



SUSTAINABILITY REPORT 2025

 Fuji Chemical Industries Co., Ltd.

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SUSTAINABILITY REPORT 2025

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(as of March 31, 2025)

Editorial Policy

This Sustainability Report 2025 (hereinafter "this report") summarizes Fuji Chemical Industries Co., Ltd.'s commitment to and achievements in realizing a sustainable society. The report discloses information on our environmental, social, and governance (ESG) activities, with the aim of providing transparent information to our stakeholders.

We prepared this report with a focus on clear, specific descriptions and an easy-to-read format. This report is not merely a progress report; it also explains the background of each initiative and our future goals, so readers can gain a deeper understanding of our

sustainability initiatives.

This report details our primary business activities. In preparing this report, we have referred to international guidelines and environmental laws and regulations to ensure the reliability of the information provided.

We remain committed to promoting sustainability management and contributing to the creation of a sustainable society. We hope this report will provide you with a more comprehensive understanding of our initiatives, and we welcome your feedback to help us improve our efforts.

▶ Activities Covered

Fuji Chemical Industries specializes in the development, manufacturing, and provision of functional materials for pharmaceutical products and health foods. This report details sustainability-related activities, including environmental, social, and governance (ESG) initiatives, for these businesses.

▶ Report Period

This report primarily focuses on our activities for the fiscal year ending on March 31, 2025. However, it will also include information on ongoing initiatives and the latest activities at the time of publication, as appropriate.

▶ Guidelines Referenced

We prepared this report in accordance with the Global Reporting Initiative (GRI) Standards, the world's most widely used sustainability reporting standard, and have taken care to provide transparent information.

▶ Organizations Covered

This report covers the activities of Fuji Chemical Industries' key locations in Japan and abroad. It also includes some initiatives undertaken by affiliated companies.

▶ Issuance Period

This report was published in June 2025 and will be made available via our corporate website. The next report will be published in June 2026.

▶ Contact

For inquiries regarding this report, please contact the General Affairs Department of Fuji Chemical Industries.

TEL : +81-76-472-2323



Section 01.

Company Overview

About Fuji Chemical Industries

- [05](#) Corporate Mission and Overview
- [08](#) Top Message
- [10](#) Our Efforts to Addressing Sustainability Materiality and Attaining SDGs

Corporate Mission and Overview

We introduce our corporate philosophy and business activities to help you understand our operations and our role in society.

VISION

VISION

We aim to discover and explore distinctive fields to become a globally recognized healthcare innovation company.

Corporate Philosophy

Creativity and Contribution

MISSION

We are committed to contributing to people's health with our innovative "Only One" technologies.

PASSION

MISSION

PASSION

The Fuji Chemical Industries Group is committed to contributing to people's health and to society through its business activities. It is also dedicated to developing and manufacturing innovative products based on outstanding powers of creation and imagination.

STATEMENT

We have always moved forward with the hope of a healthier future.

We endeavored to

- ▶ ▶ ▶ - alleviate the food shortages in postwar Japan
- develop medications with fewer side effects
- improve the quality of pharmaceuticals with our unique technologies
- develop easy-to-take medications, and
- discover excellent ingredients that would help prevent disease.

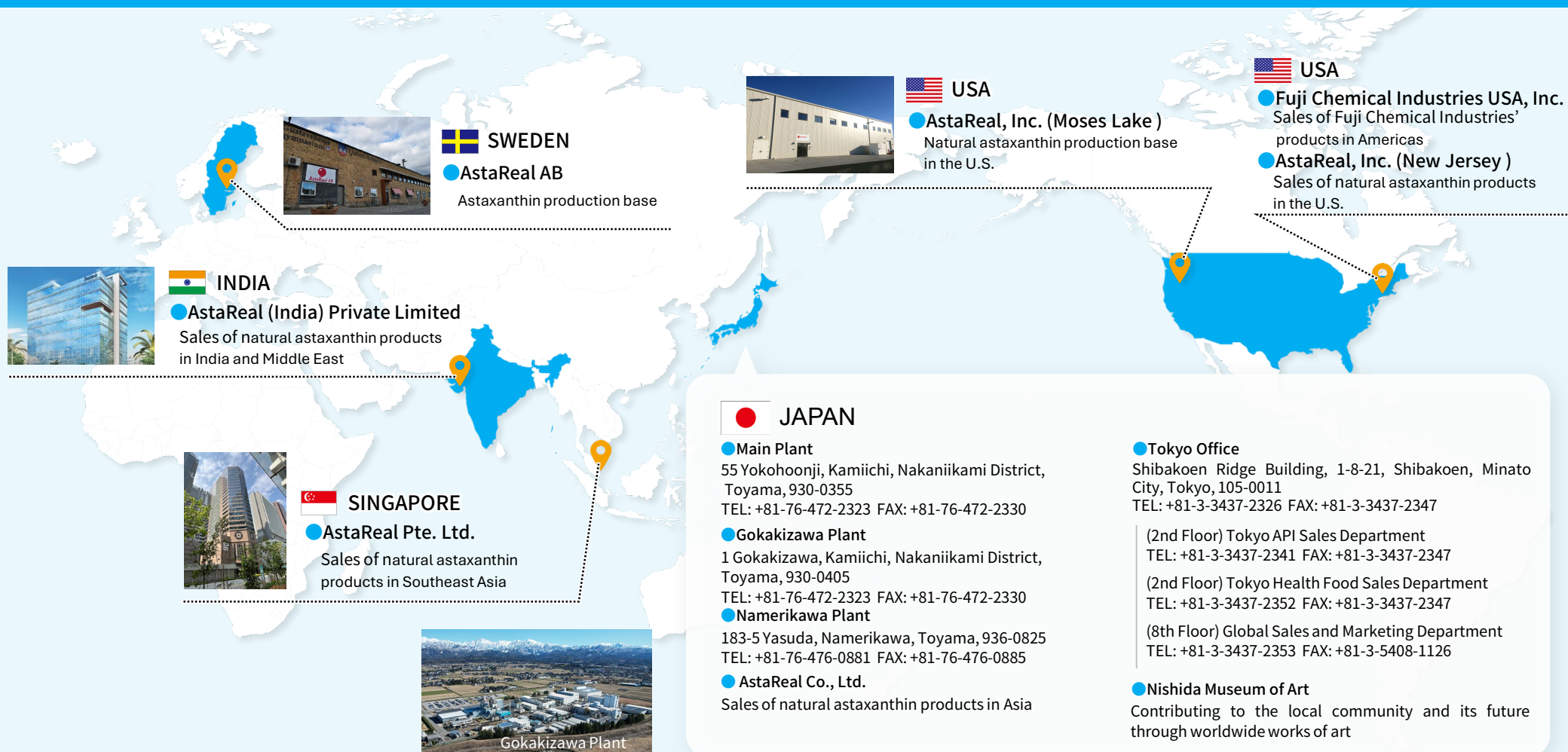
Just like Mount Fuji, we have had high goals, worked hard, and kept moving forward step by step.

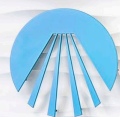
With our long-standing spirit of "Creativity and Contribution," we will continue to explore and refine solutions that only we can provide, from therapeutic medicines to preventive healthcare.

In an era of the 100-year lifespan, we will promote and spread health and happiness from Toyama to the world.



Name	Fuji Chemical Industries Co., Ltd.	Establishment	October 10, 1946	Sales (consolidated)	14,321 million yen (17,617 million yen) ※Fiscal year 2023
Representative	Hiroshi Nishida, President	Capital	100 million yen	Business Lineup	Manufacture and sale of pharmaceuticals Synthesis and processing of active pharmaceutical ingredients Manufacture and sale of food additives
Address	55 Yokohoonji, Kamiichi, Nakaniikawa District, Toyama, 930-0355 TEL: +81-76-472-2323 FAX: +81-76-472-2330	Number of Employees (group)	494 (613) ※as of March 31, 2024	Sales Channel outside Japan	U.S. U.K., France, Denmark, Spain Indonesia, Taiwan, Thailand, South Korea





富士化学工業株式会社



TOP MESSAGE

We promote the health of people around the world through our “Only One” products

We sincerely appreciate your continued support.

At Fuji Chemical Industries Co., Ltd., we conduct our business under the corporate philosophy of "Creativity and Contribution," contributing to people's health through our original manufacturing technologies. We take pride in contributing to the health of patients and users through our high-quality pharmaceuticals, original processing technologies, and safe, scientifically proven functional food ingredients.

In preparing this report, we have adopted the management policy of "union of morality and economy." We believe that, as a private company, pursuing profits and contributing to society through our activities will enable us to help create a sustainable society. In the face of global issues such as climate change, human rights issues, and wars, we remain committed to contributing to the realization of a sustainable society as a member of the local community.

Hiroshi Nishida, President

TOP MESSAGE

Environmental Initiatives and Contributions to Communities

We recognize the imperative to address climate change. In recent years, natural disasters have become increasingly severe. Climate warming is accelerating rapidly, with heavy rainfall, forest fires, and unusual temperature rises. Therefore, we have established a target of reducing our CO₂ emissions (Scope 1 and 2) by 50% by fiscal 2030 compared to fiscal 2023 levels as part of our decarbonization efforts.

In Japan, we will gradually transition to renewable energy sources and promote the use of environmentally-friendly heat sources. In the global marketplace, we are committed to accelerating our decarbonization efforts by leveraging creative solutions, such as the reuse of factory waste heat.

Building Diverse Corporate Culture

Our employees are characterized by their dedication to their work and solid work ethic. However, in today's rapidly changing social environment, we aim to instill a sense of challenge in our corporate culture. For 78 years, we have faced significant challenges. In today's rapidly evolving business landscape, characterized by the rapid advancements in internet and AI technologies, businesses must adapt to change more quickly than ever before. We believe that by combining employees who embrace challenges and change with those who are dedicated and have a solid work ethic, we will be well-positioned to continue meeting the needs of society.

We believe that diversity and inclusion are essential elements for a company capable of continuous change. The concept of "collective intelligence" is said to underpin the value of diversity, and the incorporation of diverse opinions is believed to lead to enhanced decision-making. Promoting women in the workplace is one such measure. To incorporate diverse opinions, a company must have an open and communicative culture.

We will continue to cultivate this culture through a variety of means. While fostering free discussion, it is also important to emphasize responsibility and discipline. Balancing these values will help us build a culture that embraces diverse opinions and respects differing viewpoints.

Innovation toward Future with "Creativity and Contribution"

Under our corporate philosophy, "Creativity and Contribution," we have always aimed to be a company that contributes to people through our original and creative strengths. We are committed to providing safe and reliable pharmaceuticals, and are dedicated to continuous improvement in quality. In the field of functional foods, we are committed to developing highly reliable, scientifically proven products that contribute to society by promoting the health of more people.

In 2026, we will commemorate our 80th anniversary. As we endeavor to achieve a century of business, it will be essential for us to identify our role in society and fulfill it responsibly. We will continue to create new value by promoting efforts to realize a sustainable society and contribute to a better future.

Our Efforts to Addressing Sustainability Materiality and Attaining SDGs

We have been emphasizing our ESG efforts to create a sustainable society. This report clarifies the key issues (materiality) in our sustainability strategy and our policy toward attaining the SDGs*¹. It

also provides specific targets and results based on these policies. The report outlines our efforts and progress through fiscal year 2024 and introduces our social responsibility initiatives for a sustainable future.

Environment E

We prioritize measures that address climate change and promote the efficient use of resources to create a decarbonized society. To achieve a 50% reduction in CO₂ emissions by FY2030 compared to FY2023, we are promoting the use of renewable energy and energy-saving equipment. We are also intensifying our efforts to reduce waste and promote recycling with the aim of achieving a recyclable society.

Governance G


















We are enhancing our business continuity plan (BCP), mitigating supply chain risks, and ensuring regulatory compliance to establish a framework for our sustainable growth. We are particularly focused on enhancing our cybersecurity and information management systems to mitigate corporate risks.



Social S

We are committed to collaborating with local communities, respecting diversity, and promoting personnel strategies. We contribute to creating sustainable communities through programs that nurture the next generation and activities that promote health and safety at the local level. We promote diversity and inclusion by developing fair personnel systems and improving employee engagement.

*1: Sustainable Development Goals (SDGs) are international guidelines adopted by the United Nations in 2015 to achieve a sustainable and inclusive society.

