

Management Philosophy

PURPOSE

– Management Philosophy –

Through constant innovation of chemical technology, we will provide high-quality products and services throughout the world and contribute to the creation of an environmentally conscious society.

VISION

– Target Corporate Image –

A corporation that contributes to establish a sustainable society by means of our original portfolio and environmentally friendly manufacturing, with a focus on specialty products.

The Hodogaya Chemical Group actively promotes sustainability activities based on the concept of balancing the pursuit of economic value and solutions to social issues and providing value to all stakeholders to fulfill its responsibility to realize a sustainable world and society in the medium- and long-term in line with the PURPOSE (Management Philosophy) and VISION (Target Corporate Image).

Stakeholders of the Hodogaya Chemical Group	
Stakeholders	Basic Views
Global Environment	We are committed to continuous improvement and regard it as an important responsibility of a chemical manufacturer to continuously reduce the amount of all chemical substances discharged into the earth and the amount of waste generated during our business activities.
Shareholders and Investors	In order to maintain and improve the trust of all of our stakeholder groups over the long term, we have positioned ourselves to ensure the soundness and legality of management, improving efficiency as one of the most important management issues. We are working to enhance and strengthen corporate governance.
Customers	In addition to providing a stable supply of safe and reliable products, we are committed to providing new products and services that meet our customers' expectations for a safe, secure, comfortable, and prosperous life.
Partner Companies	As a good partner of the Hodogaya Chemical Group, we work together to address social issues, not only in the purchase of raw materials, products, and consignment goods, but also in the purchase of facilities and equipment.
Community and Society	In the course of the Hodogaya Chemical Group's business activities, we consider contribution to the sustainable development of communities an important activity as a corporate citizen, and are engaged in various community contribution activities.
Officers and Personnel	In order to achieve the Hodogaya Chemical Group PURPOSE (Management Philosophy) and VISION (Target Corporate Image) while also boosting corporate value, we aim to facilitate job satisfaction (feeling motivation to work and enjoying a comfortable work environment) for all officers and personnel.

Editorial Policy (at the time of publication)

We have published the Hodogaya Chemical Group Integrated Report since FY2017 to deepen understanding of our efforts toward value creation over the mid- and long-term. We have engaged in dialogue with all our stakeholders, including our shareholders and investors, customers, partner companies, people from local communities and society as well as our officers and personnel. When compiling the report, we work to create one that is easy for stakeholders to understand and depicts the truth about officers and personnel.

This report presents our corporate value creation system and the materiality that the Hodogaya Chemical Group should address for mid- to long-term corporate growth. We have also improved the disclosure of ESG information, including our environmental and climate change initiatives, our approach to human resources, and corporate governance.

Also, detailed information regarding products, financial matters and ESG, as well as the details of group companies, which could not be included in this report, are available on our website. To easily access the applicable reference information on our website, please use the QR codes or the addresses (URLs) provided in this report.

We hope that this report will help our stakeholders better understand the Hodogaya Chemical Group. We will continue to make efforts to further expand the contents of this report and use it to facilitate dialogue with our stakeholders.

\* The QR code trademark is a registered trademark of DENSO WAVE INCORPORATED.

Period Covered

This Report generally covers the period from April 2024 to March 2025, but also contains reports on activities before and after said period.

Scope of Report

Hodogaya Chemical Co., Ltd. and its group companies

Publication Date September 2025

Major Guidelines Referenced

Ministry of Economy, Trade and Industry Guidance for Collaborative Value Creation

IFRS Foundation Integrated Reporting Framework

ISO 26000: 2010 Guidance on Social Responsibility

GRI Sustainability Reporting Standards

Ministry of the Environment Environmental Reporting Guidelines 2018

Recommendations by the Task Force on Climate-related Financial Disclosures



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\* The cover design is inspired by sunlight filtering through trees, evoking a sense of harmony with the environment and hope for the future, keeping in mind the five megatrends that we see in our business strategy roadmap (see page 32).