

ESG Databook 2026 of T.HASEGAWA Group



Coverage rate

	Unit	FY2023	FY2024	FY2025
Non-consolidated coverage rate*	%	61.2	59.1	57.9
Consolidated coverage rate	%	100.0	100.0	100.0

*Non-consolidated sales as a percentage of consolidated sales.

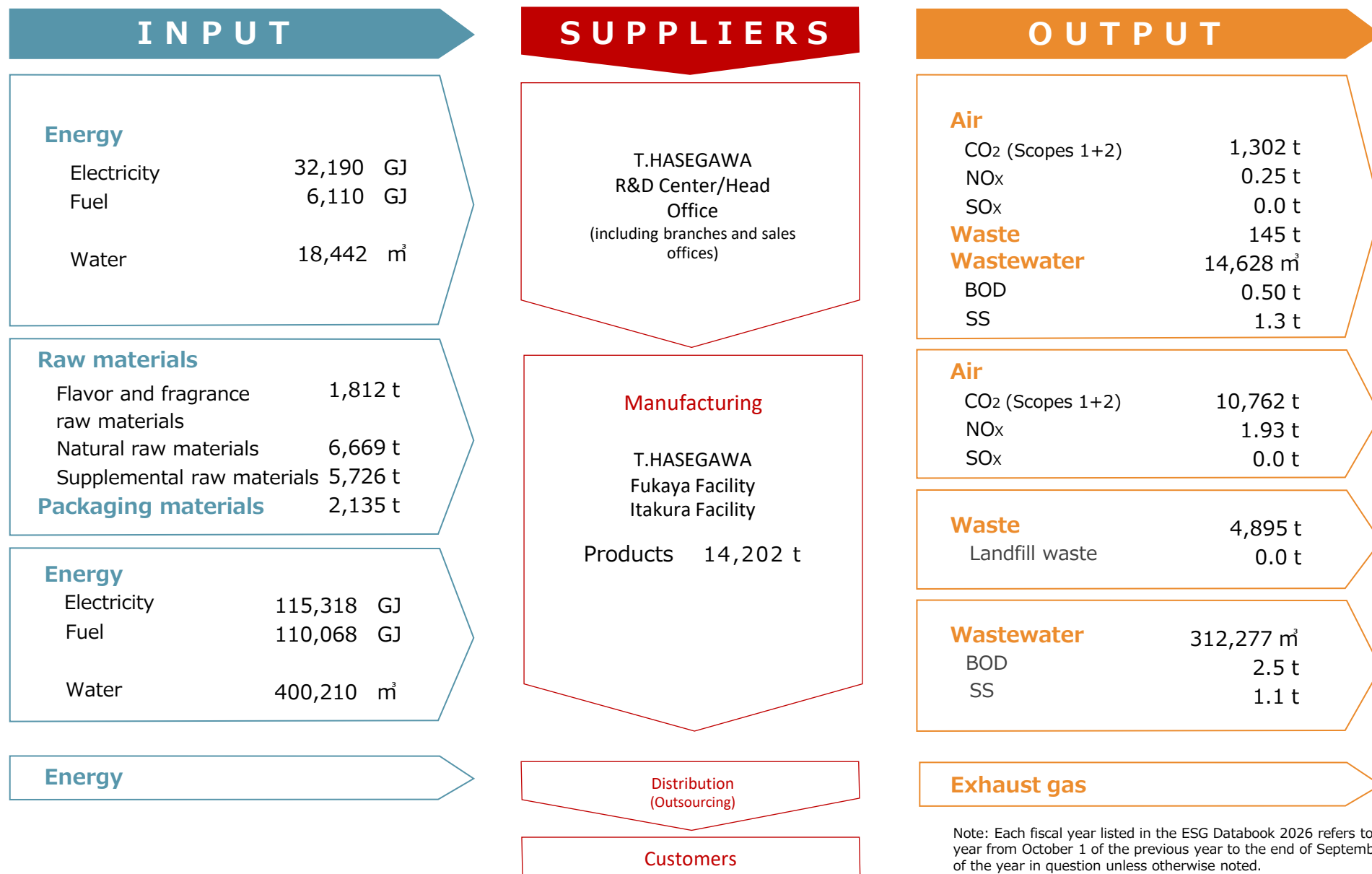
CSR Policy 2: Environment

Environment-related indicators and targets

Target	
Continuation of the ISO 14001 certification	
Reduction of energy consumption per unit	1.0% reduction YoY in FY2025
Reduction of GHG emissions (Scopes 1 and 2)—Consolidated basis	58.8% reduction by FY2034 compared to FY2024
Reduction of GHG emissions (Scope 3)—Consolidated basis	By 2029, suppliers accounting for 80% of the greenhouse gas emissions associated with our procured raw materials and auxiliary materials will have committed to setting science-based targets
Reduction of volatile organic compounds (VOC)	7% reduction by FY2027 compared to FY2022
Reduction of waste	(1) Maintain zero landfill waste through FY2030 using FY2022 as the base year (2) Maintain an effective utilization rate of 95% or higher through FY2030 using FY2022 as the base year
Reduction of water use per production unit of output	1.7% reduction YoY in FY2025 18% reduction by FY2030 compared to FY2022

Environmental data (Environmental impact of business activities: FY2025): Results

Environmental impact of business activities: FY2025



Environmental data (Environmental accounting): Results

Environmental protection cost and environmental protection effect | Calculation table (Unit: 1,000 yen)

Environmental protection costs (Non-consolidated basis)			
Category	Main initiative	Investment	Cost
(1) Costs within the business area		464,370	599,166
1 Pollution prevention costs	Increase in deodorizing equipment, and maintenance of wastewater treatment facilities Proper operation of environmental facilities (wastewater, air, odors, etc.)	48,510	216,892
2 Global environmental protection costs	Energy conservation measures	415,860	137,492
3 Resource recycling costs	Promotion of effective use of waste products	0	244,782