	Topics	Materiality	Our Efforts	Related SDGs
Environment 	<ul style="list-style-type: none"> Sustainable climate action and resource utilization Lessen environmental burdens Build circulating society 	<ul style="list-style-type: none"> Accelerate decarbonization Reduce CO₂ emissions by 50% compared to 2023 Reduce environment impact and utilize circular resources 	<ul style="list-style-type: none"> Reduce CO₂ emissions by 30% by installing LP gas boiler Concluded off-site PPA to utilize renewable energy Improve energy efficiency by installing energy saving devices Promote energy savings with LED lights and inverters Optimize resource use and ensure sustainable production Promote pollution prevention measures 	   
Society For local communities 	<ul style="list-style-type: none"> Collaborate with communities 	<ul style="list-style-type: none"> Develop next generation Support regional safety and health Collaborate with local communities 	<ul style="list-style-type: none"> Make donations to elementary schools in Kamiichi Town Work with local companies to preserve the environment Support local sports to build community collaboration Register EMS helipad to support regional safety and health Revitalize local community through museum operation 	 
Society For employees 	<ul style="list-style-type: none"> Support career development and conduct inclusive personnel strategies 	<ul style="list-style-type: none"> Provide growth opportunities Support skill development Establish fair personnel system Improve productivity appropriately 	<ul style="list-style-type: none"> Review personnel system and expand employee training Promote career development with position-based seminars Provide high quality education and support for acquisition for certifications Promote innovation through in-house award system Support pharmacists through scholarship repayment subsidies and allowances 	
	<ul style="list-style-type: none"> Promote diversity and inclusion 	<ul style="list-style-type: none"> Welcome diverse talent Build fair and inclusive culture Respect diversity and support career building 	<ul style="list-style-type: none"> Empower female employees and those with disability Empower senior employees Expand personnel system regarding childcare and nursing care 	
	<ul style="list-style-type: none"> Promote health productivity management and enhance safety 	<ul style="list-style-type: none"> Promote health and productivity management Build pleasant workplace Promote preventive care and mental health care Enhance safety measures and prevent workplace accidents Establish disaster and crisis management strategies 	<ul style="list-style-type: none"> Hold seminars and events to promote employee health Make available office-based mental health doctor during office hours Provide checkups and other support for employees and their families Hold fire and disaster drills to improve disaster preparedness Hold AED seminars to enhance awareness for life support 	 
	<ul style="list-style-type: none"> Enhance engagement 	<ul style="list-style-type: none"> Promote flexible work style Enhance organizational unity Build satisfying workplace culture 	<ul style="list-style-type: none"> Promote KAIZEN program for more efficient operations Improve employee health and increase interaction through club activities Provide in-house insurance agent service 	
	<ul style="list-style-type: none"> Ensure quality and enhance reliability 	<ul style="list-style-type: none"> Ensure product safety Enhance reliability Ensure stable supply 	<ul style="list-style-type: none"> Acquire global certifications to enhance quality and reliability Improve sustainability performance with accreditation from international certification bodies 	
Governance 	<ul style="list-style-type: none"> Sustainable management and CSR Business continuity and risk management 	<ul style="list-style-type: none"> Enhance governance Establish sustainable BCP Ensure sustainable procurement Encourage employees to actively participate in management Strengthen information security 	<ul style="list-style-type: none"> Enhance compliance Establish management supervision and business operation structures Promote BCM to discharge social responsibility Make action guideline known to suppliers Ensure quality control structure Conduct self-inspections for continuous improvement Establish information security structure 	 



Section 02.

About Our Business

Providing social value through our business

13 API Business

15 Life Science Business

We have supported people's health by developing original pharmaceuticals. We inherit the founding spirit of "creating new value for the benefit of society" and continue to provide innovative, valuable pharmaceuticals.

We will promote the research and development of highly effective products, such as astaxanthin, and promote disease-prevention-oriented healthcare to improve health around the world.

API Business

■ Excipient

Excipients are additives that are used in solid preparations to shape, amp up, or dilute pharmaceuticals. We develop, produce, and distribute our own original excipients utilizing spray drying and other unique technologies, as well as our extensive knowledge and experience.

In 1954, we succeeded in developing an antacid stomach medicine "Neusilin." Since then, the highly-functional medicine has been widely used not only as an antacid, but also as an excipient for pharmaceuticals.

Spray drying technology is used to manufacture Neusilin. This technology imparts functionality to dried materials and offers high drying efficiency. It is one of our core technologies applied to a wide range of products.

In addition to manufacturing Neusilin, spray drying is used to manufacture other excipients, such as "Fujicalin" and "F-Melt." These high-functioning excipients are used by many pharmaceutical manufacturers in their development.



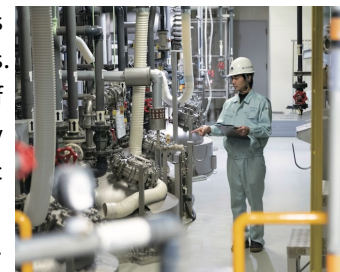
■ Active Pharmaceutical Ingredients (APIs)

Active pharmaceutical ingredients (APIs) are the active ingredients contained in pharmaceutical products. We have been manufacturing APIs for leading pharmaceutical manufacturers in Japan and abroad for over 50 years. We cater to all levels of production, from clinical trial drugs to commercial products.

We utilize cutting-edge organic synthesis technology to manufacture high value-added APIs. We have been contributing to the stable supply of pharmaceuticals for more than a half century by manufacturing APIs using our advanced organic synthesis technology.

APIs represent the desired effects of medicine. Even the smallest amount of API can impact the human body. We take thorough measures to prevent leakage during the API manufacturing, minimize the burden on workers and reduce environmental impact, and adopt efficient manufacturing processes to help build a sustainable society.

We are promoting the implementation of safety evaluation systems for chemical processes and continuous production systems to improve efficiency and contribute to building a sustainable society.



■ Pharmaceutical Products

We develop and manufacture high-quality pharmaceuticals. Leveraging our original technologies and expertise, we provide medicines that are easier to take, improve absorption, and reduce the required dosage while maintaining efficacy. These efforts contribute to improving patients' health and quality of life.

We contribute to the well-being of society by developing, manufacturing, and distributing easy-to-take pharmaceutical products. Our original spray drying technology enhances the absorption and efficacy of medicines, facilitates the reshaping and resizing of pills for easier use, and allows for the creation of formulations that can be readily dissolved in small amounts of water or saliva, catering to the needs of patients with swallowing difficulties. We prioritize the improvement of patients' quality of life in our research and development.

We also manufacture the clinical trial drugs necessary for developing new pharmaceuticals and use them to conduct trials.

We comply with all relevant laws and regulations, including Good Clinical Research Practice (GCP), to ensure that clinical trials are conducted with the utmost consideration for the rights and protection of the personal information of clinical trial subjects. We are committed to providing safe and reliable pharmaceuticals.



TOPICS ▶▶ 1

We Approved Expanded Application of Oldamin

In 1991, we received approval to market Oldamin Injection 1g for hemostasis and sclerotherapy for esophageal variceal hemorrhage and regression of gastric varices. Later, in collaboration with physicians actively involved in clinical treatment and based on the results of investigator-initiated clinical trials, we developed it as a therapeutic agent for the regression of venous malformations. In January 2025, we received approval to expand its application to the treatment of hard-to-treat disease.

A venous malformation is a condition involving an abnormality of the veins. Some of these veins are located near the skin's surface, while others penetrate into the muscles. Unlike normal veins, which have a tubular shape, those affected may be twisted and tangled together. As the condition progresses, it can cause cosmetic issues and pain, disrupting daily life. It is estimated that there are approximately 20,000 patients in Japan, half of whom are considered difficult to treat through surgical removal.

We developed Oldamin to improve the quality of life for patients with such difficult-to-treat diseases. We will continue to develop pharmaceuticals for patients suffering from these conditions.



Life Sciences Business



■ Manufacturing Feedstock of Astaxanthin

Natural astaxanthin, a red pigment found in salmon, shrimp, and certain algae, is recognized for its high antioxidant and anti-inflammatory properties. In 1994, we became the first company in the world to successfully commercialize the production of the algae used to produce astaxanthin. Since then, we have led the global astaxanthin market in terms of quality and supply.

Natural astaxanthin feedstock is manufactured by extracting it from cultured *Haematococcus* algae. In 1994, we became the first company in the world to successfully commercialize the industrial production of natural astaxanthin. In 2003, we established the world's first large-scale indoor cultivation system. Under strict quality control, AstaReal AB (Sweden) and AstaReal, Inc. (U.S.), our group companies, serve as algae cultivation and feedstock production bases. The feedstock is shipped to our factory in Toyama, Japan, for final processing. This dual-site feedstock procurement system ensures a stable supply of natural astaxanthin.

Additionally, we ensure complete traceability throughout the entire process by conducting all operations within our group, from *Haematococcus* algae cultivation to final production.



Haematococcus algae

■ Developing Ingredients for Health Foods

We specialize in the development, manufacturing, and marketing of natural astaxanthin and other functional ingredients. In addition, we support our clients in registering their foods, based on our extensive experience registering foods with functional claims.

The natural astaxanthin feedstock shipped to our factory in Toyama is processed into a ready-to-use form through spray drying and other proprietary technologies. It is then sold as a health food ingredient. Our technologies enable the production of a wide range of products, including capsules, tablets, beverages, and gummies, to meet consumers' varied preferences.

We conduct rigorous quality control based on strict standards unique to a pharmaceutical manufacturer at our own factory, which is certified for GMP^{*1} and FSSC22000^{*2}.

As a pioneer in astaxanthin research and development, we are among the world leaders in astaxanthin research data and patent applications. In addition to astaxanthin, we also market proteoglycans and develop other functional ingredients, with the aim of further contributing to preventive medicine.



^{*1}: GMP (Good Manufacturing Practice) is a standard for ensuring quality and safety in all processes from raw material acceptance to manufacturing and shipping. It was originally established as a standard for pharmaceutical manufacturing. In Japan, GMP is not a mandatory requirement for manufacturers of health food ingredients. However, we have obtained GMP certification to ensure the provision of safe, high-quality products.

^{*2}: FSSC22000 (Food Safety System Certification 22000) is a global certification specializing in food safety. It covers various measures, such as management of food manufacturing processes and hygiene education for employees. The certification is characterized by strict standards to prevent intentional contamination of food with foreign objects and food fraud. Although FSSC 22000 certification is not mandatory for manufacturers of health food ingredients in Japan, we have obtained it to ensure the safety of our products.

■ Developing Consumer Products

We combine high-quality astaxanthin feedstock manufactured by our group companies in the U.S. and Sweden with our accumulated knowledge of high-level academic evidence and nutritional science to develop and manufacture health foods and cosmetics. We provide these products to consumers and medical professionals to help improve people's health.



In Japan, our group company, Astareal Co., Ltd., is responsible for the consumer care and medical nutrition businesses, offering supplements and other products to consumers and medical institutions. We also market consumer products under the Astareal brand abroad, earning high praise and trust for their quality.



● Consumer Care Division

We offer functional nutritional products formulated with astaxanthin to maximize its potential. They are designed for consumers who are conscious of daily conditioning and age-related care, as well as professional and business athletes who seek to recover quickly from fatigue and achieve higher performance.



● Medical Nutrition Division (for medical institutions)

We manufacture functional nutrition products for medical professionals who are proactive in prevention and advanced health management. They feature high-level academic evidence, nutrition science-based formulations, and safety and efficacy, and are designed for use in medical and healthcare settings.

TOPICS ▶▶ 2

Product Development Using Resistant Protein

We are collaborating with Tawara-ya, Inc. (hereafter "Tawara-ya") and the Kanazawa Institute of Technology (hereafter "KIT") to develop new products using "resistant protein," a useful component found in rice syrup residue.

Tawara-ya is a rice syrup producer in Kanazawa. Residual dross is a byproduct of the process. Tawara-ya has thus far handled it as a waste.

Professor Kenji Ozeki's research team at KIT's Department of Applied Biotechnology discovered that this residue contains useful components, such as "resistant protein," or indigestible protein.

With financial support from the Hokkoku Bank, we have initiated the development of new products using the rice syrup residue.

We are collaborating with KIT on this project, which involves researching the useful components in the residue to reduce food waste, one of SDGs goals, and contribute to regional revitalization through industry-academia collaboration. While we use this residue to develop new products, Tawara-ya and COREZO, an online shopping site operated by Hokkoku Financial Holdings, will market the newly developed products.



Rice syrup residue



Section 03.

Environment

18 Environmental Policy and Management System

19 Sustainable-minded Business Operation

Toward Decarbonization through Environment Quality Management

We are committed to addressing climate change and minimizing our environmental impact. We promote efforts to continue our business in an environmentally friendly manner. To build a sustainable society, we are

Environmental Policy and Management System

We establish and observe Environmental Policy to implement an environmental management system, promote sustainable business practices, reduce environmental impact, and make effective use of resources.

