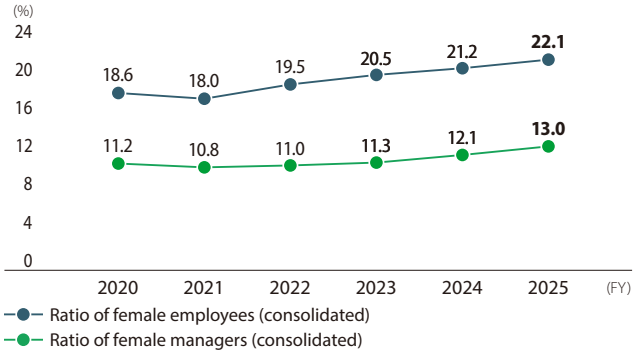
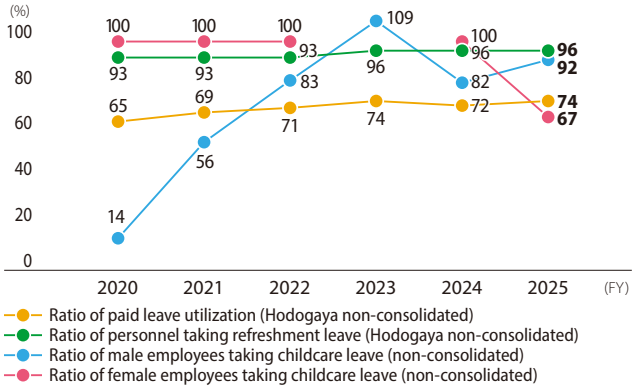
Non-Financial Highlights

Ratio of female employees, Ratio of female managers



The Hodogaya Chemical Group promotes the active participation of women. The ratio of female managers has remained at 10% or higher since FY2018 and reached 13% (consolidated) in FY2025. Under the Mid-term Management Plan CODE/CHORD 2030, we have set a target of 15% (consolidated) for the ratio of female managers and will work to foster an organizational culture in which diverse human resources can fully demonstrate their capabilities.

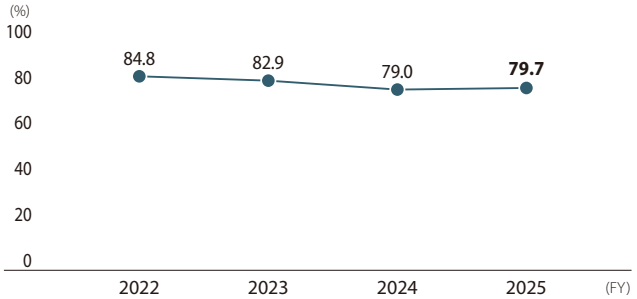
Ratio of paid leave utilization, refreshment leave, and childcare leave



Hodogaya Chemical's annual paid leave utilization rate (non-consolidated) has remained at 70% or higher for the past four years. With regard to childcare leave, we are working to create an environment in which employees can take leave more easily, including by providing allowances to employees who provide a certain level of support for colleagues taking childcare leave. The ratio of male employees taking childcare leave (non-consolidated) was 92% in FY2025. We will continue to support flexible work styles and work to enhance engagement and organizational capabilities.

* Ratio of female employees taking childcare leave had no eligible employees in FY2023. In FY2025, the rate was effectively 100% due to a timing shift in when leave was taken.
* In FY2023, the ratio of male employees taking childcare leave exceeded 100% due to a timing shift in when leave was taken.

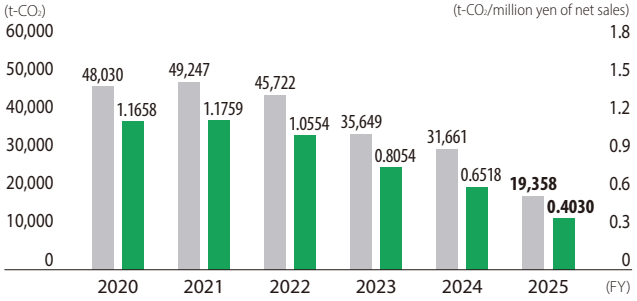
Gender wage gap



The gender pay gap (non-consolidated) reflects differences in employee composition by grade and the fact that men account for 100% of employees engaged in shift work in manufacturing departments, who are eligible for late-night work allowances and other payments. There are no gender-based differences in the Company's compensation system. We will continue to provide career support to all employees and create an environment in which they are treated fairly in line with the capabilities they demonstrate.

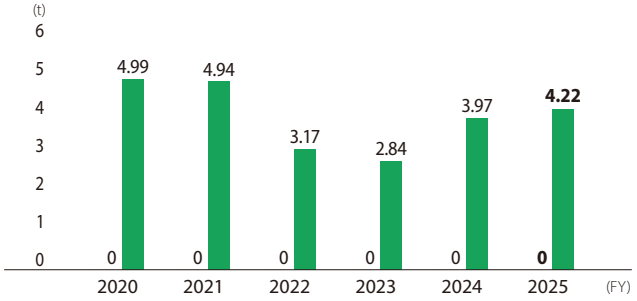
* Data collection began in FY2022.

CO_2 emissions, CO_2 emission intensity (Japan)



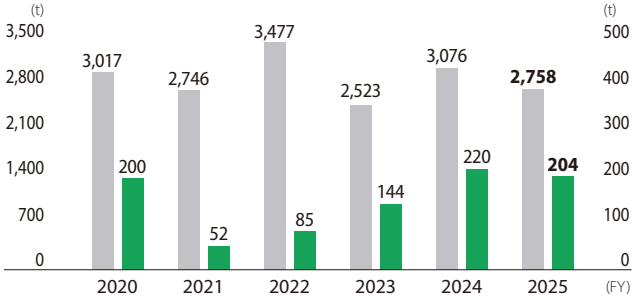
Most of the greenhouse gases (GHG) emitted by Hodogaya Chemical are CO_2. In FY2025, CO_2 emissions from energy sources decreased from FY2024 due to the expansion of sites that have introduced carbon-free electricity.

SOx emissions, NOx emissions (Japan)



The Hodogaya Chemical Group has promoted the use of city gas as a fuel source for the Group's factories. The Group has continued to maintain zero SOx emissions since FY2012, having completed the switchover in FY2011. We also implement measures to limit NOx emissions into the atmosphere.

Industrial waste generated, Final disposal amount (Japan)



Hodogaya Chemical set its FY2025 management target for target for industrial waste at no more than the previous year's volume, actively working to reduce overall emissions. In FY2025, both total generation volume and final disposal volume were lower than in FY2024, and the target was achieved. We will continue striving to reduce industrial waste.