(2) Upstream/downstream costs		(Note)	(Note)
(3) Management activity costs	Committee activities, ISO 14001 management	96,243	79,322
(4) R&D costs		(Note)	(Note)
(5) Social activity costs		—	—
(6) Environment damage response costs		—	—
Total		560,613	678,488

Note: Upstream/downstream costs and R&D costs are omitted because they are difficult to ascertain accurately.

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Environmental data (Environmental accounting): Results

Environmental protection cost and environmental protection effect | Calculation table

Environmental protection effect				
Details of the effect		Indicators representing the environmental protection effect		
		Indicator category		Indicator value (YoY change)
				Non-consolidated basis
(1) Effects corresponding to the costs within the business area	(i) Effects on resources put in business activities	Energy		-23,602 GJ
		GHG emissions (Scopes 1 and 2)		-188 t
		Water		17,119 m ³
	(ii) Effects on environmental impact and waste products emitted from business activities	Atmospheric emissions Water region emissions		Self-imposed values were set to manage emissions.
		Waste and other emissions	Total waste volume	181 t
			Effective utilization rate	96.4 %
			Landfill waste volume	0 t
(2) Effects corresponding to upstream/downstream costs	Effects on goods and services produced from business activities	-		(Note**)
(3) Other environmental protection effects	Effects on transport, etc.	-		(Note**)

Note**: The effects corresponding to upstream/downstream costs and other environmental protection effects are omitted because they are difficult to ascertain accurately.

Environmental data (Environmental accounting): Results

CSR Policy 2: Environment

Environmental expenses (Consolidated basis)

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
Amount of environment-related fines and penalties	Yen	Consolidated basis	Fiscal year-end	0	0	0

Environmental data (Energy use and GHG emissions): Results

Energy use and GHG emissions (Non-consolidated basis)