[Environmental Policy]

Fuji Chemical Industries Co., Ltd. is committed to protecting this irreplaceable planet as a global citizen. We shall implement the following policies to conserve the global environment and engage in business activities with the aim of contributing to people's health through products and services created under our corporate philosophy of "Creativity and Contribution."

- ① We shall evaluate the environmental impact of our business activities from all angles, consider technical and economic factors, and continuously work to prevent pollution and reduce our environmental impact.
- ② We shall promote energy conservation, waste reduction, and recycling in order to make effective use of resources.
- ③ We shall observe all relevant environmental laws, regulations, and regional agreements applicable to our business activities. We shall establish voluntary control standards and endeavor to improve environmental conservation measures.
- ④ All employees shall be made aware of this Environmental Policy, and each employee shall set and implement environmental goals to continuously improve our environmental impacts.
- ⑤ We shall conduct internal audits, review our environmental management system, and endeavor to maintain and improve it on an ongoing basis.
- ⑥ We shall publicly disclose this Environmental Policy, which applies to Fuji Chemical Industries Co., Ltd.

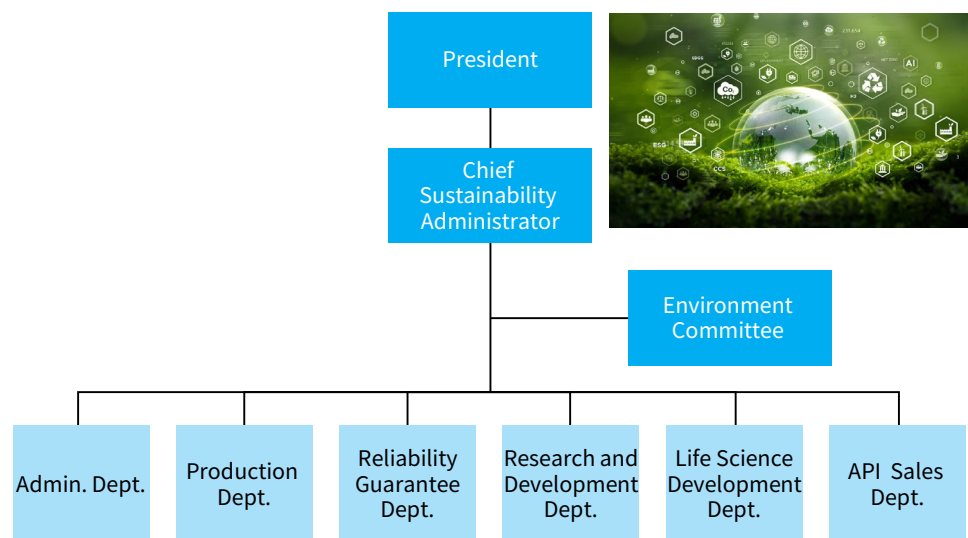
Kimiyasu Kanao
Executive Officer, Fuji Chemical Industries
Manager, Main Plant and Gokakizawa Plant

committed to using clean and renewable energy sources, implementing environmentally friendly production systems, and reducing CO₂ emissions.

Environmental Management System

We have clearly defined environmental management system to ensure that we operate our business in a sustainable manner and fulfill our environmental responsibilities. The system designates the president as the chief officer and assigns a Chief Sustainability Administrator to implement policy decisions and oversee management.

We have established the Environment Committee, which collaborates with six departments to implement specific environmental measures and achieve environmental goals. This system is intended to minimize our environmental impact and promote sustainable business practices, thereby demonstrating our commitment to social and environmental responsibility.



Sustainable-minded Business Operation

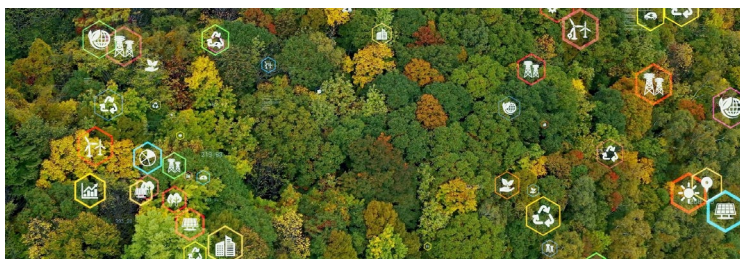
We are committed to reducing our environmental impact. To this end, we continuously review our energy use to reduce CO₂ emissions and utilize resources effectively. As part of our commitment to sustainable manufacturing, we are upgrading our factory facilities and switching to environmentally friendly fuels and renewable energy sources.

Our Efforts to Reduce CO₂ Emission

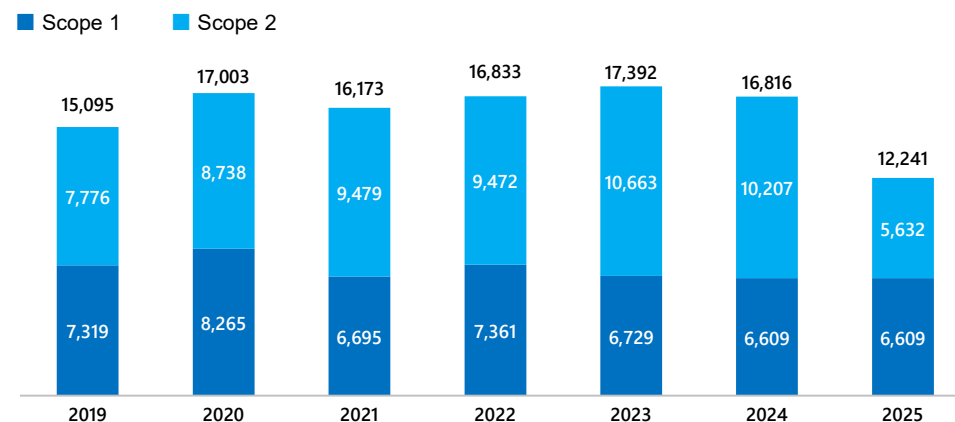
We are committed to reducing our environmental impact and promoting sustainable business operations. To this end, we continuously review our energy use to reduce our CO₂ emissions. The Gokakizawa Plant replaced heavy oil with LPG as the boiler fuel, thereby improving energy efficiency and reducing CO₂ emissions by 30%.

Also, we have signed off-site power purchase agreements (PPAs) to promote renewable energy use and transition our factory's power supply to a cleaner source. As a result, we have significantly reduced CO₂ emissions and increased our use of clean energy. We anticipate additional reductions in 2025.

Alongside environmental measures, we are actively investing in increasing production capacity. Since installing two clean rooms in 2018, we have continued to expand our manufacturing facilities and upgrade equipment. In 2020, we introduced fluidized bed equipment, and in 2021, we expanded our granule manufacturing facilities and renovated our inorganic manufacturing facilities. In 2022, we built a third manufacturing building and a hazardous materials warehouse to further increase our production capacity. As we balance capital investment and environmental measures, we are working to establish a sustainable production system that reduces environmental impact while ensuring a stable supply of high-quality products.



CO₂ Emission (t-CO₂)

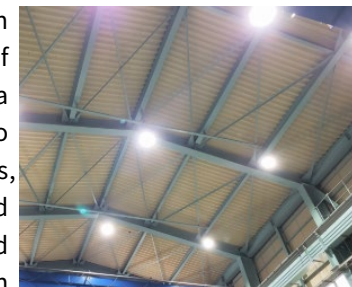


Coverage Sites: Main Plant, Gokakizawa Plant, Namerikawa Plant

- "Scope 1" refers to direct greenhouse gas (GHG) emissions that occur from sources owned or controlled by an organization. These emissions include the CO₂ released from the combustion of fuel in boilers and non-utility generation facilities.
- "Scope 2" refers to indirect emissions caused by an organization's energy consumption, including emissions resulting from the production and purchase of energy. For instance, the emissions resulting from the generation of electricity utilized in buildings and factories would fall into this category.

Energy Saving and Optimal Facility Management

We are working to reduce power consumption throughout our factories by promoting the use of efficient energy and the establishment of a sustainable production system. In addition to updating air conditioners in manufacturing areas, controlling agitators with inverters, and installing LED lighting, we have implemented heat insulation measures in our research facilities to improve heating and cooling efficiency. These energy-saving measures have reduced CO₂ emissions by approximately 74 tons per year.

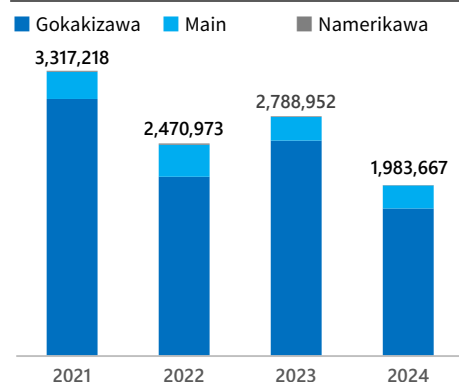


Reducing Environmental Load and Making Efficient Use of Resources

We have closely monitored the gas released from our boilers and have received an audit from an external agency to reduce our environmental impact. In 2021, we changed the fuel source to LPG to promote the prevention of air pollution. In addition to strict water quality management, we conduct quarterly noise and vibration measurements. If measured values exceed standards, we implement measures such as soundproofing and structural improvements to buildings. By doing so, we ensure that our operations are conducted responsibly in consideration of the local community.

We are also working to promote resource efficiency and reduce waste through the installation of water storage tanks, the reuse of organic resources, and the recycling of plastic waste.

Amount of Factory Waste (kg)

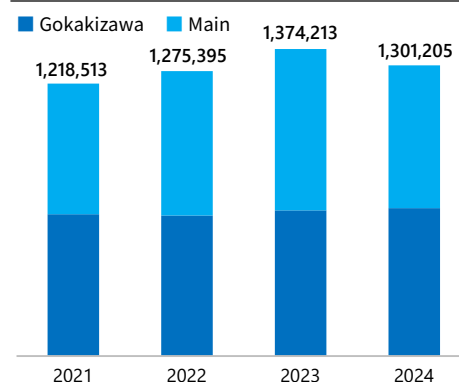


Coverage Sites: Main Plant, Gokakizawa Plant, Namerikawa Plant



(Left)
Solar power installation dedicated for
Fuji Chemical Industries

Pump Displacement (m³)



Coverage Sites: Main Plant, Gokakizawa Plant (Namerikawa Plant has no pump displacement)

TOPICS ▶▶ 3

Reducing CO₂ Emission by Switching Fuel

Our Gokakizawa Plant replaced heavy oil with LPG as the fuel for its boilers. Additionally, our company's flagship factory installed three general-purpose boilers from IHI in place of one of its two existing boilers.

As a result, the plant reduced its CO₂ emissions by about 30% and improved its energy efficiency.

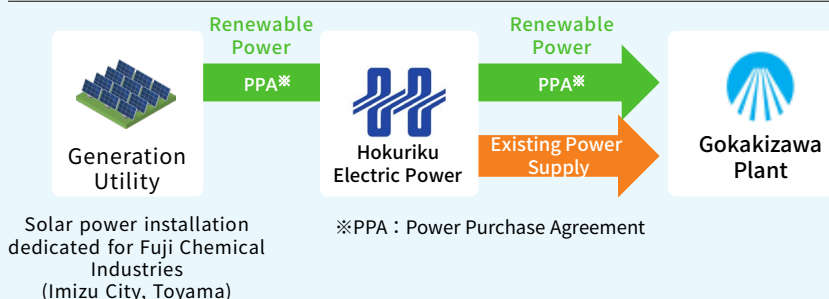


TOPICS ▶▶▶ 4

Off-site PPA for Utilizing Renewable Energy

We have concluded Off-Site Power Purchase Agreement (PPA) with Hokuriku Electric Power Co. to utilize renewable energy at the Gokakizawa Plant.

Amount of Electricity	2.7 million kWh per year (13% of electricity we consume)
Amount of CO ₂ Reduction	1,400 ton per year (equivalent of CO ₂ emitted from 500 households)
Start Date	September 1, 2024



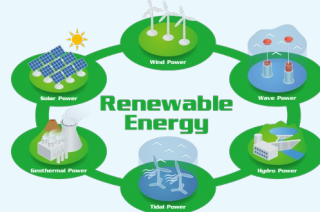
TOPICS ▶▶ 5

Toyama GREEN Pure: Connecting with Local Communities through Renewable Energy

As part of our commitment to environmental sustainability, we have adopted the "Toyama GREEN Pure" program. Led by Hokuriku Electric Power, this program promotes the use of renewable energy sources generated in Toyama Prefecture without CO2 emissions. Presently, about half of the electricity used at our Main Plant, Gokakizawa Plant,

Namerikawa Plant, and Nishida Museum of Art is supplied by locally generated renewable energy sources, including those purchased through an off-site PPA. Through "Toyama GREEN Pure," we are contributing to reducing CO2 emissions and utilizing local resources.

