	DB: P20 Quality	111 . Sustainability > Nesponsible Care
	Disclosure 416-2 Incidents of non-compliance concerning the health and	DB: P20 Quality	HP: Sustainability > Responsible Care
	safety impacts of products and services	DB . 1 20 Quanty	111 . Sustainability > Nesponsible Care
GRI 417: Marketing and Labeling	Disclosure 417-1 Requirements for product and service information and	IR: P42-43 Tokuyama's Materiality	HP: Sustainability > Responsible Care
2016	labeling	DB: P20 Quality	111. Sustamability > Nesponsible Care
	Disclosure 417-2 Incidents of non-compliance concerning product and	DB: P20 Quality	HP: Sustainability > Responsible Care
	service information and labeling		111 . Sustamability > Nesponsible Care
	Disclosure 417-3 Incidents of non-compliance concerning marketing	DB: P16 Governance (Compliance)	not applicable
	communications	DB: 1 10 dovernance (compliance)	пот аррпсавте
GRI 418: Customer Privacy 2016	Disclosure 418-1 Substantiated complaints concerning breaches of	DB: P17 Governance (Information security)	HP: Privacy Policy for GDPR
	customer privacy and losses of customer data	DB. 1 17 Governance (mormation security)	THE THIVACY FORCE TO COUNTY