

## 6-year Financial Summary

(millions of yen)

	FY2019	FY2020	FY2021	FY2022	2023	FY2024
Net sales	37,771	41,199	41,879	43,324	44,261	48,578
Functional Colorants	11,855	16,503	17,581	17,990	21,238	25,141
Specialty Polymers	11,717	10,255	10,760	11,580	8,341	8,450
Basic Chemicals	7,156	6,866	6,753	7,152	7,846	7,515
Agro-Science	4,951	5,554	4,838	4,628	4,940	5,510
Logistics	1,932	1,848	1,780	1,874	1,704	1,780
Operating profit	2,902	5,444	6,421	3,701	3,951	4,875
Functional Colorants	1,182	4,028	4,598	2,602	3,197	3,838
Specialty Polymers	531	359	888	861	(94)	(51)
Basic Chemicals	589	436	291	(575)	207	414
Agro-Science	205	222	330	457	376	302
Logistics	397	361	298	341	250	351
Ordinary profit	3,058	5,841	6,914	4,211	4,711	4,770
Profit attributable to owners of parent	1,858	3,119	3,251	2,223	2,480	3,178
Total assets	54,903	62,609	66,448	72,051	81,157	79,858
Net assets	37,040	43,654	47,912	49,897	57,443	58,530
Net assets per share*1 (yen)	2,147.35	2,442.86	2,615.40	2,702.86	3,007.36	3,057.98
Earnings per share*1 (yen)	117.58	197.13	205.35	140.32	156.32	200.04
Equity ratio (%)	61.8	61.8	62.3	59.5	58.8	60.9
ROE (%)	5.5	8.6	8.1	5.3	5.5	6.6
Cash flows from operating activities	3,597	5,380	6,143	1,058	8,343	5,669
Cash flows from investing activities	(2,060)	(2,689)	(3,569)	(7,036)	(3,950)	(6,548)
Cash flows from financing activities	(2,049)	(424)	(1,848)	2,288	(2,067)	(1,882)
Dividends per share*2 (yen)	50.0	50.0	60.0	65.0	75.0	90.0
DOE (%)	1.3	1.2	1.3	1.4	1.6	1.8
Dividend payout ratio (%)	21.2	12.6	14.6	23.1	24.0	22.5
PBR (times)	0.72	0.99	0.84	0.56	0.61	0.51

\*1 The Company carried out a 2-for-1 stock split of common shares, effective April 1, 2025. Accordingly, both earnings per share and net assets per share have been calculated as though this stock split had taken place on April 1, 2019.

\*2 Dividends per share are presented based on the number of shares before the stock split.

## Statement of Authenticity

The Hodogaya Chemical Group has been publishing an integrated report since FY2017. This ninth edition of the report is centered on the Group's Mid-term Management Plan, SPEED 25/30, and integrates business activities, financial, and non-financial information. Its purpose is to provide stakeholders with a fair and accurate account of our Group's value creation process and our contributions toward a sustainable society.

The content of this report has been prepared through appropriate internal control processes to ensure accuracy and reliability. In its preparation, international reporting standards such as the Integrated Reporting Framework and GRI Standards were referenced, and information has been organized and disclosed with a focus on the Hodogaya Chemical Group's Materiality. Through this approach, we aim to present our Group's mid- to long-term growth strategy and initiatives addressing social challenges in a clear and understandable manner.

As the officer charged with overall responsibility for the production of this report, I hereby declare that the production process is legitimate, and the information contained herein is accurate.

We regard it as a key responsibility to pursue transparent management in order to contribute to a sustainable society and to build and maintain trusting relationships with our stakeholders.