Source : <https://www.enecho.meti.go.jp/about/special/tokushu/saiene/saienerekishi.html>
(Agency for Natural Resources and Energy, Ministry of Economy, Trade and Industry)



TOPICS ▶▶ 6

AstaReal Supplies Exhaust Heat to Community

ASTAReal AB has entered into an energy supply agreement with Vattenfall, a Swedish state-owned electric power company. Previously, the Swedish subsidiary of our group utilized a cooling system to regulate the excess heat generated during astaxanthin production. Pursuant to the terms of this agreement, it supplies heat to neighboring residences. This innovative structure enables AstaReal to reduce production costs and implement a more environmentally friendly production system.



TOPICS ▶▶ 7

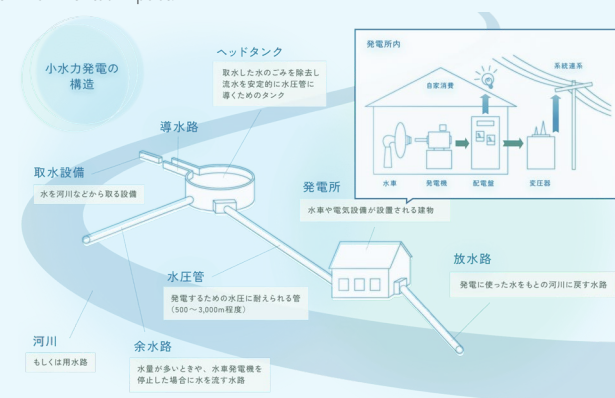
Regional Cooperation through MHPG

We are partnering with Mori to Mizu no Chikara Co., Ltd. (hereinafter "TPFW") to promote the micro-hydroelectric power generation (MHPG)*2 business. This partnership aims to revitalize rural areas in Toyama and create a decarbonized society by leveraging local resources to establish a sustainable energy supply network. As rural areas face declining populations and thus struggle to maintain social infrastructure, the need for renewable energy is growing. TPFW conducts research and development on MHPG to enhance the value of natural capital and revitalize local communities. Like us, they are committed to the ideals of "revitalizing local communities" and "realizing a decarbonized society."

This partnership will leverage our network and relationships with local communities, as well as TPFW's technology and expertise, contributing to creating a sustainable society that utilizes Toyama's abundant water resources.



※2 : Micro-hydroelectric power generation (MHPG) is a small-scale hydropower generation system that utilizes the natural water flow in rivers and drains. It does not require large dams and is considered a renewable energy source with little environmental impact.



Source: <https://tpfw.co.jp/> (TPFW HP)



Section 04.

Society

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Community-based Efforts for Sustainability

We are committed to harmonious coexistence with local communities and to fostering a sustainable society by engaging in efforts such as nurturing the next generation and preserving the environment. Since

Supporting Development of Next Generation

We have partnered with local communities to promote education, improve learning environments, and support the development of children. We have also leveraged our corporate expertise to promote activities for the next generation's development.

Supporting Regional Education

As part of "Local Learning" initiative, we have invited all third-grade students from Kamiichi Town's elementary schools since 2022. During the company tour, we introduce our business activities and products. We also show the functions of our original antacid, Neusilin, by conducting an experiment to improve the fluidity of starch.



Donation of Helmets to New Students

Since 2021, we have donated commuter helmets to first-grade elementary school students in Kamiichi Town to promote child safety.



Support for Education and Research with Private Bonds

We have issued two types of SDGs private placement bonds to support local education and research activities. A portion of the proceeds was donated to elementary and junior high schools in Kamiichi Town for the purchase of audiovisual equipment and books. This initiative is aimed at enhancing the learning environment and improving education for children.

communities and actively promoted social contribution activities as a responsible corporate citizen. We will continue to pursue harmonious growth in line with regional development.

We have also donated high-permeable PO film for greenhouses to Kamiichi High School to support its study of medicinal herb cultivation. This film has high light transmission and heat retention properties. It is being used in a comparative study of cultivation methods for herbs and to test seed propagation by local farmers.

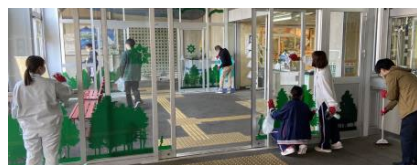


Contributing to Local Environment and Healthcare

We are committed to creating safe and secure communities by protecting the environment, improving living conditions, engaging in beautification activities, supporting disaster prevention and healthcare efforts, and maintaining landscapes.

Participation in "Kamiichi Cleanup Campaign"

We are collaborating with local companies and municipalities to clean up Kamiichi Town. These efforts promote social contribution, cross-industry exchange, and training for our new employees. Additionally, the cleanups around Kamiichi Station and historic sites aim to deepen community engagement by extending it beyond the boundaries of companies.



Environment Conservation for Cleaner Communities

We hold biannual cleanups around our head office and the Gokakizawa Plant. All employees collect trash and clean drains in order to maintain a clean local environment.



EMS Helipad for Regional Medical Support

At the request of the Kamiichi Fire Department, the south side of our Gokakizawa Plant is now officially registered as an EMS helipad. Prior to registration, an EMS helicopter had landed on the premises to transport emergency patients. This initiative contributes to a faster emergency medical response and strengthens the local EMS system.



Supporting Community-based Culture and Sports

We are committed to revitalizing local communities by supporting cultural and sporting activities and creating opportunities for intergenerational exchange and growth.

Nishida Museum of Art Plays a Role in Culture Promotion

We are operating the Nishida Museum of Art. The only museum in Kamiichi Town plays a vital role in promoting local culture, revitalizing tourism, and enhancing the region's appeal through art. Its extensive collection of over 1,800 pieces includes Silk Road heritage, Eastern Orthodox icons, and paintings by Japanese and international artists. In 2024, the Toyama Tourism Foundation commended the museum for its achievements in collaboration with the community and enhancement of the region's tourism offerings.



Themed and Special Exhibitions in FY 2024

	Name	Period	Details	No. of Visitors
Themed Exhibitions	Kamiichi Town-Nishida Museum of Art Collaboration Exhibition Part 1: Kenji Miyazawa	July 20-September 1, 2024	This exhibition featured photos, drawings, and other valuable materials about the renowned poet and children's book author, Kenji Miyazawa.	2,789
	Kamiichi Town-Nishida Museum of Art Collaboration Exhibition Part 2: Takashi Yanase	November 1-December 15, 2024	This exhibition explored the world of Takashi Yanase's picture books, showcasing valuable materials, including his renowned work, "Ampanman."	3,628
	The 17 th ARTBOX Exhibition -Touchable Art-	February 8-March 9, 2025	Since 2007, the annual ARTBOX exhibition has given artists an opportunity to express themselves in the exhibit room. The 17th ARTBOX featured the wooden works of Yuki Yojima, a whittler living in Toyama.	1,119
Special	The Ichiro Hannya Exhibition	May 2-June 9, 2024	This special exhibition featured the diverse works of Toyama-born, renowned artist Ichiro Hannya, in commemoration of the 30th anniversary of his death.	1,566

Supporting Student-athlete Development

We have entered into a sponsorship agreement with the soccer clubs at Toyama Kita and Toyama Minami High Schools. Our logo is placed on their practice uniforms. The advertising fees contribute to the clubs' operations, fostering an environment conducive to student-athlete development.



Supporting Local Sports Enhances Ties with Communities

We promote better health for the people and strengthen our ties with the local communities through our sponsorship of local pro sports teams, Kataller Toyama, a J2 soccer team, and Toyama Grouses, a B-League basketball team. We have placed a pitch board advertisement and invited our employees to the games.



Creating Sound and Diverse Workplace

We recognize our employees as our most valuable asset and are dedicated to fostering a workplace where each individual can continually develop for years to come. We provide opportunities to develop skills and foster an environment where diverse employees can

Promoting Employees' Career Development

We encourage our employees to develop their skills and career opportunities through training and certification acquisition programs. We respect diversity and promote a fair and secure workplace. In accordance with our corporate philosophy, "Creativity and Contribution," we emphasize dedication, altruism, integrity, teamwork, a spirit of challenge, and continuous effort. We share these values with our employees to support their development and work together to create a sustainable society and grow our company.



respect each other and work together harmoniously. Furthermore, we endeavor to establish a workspace that fosters the well-being of our employees by enhancing programs that support work-life balance and promoting health initiatives.

Position-based Skill and Career Development Program

We provide various training and education programs to encourage our employees' growth, with the aim of improving their skills and strengthening our organizational capabilities.

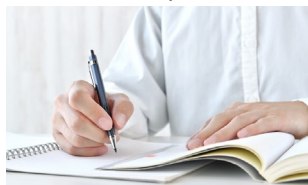
Program	Details
All-employee Training	We provide all employees with learning opportunities about mental health, harassment, and compliance on a regular basis to support the creation of a pleasant workplace.
Position-based Seminar	We hold position- and career-based seminars to develop skills and train future leaders. An overview of our position-based seminars and trainings is shown below.
Special Training	We encourage employees to receive GMP training* ³ and other special training aiming at acquiring certifications regarding forklift operation, dangerous object handling and boiler engineering. *3 GMP (Good Manufacturing Practice) training covers the practical knowledge and methods primarily for those manufacturing products that affect human health, such as medicines, medical equipment, and foods.

Overview of Position-based Seminars and Trainings

	Business Skill	Evaluation and Education	EQ and Leadership
Executive	Project master plan	Succession planning	Raising awareness as executive
Manager	Management (employees, products, finance, information)	Team management and balancing duties	Mentoring and authority delegation
Supervisor	Operational management and problem solution	Team building	Skills for teaching juniors
Employee	Business studies		Leadership and followership
Recruit	Training program for new employees (business manners)		

■ Supporting Certification Acquisition to Enhance Skills

As a pharmaceutical manufacturer, ensuring product quality and maintaining a safe manufacturing system are our most important responsibilities. We encourage our employees to acquire the relevant qualifications for their roles, such as QC KENTEI^{*4}, to enhance their professional competencies. We offer financial assistance to those who wish to pursue our designated qualifications by enrolling in relevant courses, allowing them to focus on their studies without financial concerns. We aim to cultivate highly specialized talent, thereby contributing to the stable supply of safe, high-quality pharmaceuticals.



^{*4}: The Japan Standards Association (JSA) administers QC KENTEI, an examination regarding quality management and quality control. This four-level exam evaluates one's knowledge and skills applicable to quality improvement and operational efficiency.

Examples of Our Recommended Certifications and Licenses

Dangerous object handler

Boiler engineer

Pollution control manager

Energy manager

Chief electricity engineer

Electrician

Safety manager of high
pressure gas

Forklift operator

■ Raising Employees' Awareness Management

We implement "Employee Satisfaction Survey" and "Open Door Hours" to encourage participation in management and improve the workplace environment.

Programs	Details	Frequency
Employee Satisfaction Survey	The survey identifies issues related to work style and the workplace environment, and reflects improvement measures in management.	Annual
Open Door Hours	The president welcomes employees during these hours to exchange opinions and ensure open and honest dialogue.	Monthly

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Internal awards encourage employees to challenge themselves and develop professionally

We have an internal award program that recognize creativity, promote management improvement, and encourage operational efficiency.

Additionally, we have a program that supports technological innovation and encourages the acquisition of patents and utility models.

The 2024 President's Award went to the Manufacturing Department for quickly resuming operations after the Noto Peninsula earthquake.



FY 2024	No. of Winners	Total Prize (Yen)
President's Award	1	1,000,000
Distinguished Service Award	4	1,100,000
Effort Award	3	300,000
Encouragement Award	9	450,000
Shining Example Award	0	0
Beautification Award	4	50,000
Invention Encouragement Award	6	60,000
Total	27	2,960,000

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Support Program for Pharmacists

We are committed to reducing the financial burden on our employees and improving the workplace. To this end, in November 2024, we introduced the "Scholarship Repayment Support Program" and the "Pharmacist Allowance System." The former program covers up to 3.6 million yen in scholarship repayment for pharmacists, with a maximum repayment period of ten years. For those who do not utilize the program, we provide a monthly allowance of 20,000 yen for pharmacists and 60,000 yen for supervising pharmacists.

These programs strengthen the benefits and treatment of our specialized staff.



Creating Pleasant Workplace

We are committed to creating a pleasant workplace for our employees. To this end, we encourage open communication to revitalize our organization and foster a worry-free environment. We also prioritize work-life balance by focusing on improving flexibility and job satisfaction.