CSR Policy 2: Environment

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025	Supplementary information (standards/methods used, references, etc.)
Production volume	t	Non-consolidated basis	Fiscal year	13,519	14,202	13,868	
Energy consumption	GJ	Non-consolidated basis	Fiscal year	284,366	287,288	263,687	- Information source of the conversion factor used: Conversion factor indicated in the Act on Rationalizing Energy Use - Limited to energy consumption within the organization
Fuel	GJ	Non-consolidated basis	Fiscal year	117,647	121,659	116,179	- Information source of the conversion factor used: Conversion factor indicated in the Act on Rationalizing Energy Use - Limited to energy consumption within the organization
Electricity	GJ	Non-consolidated basis	Fiscal year	166,719	165,629	147,508	- Information source of the conversion factor used: Conversion factor indicated in the Act on Rationalizing Energy Use - Limited to energy consumption within the organization
Energy consumption YoY rate reduction	%	Non-consolidated basis	Fiscal year	-4.6	1.0	-7.9	
Energy consumption rate per unit	Crude oil equivalent kl/ t	Non-consolidated basis	Fiscal year	0.543	0.520	0.505	- Calculated using the production volume that is closely related to energy consumption - Energy consumption (Crude oil equivalent 1 kl) per 1 t of production and energy used within the organization are used - Energy categories: Fuel (e.g., city gas, LPG) and electricity
Total GHG emissions (Scopes 1 and 2)	t	Non-consolidated basis	Fiscal year	13,529	12,026	12,064	
Scope 1 emissions	t	Non-consolidated basis	Fiscal year	6,477	6,630	6,639	- Gas used for calculation: CO₂ - Information source of emission factor used: GHG Emissions Calculations and Reporting Manual
Emissions per unit Scope 1	t / t	Non-consolidated basis	Fiscal year	0.479	0.467	0.460	Calculated based on the production volume closely related to CO₂ emissions
Scope 2 emissions Market-base	t	Non-consolidated basis	Fiscal year	7,052	5,396	5,425	- Gas used for calculation: CO₂ - Information source of emission factor used: Electricity Operator-Specific Emission Factor (for calculating the GHG emissions of specific emitters)
Scope 2 emissions Location-base	t	Non-consolidated basis	Fiscal year	7,377	7,421	7,222	- Gas used for calculation: CO₂ - Information source of emission factor used: Electricity Operator-Specific Emission Factor (for calculating the GHG emissions of specific emitters)
Emissions per unit Scope 2	t / t	Non-consolidated basis	Fiscal year	0.522	0.380	0.391	- Calculated based on the production volume closely related to CO₂ emissions - CO₂ emissions per 1 t of production volume (Note: Scope 2 market-base is used.)

Note: Third-party verification is conducted for GHG emissions on a non-consolidated basis. For details, refer to the end of this Databook.

Environmental data (Energy use and GHG emissions): Results
Energy use and GHG emissions (Non-consolidated basis)

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025	Supplementary information (standards/methods used, references, etc.)
Scope 3 total emissions	t	Non-consolidated basis	Fiscal year	144,131	171,775	182,832	
Category 1	t	Non-consolidated basis	Fiscal year	129,654	156,484	166,799	• National Institute for Environmental Studies: Global environmental impact intensity based on purchaser price • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • IDEAv2 (until 2023), IDEA v 3.4.1, IDEA v 3.5.1
Category 2	t	Non-consolidated basis	Fiscal year	7,355	4,195	5,268	• The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain
Category 3	t	Non-consolidated basis	Fiscal year	2,880	3,129	3,086	• IDEAv2 (until 2023), IDEA v 3.4.1, IDEA v 3.5.1
Category 4	t	Non-consolidated basis	Fiscal year	1,648	5,325	5,036	• The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • IDEAv2 (until 2023), IDEA v 3.4.1, IDEA v 3.5.1
Category 5	t	Non-consolidated basis	Fiscal year	721	689	709	• The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • IDEAv2 (until 2023), IDEA v 3.4.1, IDEA v 3.5.1
Category 6	t	Non-consolidated basis	Fiscal year	938	1,038	1,007	• The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain
Category 7	t	Non-consolidated basis	Fiscal year	875	850	859	• The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain
Category 8	t	-	-	N/A	N/A	N/A	
Category 9	t	-	-	N/A	N/A	N/A	
Category 10	t	-	-	N/A	N/A	N/A	
Category 11	t	-	-	N/A	N/A	N/A	
Category 12	t	Non-consolidated basis	Fiscal year	61	66	69	• The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain
Category 13	t	-	-	N/A	N/A	N/A	
Category 14	t	-	-	N/A	N/A	N/A	
Category 15	t	-	-	N/A	N/A	N/A	

Note: Categories marked “N/A” are not applicable.
Note: Third-party verification is conducted for GHG emissions on a non-consolidated basis. For details, refer to the end of this Databook.