Director and Managing Executive Officer **Shinichi Sato**

## Primary ESG Data

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
FTSE Russell score (published in June of each year)	2.3	2.4	2.7	3.0	3.6	3.5
E						
Energy consumption (kl)	27,440	27,312	29,215	27,562	21,920	22,623
Energy intensity (kl/millions of yen in sales)	0.7265	0.6629	0.6976	0.6362	0.4952	0.4657
Greenhouse gas emissions (* This does not include CO2 emissions from non-energy sources)						
Direct greenhouse gas emissions (t-CO2)	24,999	24,729	26,093	25,064	18,365	19,235
Indirect greenhouse gas emissions (t-CO2)	23,827	23,301	23,154	20,658	17,284	12,426
Total (t-CO2)	48,826	48,030	49,247	45,722	35,649	31,661
Greenhouse gas emission intensity (t-CO2/millions of yen in sales)	1.2927	1.1658	1.1759	1.0554	0.8054	0.6518
Prevention of air pollution						
SOx (sulfur oxide) emissions (t)	0	0	0	0	0	0
NOx (nitrogen oxide) emissions (t)	4.72	4.99	4.94	3.17	2.84	3.97
Dust emissions (t)	0.04	0.03	0.02	0.00	0.00	0.00
Prevention of water pollution						
Water usage (kt)	10,334	10,552	10,781	10,680	9,853	9,894
Water discharge volume (kt)	9,858	10,130	10,643	10,684	9,873	9,652
COD (chemical oxygen demand) emissions (t)	46.3	54.4	50.8	64.2	54.6	53.1
Industrial waste						
Industrial waste volumes (t)	2,753	3,017	2,746	3,477	2,523	3,076
Industrial waste from plastic products (t)	Started calculating from FY2022			126	110	134
Industrial waste recycle volume (t)	1,090	1,736	1,615	2,190	1,503	1,741
Industrial waste final disposal volume (t)	257	200	52	85	144	220
S						
Employees (persons)	739	789	834	890	922	942
Percentage of female managers (%)	10.8	11.2	10.8	11.0	11.3	12.1
Percentage of female employees (%)	18.4	18.6	18.0	19.5	20.5	21.2
Percentage of non-Japanese employees (%)	21	23	26	31	32	35
Percentage of mid-career hires* (%)	32	33	34	35	35	35
Percentage of disability employment* (%)	1.9	2.3	2.5	2.6	2.6	3.2
Female personnel taking long-term childcare leave* (persons)	3	1	6	1	-	3
Percentage of female personnel taking long-term childcare leave* (%)	100	100	100	100	-	100
Male personnel taking long-term childcare leave* (persons)	4	1	9	10	12	9
Percentage of male personnel taking long-term childcare leave* (%)	24	14	56	83	109	82
Long-term nursing care leave (persons)	0	0	0	0	0	0
Gender wage gap* (%)	Started calculating from FY2022			84.8	82.9	79.0
Average monthly overtime per employee* (hours)	12.0	10.3	11.6	11.3	10.0	12.0
Percentage of personnel taking paid holidays* (%)	68	65	69	71	74	72
Percentage of personnel taking refreshment leave* (%)	94	93	93	93	96	96
Average annual training hours per employee* (hours)	Started calculating from FY2021		109.0	106.6	96.2	81.1
Separation rate (calculated using number of regular employees who leave the Company during the year and excluding employees who joined the Company during the year)* (%)	3.2	1.5	3.3	1.6	1.9	3.0
G						
Percentage of Outside Directors (%)	42.9	42.9	42.9	42.9	42.9	42.9
Number of Board of Directors meetings	17	16	16	12	13	10
Number of Nominating and Compensation Committee meetings	7	10	12	14	14	11
Number of anticorruption violations	0	0	0	0	0	0
Total amount of political donations (yen)	0	0	0	0	0	0

\* Data available for Hodogaya Chemical only

### Environmental Accounting Data\* (Unit: Million JPY)

	FY2022		FY2023		FY2024	
	Investment	Expense	Investment	Expense	Investment	Expense
Business area cost	125	230	59	185	414	208
(1) Pollution prevention cost	38	30	14	40	359	50
(2) Global environmental conservation cost	87	11	45	7	55	8
(3) Resource circulation cost	-	189	-	138	-	150
Upstream/downstream costs	-	9	-	7	-	12
Administration cost	-	4	-	5	-	3
R&D cost	-	46	-	22	-	40
Social activity cost	4	15	7	13	1	13
Environmental remediation cost	-	-	-	-	-	-
Other costs	-	-	-	-	-	203
<b>Total</b>	<b>129</b>	<b>304</b>	<b>66</b>	<b>232</b>	<b>415</b>	<b>479</b>

\* Based on the "Environmental Accounting Guidelines 2005" of the Ministry of the Environment

## Corporate Data

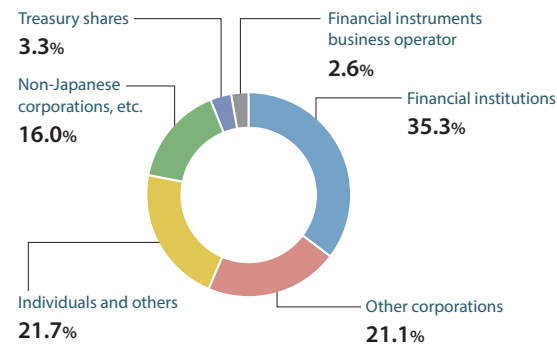
**Corporate data** (As of March 31, 2025)

<b>Company Name</b>	Hodogaya Chemical Co., Ltd.
<b>Head Office</b>	1-9-2, Higashi-Shimbashi, Minato-ku, Tokyo 105-0021, Japan TEL +81-3-6852-0300 (Main Switchboard)
<b>Foundation</b>	December 11, 1916
<b>Paid-in Capital</b>	11,196 million yen
<b>Employees</b>	942 (Consolidated), 478 (Hodogaya non-consolidated)

## Stock information (as of March 31, 2025)

- (1) Total number of authorized shares 20,000,000
- (2) Total number of shares issued 8,413,726  
(including 275,338 treasury shares)
- (3) Number of shareholders 8,049 (+1,515 year over year)

## Distribution of shares by shareholder



## ■ Main independent evaluations

## Health & Productivity Management Outstanding Organization 2025



FTSE Russel score: 3.5 (FY2024)  
(FTSE Blossom Japan Index constituent)



<https://www.lseg.com/en/ftse-russell/indices/blossom-japan>

(FTSE Blossom Japan Sector Relative Index constituent)



<https://www.lseg.com/en/ftse-russell/indices/blossom-japan>

## Eco Rail Mark

- Received Eco Mark Certification  
Hodogaya Chemical Co., Ltd.  
Hodogaya Construction Products Co., Ltd.



- Certified Products  
Sakana Guard, Peracetic acid, Sodium percarbonate  
Charge control agent TP-415, Chloro-IPC, Eco Proof

EcoVadis



CDP

- Both climate change and water security received a CDP rating of "B" in 2024