General Employer Action Plan for Next Generation

Based on the Act for Measures to Support the Development of the Next Generation, we have formulated the General Employer Action Plan for the period from April 2022 to March 2025. The plan aims to foster an environment in which employees and their families can enjoy an ideal work-life balance. Specifically, the plan aims to encourage taking annual paid leave, increase the percentage of male employees who take childcare leave, and promote work-life balance. Our goal is to foster an environment in which all directors and employees feel comfortable taking leave. In specific, we encourage employees to take an average of more than 12 days of paid leave per year.

Additionally, we aim for male employees to take at least 90% of their available childcare leave. To this end, we are raising awareness of the leave system and changing managers' mindsets to strengthen the framework that supports work-life balance.



General Employer Action Plan

April 2022 to March 2025

No	Target	Measures
1	Any employee can take more than 12 days of paid leave per year.	In July 2024, we started a quarterly survey of grasp leave usage and formulate a plan to encourage employees to take leaves.
2	Any male employee can take more than 90% of the entitled childcare leave after having a baby.	In July 2024, we started an awareness-raising campaign with in-house boards and other media.
3	We support work-life balance of employees to create a better working environment.	<div>Promotion of employee benefits</div> <ul style="list-style-type: none"> Short-time working system for childcare: Available if the employee has a child of third grader or younger. Staggered short-time work is also available. Financial support for purchasing low-dose pills: Up to 3,000 yen per month (subject to tax) Special leave for childcare: Available for up to two weeks <p>In July 2024, we prepared a document to get the systems regarding employee benefit across the company. In October 2024, we started an awareness-raising campaign with in-house boards and other media.</p>

■ Ensuring Work-life Balance

We are expanding our work-life balance support programs to help employees balance childcare or elder care with work. For childcare purposes, we allow employees with children up to third grade to work reduced hours and grant a two-week paid leave. Additionally, we subsidize the cost of low-dose pills to support the health of our female employees.

We also offer up to 93 days of nursing care leave (divisible into up to three periods) per family member and allow employees to work reduced hours within three years of applying. Additionally, we support flexible work styles by offering up to five days of care leave per year (10 days in cases involving two or more care recipients). We are working to raise awareness of these programs throughout the company and establish a system that provides employees with the necessary support.

Overview of Work-life Balance Support System

Childcare	Pregnancy	Birth	Age 1	Entry to E.S	End of 3rd grade	End of 6th grade
Maternity Leave						
Infant care Leave						
Special Leave for Childcare						
Shorter Working Hours for Childcare						
Childcare Leave						

Nursing Care	Leave Period
Nursing Care Leave	An employee can take up to 93 days of leave per applicable family member (divisible into up to three periods).
Shorter Working Hours for Nursing Care	This system allows an employee to work shorter hours during the requested periods within three years after submitting the application.
Special Leave for Nursing Care	An employee can take up to five days of leave per applicable family member per year (if there are two applicable members, up to ten days of leave are allowed).

■ Promoting Health and Interaction through In-house Clubs

Many employees participate in intra-company club activities. These activities include marathons, mountain climbing, bowling, golf, tennis, and motorsports. We support and subsidize these clubs to promote health, productivity, and employee well-being.



■ In-house Insurance Consultation Services Supports Employees and Their Families

We offer consultation services for a variety of insurance needs, including automobile, fire, accident, and parental insurance, to support our employees and their families. This service, available during work hours, assists employees in selecting insurance policies that align with their needs. We are also prepared to respond quickly in the event of an accident to minimize the burden on our employees.

In addition, we encourage our employees to learn how to avoid car accidents and other dangerous driving situations by using a driving simulator. This initiative aims to enhance their awareness of safe driving in both their daily lives and at work.



TOPICS ▶▶10

“KAIZEN” Enhances Efficient and Comfortable Workplace

We launched "5S KAIZEN Activities" in 2006 to enhance workplace comfort and, in 2022, updated the program to incorporate the "5S" principles: "sort," "set in order," "shine," "standardize," and "smile. In accordance with these principles, we continuously improve our operations to make them simpler and safer, and to share the improved operations company-wide.

These activities have evolved from individual initiatives to team-based activities, shifting toward a collaborative style in which teams work together to solve on-site problems. Rather than imposing quotas or mandates, we cultivate an environment where employees feel empowered to voice their opinions, recognize one another's contributions, and collaborate positively.

We also honor those who have made significant contributions to operational improvement each month. This initiative has enhanced workplace communication. Many feel that work-related accidents and stress levels have decreased and that long-standing issues have been resolved. KAIZEN are not merely about enhancing the workplace environment. This initiative has become deeply rooted in our corporate culture, encouraging employees to contribute to the creation of a better workplace.

Awards regarding “5S KAIZEN” Activities

Awards	Requirement for Recipient	Benefits
Monthly MVP/Semi MVP	A team or an individual that has made significant efforts toward improvement	Recipient earns prize and has a chance to share ideas with President
Teams of the Year	Two teams that have made the best improvement actions during the year	Their actions are recognized and recommended throughout the company
Best Kaizen Award	Four teams that have made noticeable actions toward improvement	Their actions are shared within the company
Honorable Mention	A team which has made meaningful improvement activities	It is recognized on a flexible basis and mentioned throughout the company

Promoting Diverse Workplace

We are committed to creating a workplace where all employees can comfortably demonstrate their abilities. Toyama Prefecture has recognized our efforts to promote the participation of female employees in the workplace.

We also focus on offering generous employee benefits and training the next generation of talent. We support flexible working styles to accommodate different life stages.

■ Empowering Female Employees

In April 2024, we began subsidizing the cost of low-dose pills to ensure our female employees can work comfortably and maintain good health. We address menstrual health issues to minimize their impact on operations and create a comfortable workspace. At the same time, we hold health seminars and subsidize childcare leave to help employees build their careers without worry. Currently, there are 111 female employees (22% of the total workforce) at our company, and 161 women (26%) are in the group. Toyama Prefecture has recognized our efforts to empower female employees. Furthermore, in September 2024, our president spoke about our initiatives at a business seminar hosted by the prefecture.

Action Plan Based on the Women’s Empowerment Act

From April 1, 2025, to March 31, 2030

No	Goal	Initiatives
1	<ul style="list-style-type: none"> Increase number of male employees who take their entitled childcare leave after the birth of a child. Male employee take more than 90% of his entitled childcare leave. 	<ul style="list-style-type: none"> In April 2025, we started an initiative to encourage male employees to actively participate in infant care to enhance the utilization of the existing system. In October 2025, we will begin an awareness-raising campaign with in-house boards and other media
2	<ul style="list-style-type: none"> Increase the percentage of female employees in the non-manufacturing sectors to more than 38% 	<ul style="list-style-type: none"> In April 2025, we started a career seminar for female employees to enhance schemes for developing female directors. In October 2025, we will start seminars for male directors to understand and address unconscious bias.

■ Welcoming Motivated Seniors

We welcome motivated and capable retirees who want to continue working and leverage their knowledge and experience. After reaching the mandatory retirement age of 60, we offer interested retirees a contract position by age 65. With their consent, we may extend their employment to 70 years old. By promoting the employment of seniors, we aim to revitalize the company and create a more inclusive workplace.



■ Empowering People with Disabilities and Rehabilitation

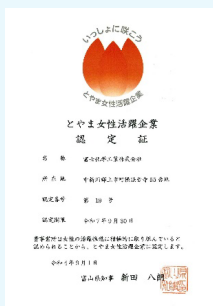
In April 2025, we established a new division dedicated to empowering people with disabilities and creating an inclusive workplace. This division supports our business by providing cleaning services, managing the cafeteria, and performing maintenance work. It is also responsible for fostering an environment in which people with disabilities can exercise their abilities.



TOPICS ▶▶ 11

Toyama Prefecture Recognized Our Efforts to empower female workers

Toyama Prefecture has a recognition program that honors companies that have created comfortable workplaces for women. It aims to encourage companies to promote growth and employee well-being by empowering female employees. To be recognized, companies must have a certain number of female managers, set appropriate working hours, formulate an action plan to empower female employees, appoint a person responsible for promoting gender equality, and meet other criteria. We received this recognition in 2022.



TOPICS ▶▶ 12

We aim to become an organization that leverages diversity as a catalyst for growth - Excerpt of interview with President Nishida -

Recently, diversity has become increasingly important. However, I sometimes feel uncomfortable that diversity itself has become the goal. I believe that the intrinsic value of diversity lies not only in its moral and ethical values, but also in its scientifically proven role as a key to organizational success. I also believe that diverse organizations are more likely to generate "collective intelligence" for new ideas and solutions, leading to more accurate decision-making. Therefore, it is essential to build an organization that embraces social diversity, including gender, ethnicity, and culture, as well as cognitive diversity, such as experience, knowledge, and perspectives. We are committed to fostering a value for diversity within the company.



Another major challenge is promoting the empowerment of women in Japan, where gender inequality is more pronounced than in other developed countries. Meanwhile, our international group has made consistent progress in promoting women to leadership positions. It is essential for us to provide an environment where women can play a more active role and to foster a culture that encourages women with a strong desire to advance in their careers. To that end, we will continue to implement initiatives in terms of systems and education.

We aim to contribute more to society by fostering an organization rich in social diversity, including gender, race, and culture, as well as cognitive diversity, encompassing experience, knowledge, and perspectives.

Source: Toyama Prefecture Official Site <https://uncon-act-toyama.jp/example/effort.html>

Promoting Health and Productivity Management and Enhancing Employee Benefits

We provide comprehensive benefits to support the health and well-being of our employees and their families. Additionally, we have implemented the "Health Declaration" to foster an environment where employees can contribute to the company while leading healthy, prosperous lives.

— Health Declaration —

Fuji Chemical Industries Co., Ltd. is committed to contributing to society through innovative products that promote human health. Our corporate philosophy, "Creativity and Contribution," guides this commitment. To fulfill this commitment, we aim to contribute to the development of a vibrant, comfortable, and healthy society and economy. We endeavor to do so by actively supporting activities that maintain and improve the health of our employees and their families, as well as by promoting healthy lifestyles throughout the company.

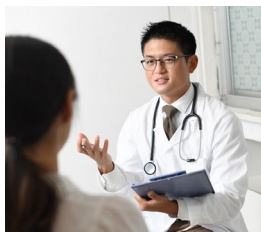
Hiroshi Nishida, President

Comprehensive Approaches to Raise Health Awareness

We promote disease prevention and health management to help our employees stay healthy. We provide specific health guidance to those at risk for lifestyle-related diseases to help them develop healthy habits.

Additionally, we promote mental health programs through stress checks, collaboration with industrial physicians and counselors, and follow-up support to ensure a safe and secure workplace.

Furthermore, we hold health awareness seminars and encourage employees to measure their vascular age, bone density, and vegetable intake. These initiatives help employees understand their health status and reevaluate their lifestyle habits.



Examples of Our Health Assistance Initiatives

Health seminars

Financial support for purchase of supplement

Support for quitting or reducing smoking

Measurement of vascular age and bone density

Health checkup through reflexology treatments

Recommendation for specific health guidance



Preventive Care Support Program

We offer various health support programs to ensure our employees and their families enjoy healthy and secure lives. We cover the full cost of flu vaccinations and hold mass vaccination at our plants in Toyama three times a year during working hours. We also subsidize vaccination costs for employees working outside Toyama Prefecture or receiving vaccinations at other medical institutions.

Moreover, we cover the cost of health checkups for dependents aged 40 and over to help detect and prevent lifestyle diseases early.

Specific health checkup consultation rate by family members (dependents aged 40 or over)



TOPICS ▶▶ 13

Two Certifications for Our Health Management Efforts

We prioritize the health of our employees and are committed to creating a comfortable workplace. For three consecutive years, the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi have recognized our efforts to better health. We have also received a "Silver" rating under the Toyama Healthy Company Declaration thanks to our extensive health management initiatives, including providing follow-up care after checkups, promoting smoking cessation, and covering flu vaccination costs.



	Current		2029 (target)
Prevalence rate through checkups	About 60%	→	30% or less
Exercising less than once a week	About 80%	→	67% or less
Rate of adequate BMI	About 67.5%	→	80% or over
Stress check consultation rate	About 92%	→	About 100%

TOPICS 14

Promoting Secondary Health Checkup

We prioritize the health of our employees and work with industrial physicians to recommend secondary medical checkups for high blood pressure, LDL cholesterol, and HbA1c levels. The Ministry of Health, Labor and Welfare recommends these checkups to help detect and prevent lifestyle diseases early on. We endeavor to raise the consultation rate from 50% to 80% by 2029, fostering an environment where employees can proactively manage their health.