CSR Policy 2: Environment

Environmental data (GHG emissions): Results

GHG emissions (Consolidated basis)

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025	Supplementary information (standards/methods used, references, etc.)
Total CO ₂ emissions (Scopes 1 and 2)	t	Consolidated basis	Fiscal year	25,893	25,781	25,000	
Scope 1 emissions	t	Consolidated basis	Fiscal year	10,942	12,125	11,362	- Gas used for calculation: CO₂ - Information source of emission factor used: GHG Emissions Calculations and Reporting Manual - Some overseas subsidiaries apply estimated values based on sales allocation - U.S. EPA, 2025a - Conversion values based on IPCC 2006, etc.
Scope 2 emissions Market-base	t	Consolidated basis	Fiscal year	14,952	13,730	13,638	- Gas used for calculation: CO₂ - Information source of emission factor used: Electricity Operator-Specific Emission Factor (for calculating the GHG emissions of specific emitters) - Some overseas subsidiaries apply estimated values based on sales allocation - U.S. EPA, 2025b - Conversion factors announced by the Ministry of Ecology and Environment and the National Bureau of Statistics of the People’s Republic of China
Scope 2 emissions Location-base	t	Consolidated basis	Fiscal year	15,268	16,018	15,656	- Gas used for calculation: CO₂ - Information source of emission factor used: Electricity Operator-Specific Emission Factor (for calculating the GHG emissions of specific emitters) - Some overseas subsidiaries apply estimated values based on sales allocation - U.S. EPA, 2025b - Conversion factors announced by the Ministry of Ecology and Environment and the National Bureau of Statistics of the People’s Republic of China

Note: As these are preliminary figures that include estimates, they are subject to revision.

Environmental data (GHG emissions): Results

GHG emissions (Consolidated basis)

CSR Policy 2: Environment

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025	Supplementary information (standards/methods used, references, etc.)
Scope 3 total emissions	t	Consolidated basis	Fiscal year	232,221	233,818	238,658	
Category 1	t	Consolidated basis	Fiscal year	199,688	201,398	204,657	• National Institute for Environmental Studies: Global environmental impact intensity based on purchaser price • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • IDEAv3.4.1, IDEA v 3.5.1 • Some overseas subsidiaries apply estimated values based on sales allocation
Category 2	t	Consolidated basis	Fiscal year	14,041	12,154	13,971	• The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • Some overseas subsidiaries apply estimated values based on sales allocation
Category 3	t	Consolidated basis	Fiscal year	4,824	5,499	5,526	• IDEAv3.4.1, IDEA v 3.5.1 • Some overseas subsidiaries apply estimated values based on sales allocation
Category 4	t	Consolidated basis	Fiscal year	9,325	10,005	9,664	• The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • IDEAv3.4.1, IDEA v 3.5.1 • Some overseas subsidiaries apply estimated values based on sales allocation
Category 5	t	Consolidated basis	Fiscal year	986	1,113	1,137	• The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • IDEAv3.4.1, IDEA v 3.5.1 • Some overseas subsidiaries apply estimated values based on sales allocation
Category 6	t	Consolidated basis	Fiscal year	1,623	1,860	1,837	• The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • Some overseas subsidiaries apply estimated values based on sales allocation
Category 7	t	Consolidated basis	Fiscal year	1,612	1,639	1,707	• The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • Some overseas subsidiaries apply estimated values based on sales allocation

Note: Categories marked “N/A” are not applicable. As these are preliminary figures that include estimates, they are subject to revision.

Environmental data (GHG emissions): Results
GHG emissions (Consolidated basis)

CSR Policy 2: Environment

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025	Supplementary information (standards/methods used, references, etc.)
Category 8	t	-	-	N/A	N/A	N/A	
Category 9	t	-	-	N/A	N/A	N/A	
Category 10	t	-	-	N/A	N/A	N/A	
Category 11	t	-	-	N/A	N/A	N/A	
Category 12	t	Consolidated basis	Fiscal year	123	150	159	• The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • Some overseas subsidiaries apply estimated values based on sales allocation
Category 13	t	-	-	N/A	N/A	N/A	
Category 14	t	-	-	N/A	N/A	N/A	
Category 15	t	-	-	N/A	N/A	N/A	

Note: Categories marked “N/A” are not applicable. As these are preliminary figures that include estimates, they are subject to revision.

Environmental data (Biodiversity): Results

Core global disclosure metrics: dependencies and impacts

#	Indicator		Status
-	Greenhouse gas emissions		Refer to “ Climate change ”
C1.0	Total spatial footprint	Total surface area controlled/managed by the organization	Total surface area: 248,850.00 m ² • Head Office: 596.53 m ² • Fukaya Facility: 68,982.80 m ² • Itakura Facility: 171,316.48 m ² *1 • R&D Center: 7,926.18 m ² • Kajicho Bldg.: 28.01 m ² *2
		Total disturbed area	N/A *3
		Total rehabilitated/restored area	
C1.1	Extent of change in use of land/freshwater/ocean	Extent of the change in use of the land/freshwater/ocean ecosystem	N/A *3
		Extent of land/freshwater/ocean ecosystem conserved or restored	Establishment of green areas in accordance with laws and regulations at facilities and the R&D Center: • Fukaya Facility: 12,000 m ² • Itakura Facility: 43,000 m ² • R&D Center: 8,000 m ² (Biotope created in the R&D Center)
		Extent of land/freshwater/ocean ecosystem that is sustainably managed	N/A
C2.0	Aggregated amounts of pollutants, released into the soil (tons) by type		No contaminants released into the soil

*1: The Itakura Facility site area includes T.HASEGAWA BUSINESS SERVICE CO., LTD.
*2: Of the total site area of the Kajicho Building (6,047.4 m²), the portion owned by the Company is stated.
*3: Since there have been no changes (e.g., purchase or development of new sites) since the base year of 2020, it is stated as N/A.

Environmental data (Biodiversity): Results

CSR Policy 2: Environment

Core global disclosure metrics: dependencies and impacts (continued)

#	Indicator		Status
C2.1	Wastewater discharged	Amount of wastewater	Refer to “ Water resources ”
		BOD	
		SS	
		Temperature of wastewater	Wastewater is discharged at factories and laboratories at temperatures in accordance with applicable municipal ordinances.
C2.2	Waste generation and disposal	Weight of hazardous and non-hazardous waste generated by type	Refer to “ Pollution and Waste ”
		Weight of hazardous and non-hazardous waste disposed of	
		Weight of hazardous and non-hazardous waste diverted from landfill	
C2.3	Plastic pollution	Total weight of plastics used or sold	- Sold plastic (plastic containers of products): 483.4 t - Recycled plastic: 166.7 t *4 - Incinerated plastic: 0.1 t *4
		Proportion of reusable or recyclable plastic containers	The reuse and recycling of plastic containers are under consideration. *5
C2.4	Non-GHG air pollutants	Sulphur oxides	Refer to “ Pollution and Waste ”
		Nitrogen oxides	
		Ammonia	N/A
		Particulate matter	Under consideration
		Volatile organic compounds	Refer to “ Pollution and Waste ”

*4: Plastic other than product containers.

*5: Due to the characteristics of flavors and fragrances, plastic containers require high barrier properties; therefore, after they have been filled, the odor remains in the container even after use. The current process of making the containers odorless increases GHG emissions, so we will continue to examine the reuse and recycling of plastic containers.

Environmental data (Biodiversity): Results

Core global disclosure metrics: dependencies and impacts (continued)

#	Indicator		Status
C3.0	Water withdrawal and consumption from areas of water scarcity		No operations in water scarce areas in Japan
C3.1	Quantity of high-risk natural commodities sourced from land/ocean/freshwater	Quantity of high-risk natural commodities	Under consideration
		Quantity of high-risk natural commodities sourced under a sustainable management plan or certification program, including proportion of total high risk natural commodities	
C4.0	Invasive alien species and other	Measures against unintentional introduction of invasive alien species (IAS)	Under consideration
C5.0	State of nature	Ecosystem condition	Under consideration
		Species extinction risk	Under consideration