	Current		2029 (target)
Consultation rate of secondary checkup for lifestyle diseases	About 50%	→	80%

Ensuring Workplace Safety and Preventing Disasters

In accordance with our Safety and Health Declaration, we regularly conduct emergency and firefighting drills, as well as AED training. Through these efforts, we aim to promote workplace safety and improve our ability to respond quickly and appropriately in the event of a disaster.

■ Our Basic Concept on Safety and Health

We have formulated Safety and Health Declaration and associated Guideline to foster a workplace where all employees can enjoy good physical and mental health. We encourage everyone to participate in efforts to prevent disasters, incidents, and other hazards, as well as promote health.

— Safety and Health Declaration —

We hereby declare our commitment to eliminating all hazardous and harmful factors in the workplace, maintaining and promoting the mental and physical health of our employees, and fostering a modern, comfortable working environment, through the active participation of all employees.

— Safety and Health Guideline —

In accordance with the Safety and Health Declaration, we shall promote safety and health activities in which every employee is strongly aware of safety and health, thinks for themselves, and acts accordingly, with the aim of creating a safe and secure workplace.

- ① We shall observe all safety and health laws, regulations, and internal rules, and strive to further improve safety and health management.
- ② We shall identify workplace hazards and risks, prioritize countermeasures, and promote a safer, more comfortable workplace free of hazards.
- ③ We shall enhance our health management system and promote measures to ensure our employees' health in order to prevent health problems caused by excessive workloads and mental health issues.
- ④ We shall promote communication with all employees and encourage their full participation in safety and health activities.
- ⑤ We shall raise health and safety awareness through employee training and in-house publicity activities.
- ⑥ As part of our safety and health activities, we shall invest in management resources and continuously implement effective improvements.

Hiroshi Nishida, President

■ Enhancing Safety and Health System

We are committed to ensuring workplace safety and promoting health. To this end, we hold monthly Safety and Health Committee meetings.

Safety and Health Committee Activities



Monthly patrolling to plants and offices and preparation of monthly reports



Confirmation of employees' duty status



Implementation of countermeasures against labor accidents



Promotion of fire prevention and traffic safety campaign

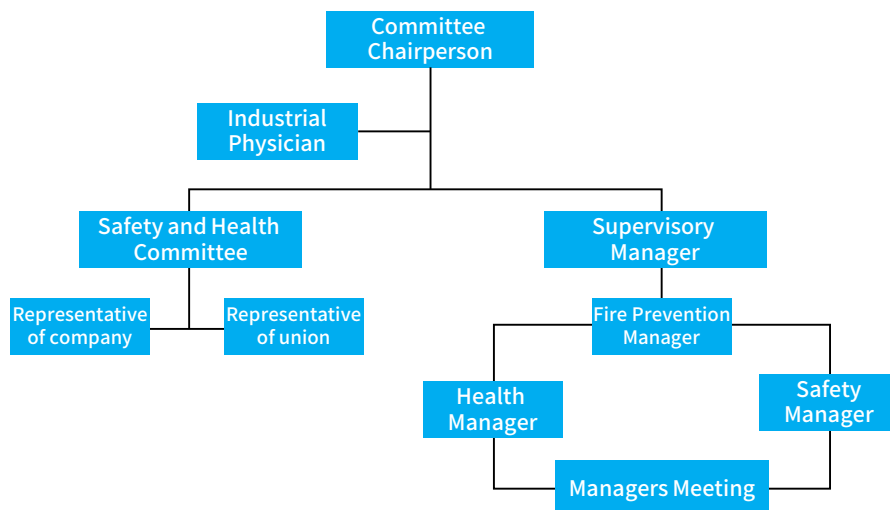


Biannual AED seminar for new employees and emergency group



Cooperation with industrial physician to raise health awareness

Safety and Health Committee Structure



■ Raising Disaster Preparedness Awareness through Drills

We are committed to raising awareness of disaster preparedness and maintaining workplace safety.

We conduct biannual emergency drills and regular fire drills at our Gozakizawa Plant. The former involves confirming procedures for initial firefighting, reporting, and evacuation, thereby strengthening individual response capabilities and improving organizational coordination. The latter focuses on ensuring the proper use of fire extinguishers and improving initial response capabilities in the event of a fire.

We also hold an annual seminar on static electricity to prevent fire accidents.



Promoting Respect for Human Rights

We have formulated the Human Rights Policy to ensure that all employees respect human rights in all business activities and create a fair, safe workplace. We strictly prohibit discrimination, harassment, and forced labor. We ensure adequate working conditions, protect personal information, and promote respect for human rights throughout our supply chain.

When issues arise, we take appropriate corrective measures and raise awareness through employee training and stakeholder engagement. We continue to disclose information in a transparent manner.

■ Fuji Chemical Industries Group Human Rights Policy

The Fuji Chemical Industries Group respects human rights in all its business activities and promotes related initiatives based on international principles. We prohibit discrimination and forced labor, provide a safe workplace, and contribute to building a sustainable society.



—Fuji Chemical Industries Group Human Rights Policy —

①Introduction

Fuji Chemical Industries Co. Ltd. and its affiliated companies (hereinafter "our Group") have been committed to promoting people's health through innovative products. We continue to pursue the creation of new values centered on health, not only in the field of pharmaceuticals for disease treatment, but also in disease prevention and presymptomatic disease treatment.

We believe respecting human rights is essential to achieving our mission of promoting health.

This Policy aims to ensure that our Group respects human rights in its business activities and contributes to building a sustainable society.

②Scope of Application

This Policy shall be applicable to all directors and employees of our Group worldwide, including contract and temporary employees.

We shall also strive to ensure that all of our stakeholders understand, support, and respect this Policy and human rights.

③Observation of International Standards

Our Group shall respect international human rights standards, including the International Bill of Human Rights and the International Labour Organization's (ILO) Fundamental Principles and Rights at Work, and promote activities based on these standards.

④Observation of Laws and Regulations

Our Group shall observe the laws and regulations of all countries and regions in which we conduct business. Where such laws and regulations are inconsistent with international human rights standards, we shall comply with the higher standards. In cases of conflict, we shall pursue methods that maximize respect for international human rights standards.

⑤Materialities regarding Human Rights

Our Group recognizes the following human rights issues as important social responsibilities and shall strive to address and resolve them.

- (1)Prohibition of Forced Labor, Child Labor, and Human Trafficking: We shall prohibit child labor, forced labor, and human trafficking within our Group and its supply chain.
- (2)Prohibition of Discrimination and Harassment: We shall not engage in any unfair discriminatory treatment or harassment based on race, nationality, gender, religion, creed, birth, age, physical or mental disability, sexual orientation, social status, or other similar grounds.
- (3)Labor Safety and Health: We shall prevent workplace accidents, disasters, and injuries to ensure workplace safety.
- (4)Freedom of Association and Collective Bargaining Rights: We shall respect the freedom of association and collective bargaining rights of employees to the extent permitted by the laws and regulations of each country and region.

- (5) Working Hours and Wages: We shall comply with all applicable laws and regulations regarding working hours and wages in each country and region. We shall also pay wages that ensure a certain standard of living for employees and their families.

- (6) Right to Privacy: We shall respect individuals' right to privacy and handle all information with the utmost care for legitimate business purposes.

- (7) Human Rights Issues in the Supply Chain: We understand that compliance with laws and regulations, as well as the protection of human rights, is important not only for our Group, but also for its supply chain, and we shall implement responsible procurement.

⑥Promotional Structure

Our Group shall establish a system for implementing this Policy and shall supervise compliance and implementation through a management meeting chaired by the President.

⑦Human Rights Due Diligence

Our Group shall identify any adverse impacts on the human rights of our stakeholders resulting from our business activities. We shall endeavor to prevent and mitigate such impacts and fulfill our accountability for these matters by conducting ongoing due diligence.

⑧Regional Communities

Our Group shall respect the lives, cultures, and histories of local communities and indigenous peoples, and shall exercise sufficient caution to avoid any involvement in human rights violations.

⑨Remedies and Corrections

Our Group shall take appropriate measures to remedy and correct any adverse human rights impacts arising from our business activities or stakeholder engagements, and shall provide relief to those affected.

⑩Dialogue and Discussion

Our Group recognizes the importance of ongoing dialogue with relevant stakeholders during the implementation of this Policy. We shall actively build relationships with stakeholders to understand how our business activities impact human rights from the perspective of those affected and ensure an appropriate response.

⑪Education and Training

Our Group shall promote education and training for all executives and employees to deepen their understanding of international human rights principles and enable them to respond appropriately to human rights issues.

⑫Disclosure

Our Group shall endeavor to implement fair and transparent management practices. We shall disclose the progress of our human rights efforts in a timely and appropriate manner, giving due consideration to affected stakeholders and business secrets, to ensure social trust.

Date of Enactment: March 1, 2025

■ Creating Harassment-free Workplace

As social awareness increases, we are committed to raising awareness among all employees and creating a better workplace. We provide online harassment training to all employees. The training covers the different types of harassment, their consequences, prevention measures, and consultation procedures. There is also additional content for managers.



TOPICS ▶▶ 15

RSPO Certification for Responsible Procurement

In August 2024, our Gokakizawa Plant obtained RSPO (Roundtable on Sustainable Palm Oil) certification under the Mass Balance model. The RSPO is an international certification system that promotes the growth and use of sustainable palm oil products while considering forest conservation and workers' rights. This certification is part of our commitment to procuring raw materials in an environmentally and socially responsible manner. We are committed to promoting responsible procurement practices that balance environmental protection and respect for human rights.





Section 05.

Governance

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Enhancing Governance Based on Ethics and Qualities

We promote fair and honest business activities based on compliance with laws and regulations, as well as high corporate ethics, to fulfill the expectations of all stakeholders. We ensure that the entire group complies with laws and regulations as the foundation of our activities.



Integrity in Business Conduct and Rigorous Compliance

We are committed to thoroughly implementing our ethics and code of conduct, as well as enhancing compliance awareness. We comply with all applicable laws, regulations, and internal rules in our business activities and practice transparent and honest corporate management to earn the society's trust.

We promote ongoing education and awareness to ensure each employee maintains the highest ethical standards and acts fairly and responsibly.

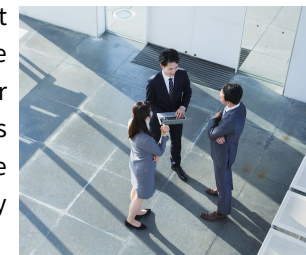
■ Fuji Chemical Industries Group Ethics and Compliance Policy

Our group observes this Ethics and Compliance Policy and conducts business activities with respect for human rights and fair and honest practices. We pledge to prevent discrimination and forced labor, create a safe and pleasant workplace, and respect compliance and high corporate ethics. In doing so, we endeavor to contribute to building a sustainable society.

We are also committed to continuously improving quality, focusing on safety and security, and becoming a trusted company in society.

■ Promoting Compliance

We consider compliance to be a critical management issue. Thus, we have established a company-wide framework to promote compliance. Through regular meetings and training sessions, we raise awareness of laws, regulations, and ethical standards. These efforts enable each department to proactively identify and respond to risks. We promote honest behavior among all employees through organizational support and supervision.



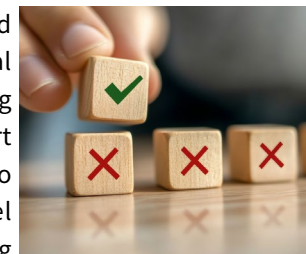
■ Raising Compliance Awareness

We designate April and October as "Compliance Promotion Month." During these months, our employees discuss risks and share ideas on how to respond to them.

We also require all employees to watch videos on compliance and report what they learned to their departments to ensure they retain the knowledge. We will continue to provide ongoing training and promote awareness so that every employee can actively practice compliance.

■ Whistleblowing System "FC Hotline"

We have strengthened our consultation channels and hotlines to quickly respond to issues such as legal violations and harassment. Our whistleblowing system, FC Hotline, allows employees to safely report and consult on compliance issues. We strive to provide a workplace where all employees feel comfortable addressing misconduct and promoting fairness and positivity.



— Ethics and Compliance Policy —

① Introduction

Fuji Chemical Industries Co. Ltd. and its affiliated companies (hereinafter "our Group") recognize that compliance with laws and regulations, as well as the promotion of ethical awareness, are fundamental to corporate management. All executive officers and employees, including contract and temporary employees, shall conduct business activities with integrity by adhering to the "Corporate Philosophy" and the "Code of Conduct," prioritizing compliance and strictly observing all applicable laws, regulations, and internal rules related to business operations.