Core global disclosure metrics: risks and opportunities

#	Indicator		Status
C7.0	Risks	Value of assets, liabilities, revenue, and expenses that are assessed as vulnerable to nature-related transition risks	Under consideration
C7.1		Value of assets, liabilities, revenue, and expenses that are assessed as vulnerable to nature-related physical risks	Under consideration
C7.2		Description and value of significant fines/penalties/litigation during the year due to negative nature-related impacts	0 cases
C7.3	Opportunities	Amount of capital expenditure, financing, or investment deployed towards nature-related opportunities	Under consideration
C7.4		Increase and proportion of revenue from products and services producing demonstrable positive impacts on nature with a description of their impacts	Under consideration

Environmental data (Air pollution): Results

Air pollution (Non-consolidated basis)

		Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025	Supplementary information (standards/methods used, references, etc.)
Air pollutants	SOx	t	Non-consolidated basis	Fiscal year	0.00	0.00	0.00	
	NOx	t	Non-consolidated basis	Fiscal year	1.77	1.56	2.18	

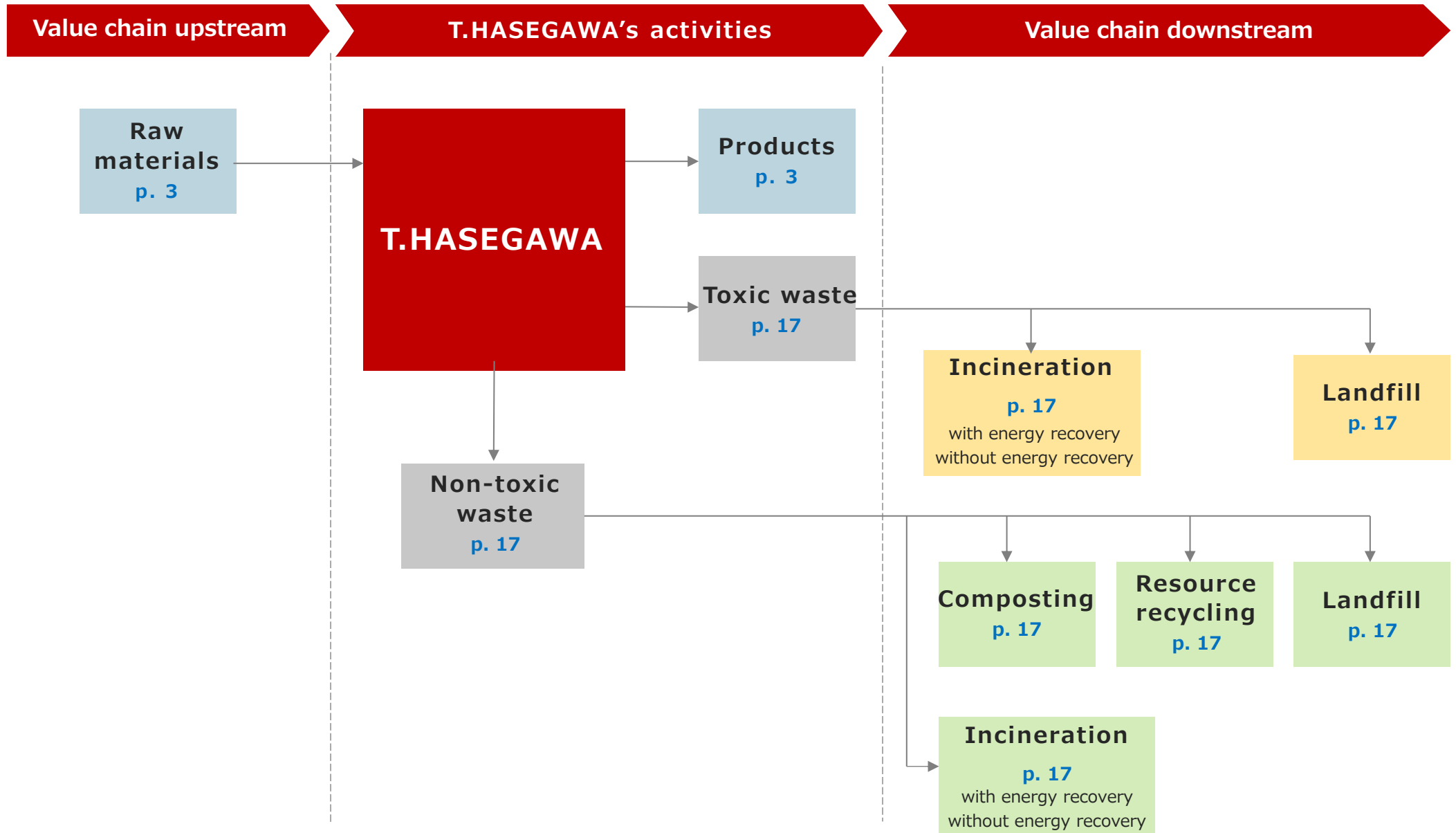
Note: NOx is an estimated value. Figures differ from previously disclosed data due to recalculation.

Air pollution (Non-consolidated basis)

		Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025	Supplementary information (standards/methods used, references, etc.)
Volatile organic compounds (VOC)		kg	Non-consolidated basis	Fiscal year	14,514	13,568	16,329	Target: 7% reduction by 2027 compared to 2022 16.2% increase in FY2025 compared to the base year

Environmental data (Outline of waste generated through the value chain): Results

Outline of waste generated through the value chain



Environmental data (Waste): Results
Waste (Non-consolidated basis)

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025	Supplementary information (standards/methods used, references, etc.)
Toxic waste volume	t	Non-consolidated basis	Fiscal year	4.3	3.4	7.2	Slate tiles, reagents, etc.
Thermal use (with energy recovery)	t	Non-consolidated basis	Fiscal year	3.9	3.0	7.2	
Thermal use (without energy recovery)	t	Non-consolidated basis	Fiscal year	0.5	0.4	0.0	
Landfill	t	Non-consolidated basis	Fiscal year	0.0	0.0	0.0	
Non-toxic waste volume	t	Non-consolidated basis	Fiscal year	4,478.8	4,856.3	5,033.2	Plant residue, wastewater sludge, waste oil, waste metal, corrugated cardboard, paper, etc.
Resource recycling	t	Non-consolidated basis	Fiscal year	297.6	368.3	469.6	
Compost	t	Non-consolidated basis	Fiscal year	3,376.1	3,716.6	3,757.3	
Thermal use (with energy recovery)	t	Non-consolidated basis	Fiscal year	612.4	602.6	624.3	
Thermal use (without energy recovery)	t	Non-consolidated basis	Fiscal year	192.7	168.7	182.0	
Landfill	t	Non-consolidated basis	Fiscal year	0.0	0.0	0.0	Target: Maintain zero landfill waste through FY2030 using FY2022 as the base year
Total waste volume generated	t	Non-consolidated basis	Fiscal year	4,483.1	4,859.7	5,040.3	
Total volume effectively used	t	Non-consolidated basis	Fiscal year	4,289.9	4,690.6	4,858.4	
Effective utilization rate	%	Non-consolidated basis	Fiscal year	95.7	96.5	96.4	Target: Maintain an effective utilization rate of 95% or higher through FY2030 using FY2022 as the base year
Landfill waste	t	Non-consolidated basis	Fiscal year	0.0	0.0	0.0	