② Compliance Awareness Structure

Our Group monitors compliance throughout the entire Group at management meetings chaired by the President to strengthen our compliance system. The results of these meetings are regularly reported to the Board of Directors.

③ Our Efforts**(1) Prohibition of Corrupt Practices**

Our Group strictly prohibits any acts of corruption, including bribery, and will not engage in such activities. We promote fair business activities based on high ethical standards to contribute to maintaining and developing an orderly and free market.

(2) Elimination of Antisocial Forces

Our Group will maintain public trust, ensure societal safety, and promote sound corporate management by eliminating any relationship with antisocial forces.

(3) Prohibition of Misappropriation

Our Group has established an appropriate management system, initiated by the management, to prevent and detect any acts of misappropriation* early on. Additionally, all executives and employees must maintain the highest level of integrity and ethical standards when conducting business and must take appropriate measures to prevent such acts.

* "Act of misappropriation" refers to illegal acts, such as misappropriating our Group's assets, providing false information in financial reports, and disclosing important information for the benefit of our directors, employees, or any third party.

(4) Prohibition of Conflict of Interest

In the event of a conflict of interest between our executives/employees and us, our Group will comply with the relevant laws, regulations, and internal rules and prioritize our interests.

(5) Prohibition of Anticompetitive Practices

Our Group conducts our business in accordance with laws, regulations, and internal rules related to the prohibition of monopolies and the promotion of fair competition, and under conditions of fair and free competition. Our Group will not engage in any acts that restrict competition, such as cartels, collusion, or unfair transactions that exploit our position.

(6) Prohibition of Insider Trading

Our Group strictly prohibits insider trading by our directors and employees in order to maintain investor confidence in the securities market.

(7) Prohibition of Money Laundering and Financing of Terrorist

Our Group makes every effort to ensure that its products and services are not used to transfer proceeds from crime, finance terrorism, or proliferate weapons of mass destruction.

(8) Protection of Personal Information and Management of Confidential Information

Our Group will handle personal and confidential information obtained in the course of business, as well as data created, in accordance with laws, regulations, and internal rules.

(9) Protection of Intellectual Properties

Our Group shall protect its intellectual property and shall not infringe on the intellectual property of any third party.

(10) Appropriate Response to Taxation

Our Group shall observe international taxation rules and local regulations, respect their spirit, pay taxes appropriately and fairly, and fulfill our corporate social responsibility to maximize corporate value.

(11) Whistleblowing System

Our Group has established a whistleblowing system to monitor the implementation of corporate ethics and compliance. We have set up a contact point for reporting any violations of the "Fuji Chemical Industries Group Code of Conduct," employment regulations, or laws and regulations. Our internal regulations stipulate that whistleblowers shall be treated fairly and that their confidentiality shall be maintained. We endeavor to raise awareness of the system through internal training and other means.

(12) Raising Compliance Awareness through Education and Instruction

Our Group shall promote compliance education and training to ensure that all employees and business partners understand and comply with laws and ethical requirements. We shall strive to thoroughly implement corporate ethics and legal compliance.

Date of Enactment: March 1, 2025

Sustainable Growth Based on Internal Control and Governance

To achieve sustainable growth and enhance corporate value, we thoroughly implement internal controls and establish a proper governance structure. To promote fair and sound management, we have established an internal control system and supervisory structure based on company regulations. This ensures transparency and efficiency in management. The Board of Directors meets

quarterly to address and oversee significant matters. At weekly Management Committee meetings, members share information on business operation status and make prompt decisions.

Additionally, we have introduced an executive director system to accelerate and improve the appropriateness of management decision-making.

—Basic Policy on Internal Control System—

Based on our corporate philosophy of "Creativity and Contribution," we hereby establish the Basic Policy on the Internal Control System to comply with laws and regulations and promote integrity in our business operations.

① System for Storing and Managing Information Related to the Execution of Duties by Directors

The minutes of the Board of Directors and Management Meetings, requests for approval and other documents related to decisions made by the directors shall be appropriately stored and managed in accordance with internal regulations, depending on the storage medium, and made available for inspection.

② Regulations and Other Systems for Managing the Risk of Loss

Through regular reports on risk factors submitted by the Management Planning Division to the Management Meeting, we shall identify risks throughout the company and ensure that the respective director evaluates and responds to them appropriately. The Management Planning Division shall conduct monthly reviews of risk factors with each department.

③ System to Ensure That the Duties of Directors Are Performed Efficiently

We shall hold weekly Management Meetings, in addition to Board of Directors meetings, to identify issues affecting the entire company and make decisions accordingly. We have introduced an executive director system to ensure business operations are carried out efficiently and promptly, in accordance with the division of duties and other regulations.

④ System to Ensure That Employees Comply with Applicable Laws and Regulations While Performing Their Duties

- (1) We shall disseminate our corporate philosophy of "Creativity and Contribution" to promote transparency and fairness among our employees.
- (2) The Human Resources Department shall raise compliance awareness through periodic and ongoing education and other initiatives.
- (3) We shall establish a whistleblowing system to prevent and detect violations of laws and regulations, as well as other types of misconduct, at an early stage. We shall also set up a hotline, both within and outside the company, to receive information and complaints.

⑤ System to Ensure Proper Business Conduct within Our Group

- (1) We shall hold monthly meetings to review the business status of all group companies. When necessary, we will ask a company to report to the management meeting.
- (2) Transactions between our group companies shall be reviewed and compared against the general terms and conditions of transactions to ensure that they do not result in significantly disadvantageous or arbitrary terms.

⑥ Matters pertaining to Employees Who Are Requested by Auditors to Assist in Their Duties and Matters Concerning the Independence of Such Employees from Directors

We shall appoint, after discussion with auditors, employees who are not subject to the direction or orders of the directors if auditors request it.

⑦ System for Directors and Employees to Report to Auditors, and System to Ensure That Such Reporting Does Not Result in Unfavorable Treatment of Reporting Party

- (1) We shall endeavor to ensure the efficiency of the audits conducted by the auditors. Auditors shall attend Board of Directors meetings and other important meetings. At these meetings, directors shall report to auditors on matters that could cause significant damage to the company.
- (2) We have established a whistleblowing system and set up a contact point for reporting to auditors to ensure the anonymity of whistleblowers and prevent them from being treated unfairly for reporting.

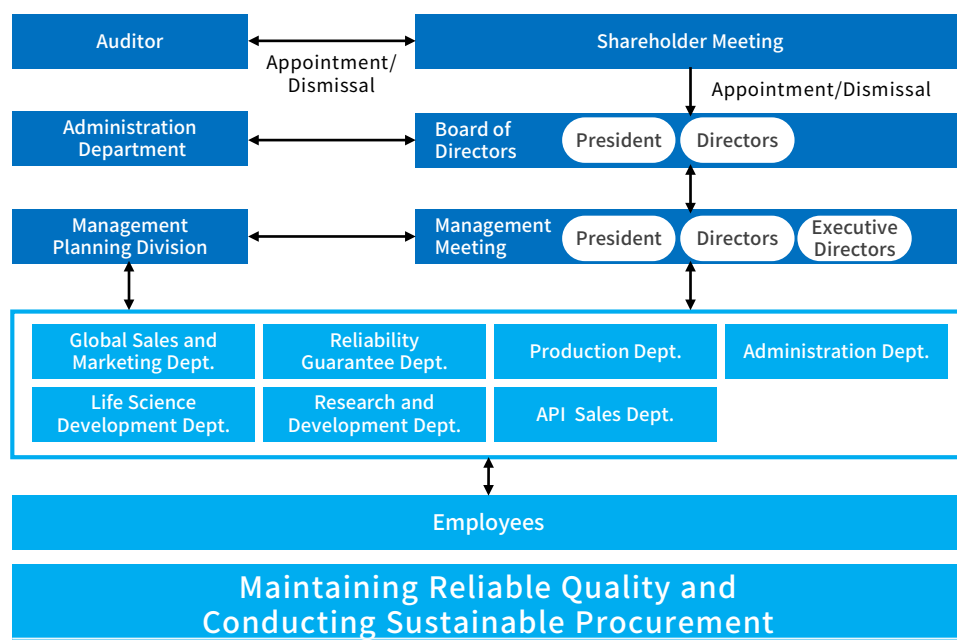
⑧ Matters concerning the Policy for Advance Payment or Reimbursement of Expenses Incurred in the Performance of Duties of Auditors, and Other Matters concerning the Handling of Expenses or Liabilities Incurred in the Performance of Such Duties

When an auditor requests advance payment or reimbursement for expenses incurred while performing his or her duties, or for debts incurred, we shall comply unless it is proven that the expenses or debts are unnecessary.

⑨ System to Ensure Audits by Auditors of Companies with Auditors Are Conducted Effectively

We shall respond appropriately to any requests from the auditors regarding their duties.

Structure of Internal Control System



We contribute to society by providing pharmaceuticals and health foods based on our corporate mission: "Creativity and Contribution." We have established a strict quality control framework to ensure the safe use of our products by patients. We are also committed to ensuring the continuous improvement of the safety, quality, and efficacy of our products. Additionally, we have formulated the CSR Procurement Policy to partner with reliable suppliers and ensure the safe and sustainable procurement of raw materials by strictly managing their selection and supply.

■ CSR Procurement Policy

Through our Group's CSR Procurement Policy, which emphasizes fair and transparent practices, we aim to create a sustainable society that respects human rights, complies with laws and regulations, and protects the environment. We promote responsible procurement practices throughout the supply chain by preventing discrimination and forced labor and ensuring safe, pleasant workplaces.

— CSR Procurement Policy —

① Introduction

Fuji Chemical Industries Co., Ltd. and its affiliated companies (hereinafter "our Group") shall conduct all purchasing transactions in a fair and equitable manner. We shall observe all applicable laws and regulations in conducting our business, with the aim of earning the trust of our customers and all other stakeholders. We shall treat our suppliers as business partners.

② Scope of Application

This Policy shall apply to all business partners worldwide.

③ Compliance with Laws and Regulations

Our Group shall comply with the laws and regulations of all countries involved in purchasing transactions and shall act in accordance with our internal regulations.

④ Conducting Transactions in Fair and Equal Way

Our Group shall observe all domestic and foreign laws, regulations, and international guidelines related to procurement activities and conduct fair transactions with our business partners on an equal footing to ensure that all partners are provided with fair and competitive opportunities.

⑤ Consideration to Human Rights and Working Environment

Our Group shall promote procurement activities that respect human rights, improve working environments, and ensure health and safety.

⑥ Information Management in Appropriate way

Our Group shall comply with all confidentiality obligations regarding any confidential or personal information obtained through procurement activities.

⑦ Ensuring Quality and Safety

Our Group shall work with our suppliers to maintain and improve the quality and safety of our products and services to ensure that we provide valuable products and services.

⑧ Principles of Client Selection

Our Group shall consider the following items to the greatest extent possible for procurement activities with our suppliers.

- (1) The supplier has sound financial standing and the ability to maintain a stable supply while responding flexibly to production fluctuations.
- (2) The supplier complies with laws, regulations, ordinances, and other legal requirements, as well as internal and external standards and ethical guidelines.
- (3) The quality, price, delivery schedule, safety measures, environmental responsiveness, and technical service level are all appropriate.
- (4) The supplier promotes initiatives to reduce environmental impact.
- (5) The supplier is responsible for ensuring workplace safety and paying sufficient attention to the working environment.
- (6) The supplier respects the dignity and rights of all people and does not engage in any form of discrimination.
- (7) The supplier establishes systems to avoid business risks, manage information and intellectual property.

Date of Enactment: March 1, 2025

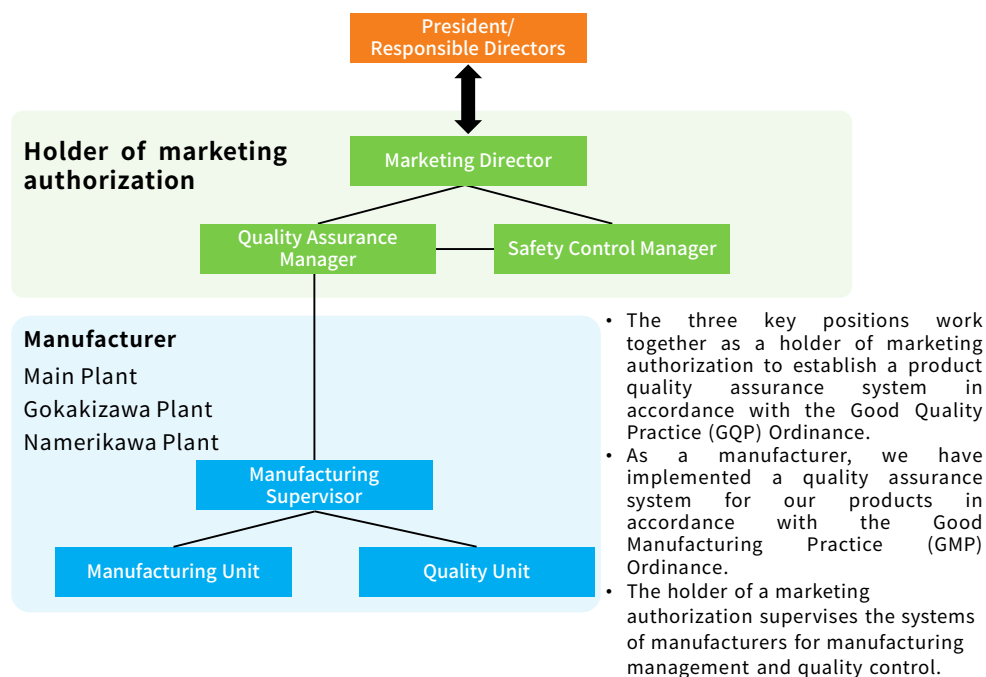
— Basic Quality Policy —

We are committed to complying with laws and regulations, as well as to consistently providing products that meet customer requirements for quality, delivery, and price.

- ① We manufacture pharmaceutical products that comply with relevant country regulations.
- ② We secure the necessary systems and resources to provide pharmaceutical products that meet the quality standards required by the relevant countries and customers.
- ③ We separate sales and safety and quality departments to prioritize safety and quality.
- ④ We monitor manufacturing processes and product quality through a pharmaceutical quality management system.
- ⑤ We continually work to improve our processes to maintain the quality of our pharmaceuticals.

May 1, 2020

Quality Assurance System



■ Quality Improvement through Self-inspections

We conduct self-inspections at least once a year in accordance with GMP and GQP*⁵ to ensure proper manufacturing and quality control operations. GMP self-inspections verify the operational status of manufacturing and quality control, enabling us to promptly address any issues. GQP self-inspections evaluate the appropriateness of quality control operations. We conduct ad hoc inspections when laws are revised or operations change to take the necessary measures.

※5 : The GQP (Good Quality Practice) stipulates that holders of marketing authorization for pharmaceutical manufacturers must properly conduct quality control operations and establish internal systems and procedures to ensure product quality.

■ Global Certification for Natural Astaxanthin Product

We have acquired international certifications for our natural astaxanthin products to meet regional needs around the world.

Halal Certification (Japan Halal Association)	Comply with Islam's dharma
Kosher Certification (KLBD)	Comply with Jewish laws
GRAS Certification (FDA, United States)	Certified as safe foodstuff
RSPO Certification	Certified as a product of sustainable palm oil
FSSC22000	Certified for more assured food safety management



■ Efforts to Create Sustainable Society

We are committed to environmental considerations, workplace improvements, ethical business practices, and sustainable procurement based on international standards. We receive annual EcoVadis*⁶ ratings, which serve as indicators of our environmental and social responsibility. Additionally, we have registered our Gokakizawa Plant with Sedex*⁷ to promote responsible procurement and ensure a transparent supply chain.

※6 : EcoVadis is a globally recognized assessment platform that rates businesses' sustainability based on four categories: environmental impact, labor and human rights, ethics, and procurement practices. Companies from over 200 industries in 175 countries use the platform to promote social responsibility throughout their supply chains.

※7 : Sedex is a globally recognized platform for companies around the world to share information about workplace conditions, ethics, the environment, and human rights. Companies use the platform to establish responsible supply chains, promote risk management, and encourage corporate social responsibility (CSR).

Enhancing Risk-resistance and Promoting BCM

As part of our commitment to social responsibility, we have enhanced our business continuity management (BCM). In January 2024, we received a B rating in the DBJ BCM Rating. The rating highly evaluated our system for ensuring a stable supply of pharmaceuticals and our updated business continuity plan (BCP). In response to the pandemic and factory accidents, we worked with the Japan Economic Research Institute (JERI) to enhance our crisis response capabilities. We conduct annual, company-wide drills to improve our employees' responsiveness. Following the Noto Peninsula earthquake, we resumed normal operations within five days, demonstrating our ability to respond quickly.

We are also focusing on stabilizing our supply chain by diversifying the procurement of active pharmaceutical ingredients, increasing in-house production, strengthening cooperation with suppliers, and regularly sharing information.

TOPICS ▶▶ 16

~Our Efforts for Disaster Prevention and BCP~

To ensure business continuity, employee safety, and a stable product supply, we are strengthening our disaster response capabilities. In March 2022, we received a C rating in the DBJ BCM Rating, and through continuous improvement, we received a B rating in January 2024.

We have developed a disaster prevention framework led by management and conduct safety confirmation and evacuation drills several times a year. We assign personnel with first aid qualifications to each site to enhance our initial response capabilities. In November 2023, we conducted practical BCP (business continuity plan) drills with the support of JERI.

We regularly assess risks and vulnerabilities in each production process and management resource by reviewing our BCP with a cross-departmental team. We have established a company-wide recovery timeline that clarifies the procedures for restoring important operations. This approach fosters an effective business continuity strategy.



Enhancing Information Security Management

We have formulated Information Security Policy to prevent information leakage and unauthorized access, as well as to implement appropriate information management procedures. We are committed to maintaining information security in all aspects of our business operations.



— Information Security Policy —

The Fuji Chemical Industries Group aims to become a global leader in the pharmaceutical and life sciences sectors. We are committed to earning the trust of our customers and local communities. To that end, we hereby formulate this Information Security Policy to be implemented throughout the entire organization.

① Management Responsibility

The top management team shall lead and promote the continuous improvement of information security.

② Establishment of Internal System

We shall establish an organization to maintain and improve information security, and shall stipulate information security policies as formal rules within the company.

③ Efforts by Employees

Employees shall acquire the knowledge and skills necessary for information security and ensure that they are committed to information security.

④ Compliance with Laws, Regulations and Contractual Obligations

We shall observe applicable laws, regulations, rules, and contractual obligations related to information security, and shall meet customer expectations.

⑤ Response to Violation and Accident

We shall take appropriate measures in the event of any violation of laws and regulations, breach of contract, or accident related to information security, and endeavor to prevent recurrence.

Date of enactment: October 1, 2024

Hiroshi Nishida

President, Fuji Chemical Industries Co., Ltd.

Information Security Policy

It is our top priority to protect the information assets that support our business activities and ensure information security. Under the leadership of our management team, we are strengthening our group-wide efforts to safeguard confidential information and thwart cyberattacks. We have also implemented a management system that complies with all applicable laws, regulations, and contractual obligations.

Information Security Committee

We have established the Information Security Committee to strengthen information security management and oversee measures across the company. The Committee is comprised of the Chief Information Security Officer (President) and department representatives. It is responsible for formulating policies, auditing measures, and responding to incidents. In addition, we have appointed an information security officer in each department to promote practical management.

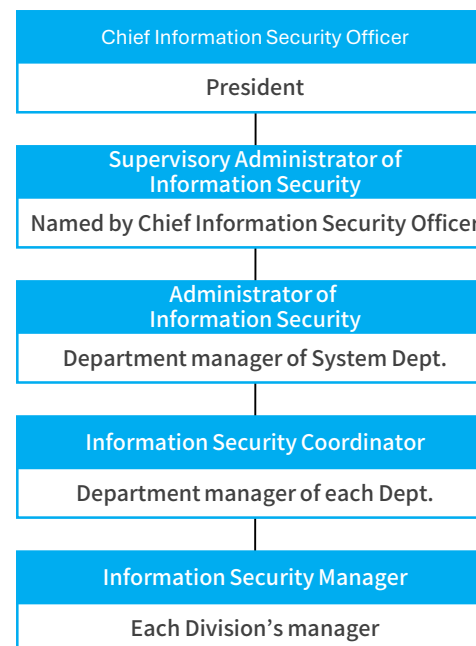
Information Security Education for All Employees

It is imperative to raise awareness among all employees to ensure information security. We hold regular seminars to provide practical knowledge on data management and cyber risk response. These seminars provide a comprehensive overview of fundamental rules and specific risk response measures based on past cases.

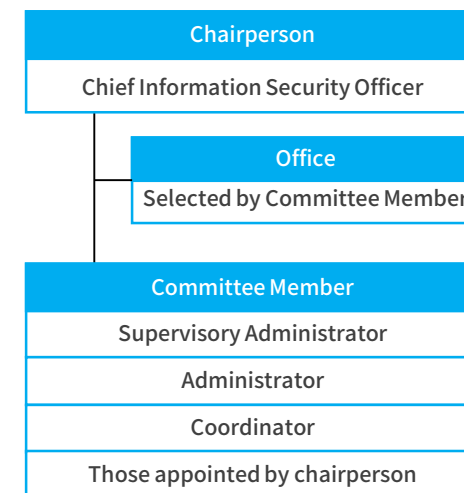
In addition, we conduct periodic reviews of our Security Policy and share updates on the latest threats to promote safe and secure information management.



Structure of Information Security Promotion



Information Security Committee





Section 06.

Performance Data

Performance Data

■ Employees

	Unit	March 2023	March 2024	March 2025
Regular Employees	ppl	507	483	504
Male		385	374	387
Female		122	109	117
Average Age of Employees	age	41.5	42.3	42.7
Male		41.5	42.3	43.3
Female		41.3	42.6	42.8
Average Service Years	year	12.2	13.6	13.5
Male		13.0	14.3	14.1
Female		9.6	11.3	11.4

■ Human Capital and Wage

	Unit	March 2023	March 2024	March 2025
Average Overtime Hours per Month	hours	5.0	6.3	7.5
Average Annual Salary	yen	5,440,502	5,551,060	5,760,319
Male-female Wage Gap (Female salary/Male salary)	%	87.7	87.2	87.4
Re-employment	ppl	7	5	7
Male		4	4	7
Female		3	1	0
Mid-career Employment	ppl	17	4	52
Male		12	3	39
Female		5	1	13
Rate of Mid-career Recruits	%	60.7	44.4	94.3
Rate of Employees with Disabilities		1.52	1.97	1.70

■ Empowerment of Female Employees

	Unit	March 2023	March 2024	March 2025
Rate of Female Employees in Management	%	11.6	13.0	15.2
Rate of Female Employees in chief / vice-chief role		18.9	19.5	20.0

■ Support for Next Generation Development

	Unit	March 2023	March 2024	March 2025
Average Number of Days of Paid Leave Taken	day	12.1	12.3	10.7
Rate of Paid Leave Taken	%	70.6	69.5	62.4
Rate of Childcare Leave Taken	%			
Male		62.5	41.7	62.5
Female		100.0	N/A	N/A
Rate of Short-time Working Hours System for Childcare Used	%			
Male		N/A	N/A	N/A
Female		0.0	7.1	28.6

■ Directors and Executive Officers

	Unit	March 2023	March 2024	March 2025
Total of Executive Officers (Director+Executive Officer+Auditor)	ppl	12	12	12
Directors and Auditors		6	5	7
Female Directors		0	1	1
Rate of Female Directors	%	0.0	20.0	14.3

Performance Data

Health and Safety

	Unit	March 2023	March 2024	March 2025
Industrial Accidents	Accidents	9	2	5
Accidents with shutdown for more than four days		0	0	0
Checkup Consultation Rate (Primary Screening)	%	97.8	99.6	99.4
Checkup Consultation Rate (Secondary Screening) * For those with abnormal levels of blood pressure, glucose, lipid and BMI		38.3	51.2	47.8
Specific Health Guidance Consultation Rate		78.9	69.1	54.1

Employee's Health

	Unit	March 2023	March 2024	March 2025
Rate of Employees with Adequate BMI (18.5-25%)	%	67.5	66.9	64.9
Rate of Employees Who Exercise More Than Twice a Week	%	22.8	24.8	38.7
Rate of Smoking among Employees	%	27.0	24.8	22.2
Stress Check Consultation Rate	%	93.9	89.7	91.3
Number of Employees Who Saw a Doctor after Stress Check	ppl	1	3	0

Internal Reports and Inquiries regarding Compliance

	Unit	March 2023	March 2024	March 2025
Number of Inquiries	Inquiries	0	0	1

Environmental Performance Data

	Unit	March 2023	March 2024	March 2025
Amount of CO ₂ Emission				
Total	t	15,498	16,978	16,529
Amount of Waste Disposal				
Total	t	2,471	2,789	1,984
Pump Dischargement				
Total	m ³	1,275,395	1,374,213	1,301,205