Environmental data (Chemical substances): Results

Substances subject to the PRTR

Facility	Control No.	Substance name	FY2022 (Apr. 2022-Mar. 2023)			FY2023 (Apr. 2023-Mar. 2024)			FY2024 (Apr. 2024-Mar. 2025)		
			Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)
Fukaya Facility	12	Acetaldehyde	3,951	0	3	2,760	0	5	2,956	0	0
	204	Diphenyl ether	1,364	0	0	635	0	0	1,899	0	0
	207	2,6-di-tertiary-butyl-4-cresol	2,438	0	0	1,020	0	10	2,174	0	0
	232	N, N-Dimethyl form aldehyde	1,244	0	1,242	1,097	0	1,095	1,524	0	1,505
	300	Toluene	4,336	1,020	3,315	4,028	1,215	2,629	5,070	1,305	3,578
	392	n-Hexane	44,277	1,724	37,595	69,744	1,366	64,405	73,997	1,290	68,968
	399	Benzaldehyde	1,235	0	0	652	0	0	1,853	0	0
	436	Alpha Methyl Styrene	966	0	0	1,935	0	0	1,933	0	0
	257	Decyl alcohol (also known as decanol)	2,290	0	0	1,107	0	0	1,483	0	0
	623	Hexyl acetate	-	-	-	1,466	0	0	17,507	0	0
	573	Allyl heptanoate	-	-	-	4,007	0	0	9,612	0	0
	583	Benzyl benzoate	-	-	-	2,092	0	0	5,200	0	0
	587	3-(4-Isopropylphenyl)-2-methylpropanal	-	-	-	1,340	0	0	3,281	0	0
	726	HHCB	-	-	-	45,577	0	0	128,136	0	0
	781	Geraniol	-	-	-	4,566	0	0	13,049	0	0
	650	Geranyl acetate	-	-	-	3,085	0	0	1,171	0	0
	738	Methyl dihydrojasmonate	-	-	-	26,494	0	0	72,833	0	0

Note: The reporting fiscal year period for the release and transfer volume data of substances subject to the PRTR law differs from the Company’s fiscal year period.

Environmental data (Chemical substances): Results

Substances subject to the PRTR

CSR Policy 2: Environment

Facility	Con trol No.	Substance name	FY2022 (Apr. 2022-Mar. 2023)			FY2023 (Apr. 2023-Mar. 2024)			FY2024 (Apr. 2024-Mar. 2025)		
			Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)
Fukaya Facility	735	2-Piperonylpropanal	-	-	-	2,194	0	0	6,764	0	0
	709	Piperonal	-	-	-	2,078	0	0	6,667	0	0
	795	Salicylic acid (Z)-3-hexenyl	-	-	-	1,687	0	0	4,100	0	0
	734	2-Benzylideneoctanal	-	-	-	14,721	0	0	34,399	0	0
	728	Hexyl 2-hydroxybenzoate	-	-	-	6,374	0	0	16,645	0	0
	689	Beta-Ionone	-	-	-	3,822	0	0	12,735	0	0
	789	Isobornyl acetate	-	-	-	2,553	0	0	4,701	0	0
	718	p-BMHCA	-	-	-	5,635	0	0	13,812	0	0
	780	Linalyl acetate	-	-	-	9,501	0	0	23,443	0	0
	748	OTNE	-	-	-	12,911	0	0	39,389	0	0
	744	Alpha-methyl Ionone	-	-	-	3,412	0	0	10,557	0	0
	628	Ethylene Brassylate	-	-	-	1,119	0	0	2,788	0	0
	713	OTBCHA	-	-	-	14,784	0	0	39,157	0	0
	816	Terpinyl Acetate	-	-	-	1,045	0	0	3,540	0	0
	652	3,7-Dimethyloctan-3-ol	-	-	-	2,869	0	0	8,580	0	0
	714	PTBCHA	-	-	-	5,512	0	0	15,499	0	0
	678	Acetyl Cedrene	-	-	-	1,490	0	0	3,764	0	0

Note: The reporting fiscal year period for the release and transfer volume data of substances subject to the PRTR law differs from the Company’s fiscal year period.

Environmental data (Chemical substances): Results

Substances subject to the PRTR

CSR Policy 2: Environment

Facility	Control No.	Substance name	FY2022 (Apr. 2022-Mar. 2023)			FY2023 (Apr. 2023-Mar. 2024)			FY2024 (Apr. 2024-Mar. 2025)		
			Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)
Fukaya Facility	482	Benzyl acetate		-	-	-	-	-	12,264	0	0
	572	Allyl hexanoate	-	-	-	-	-	-	4,151	0	0
	599	Oxacyclohexadecan-2-one	-	-	-	-	-	-	1,500	0	0
	624	Methyl salicylate	-	-	-	-	-	-	1,156	0	0
	629	Cyclohexane	-	-	-	-	-	-	2,875	763	1,785
	630	Cyclohexylidene(phenyl)acetonitrile	-	-	-	-	-	-	1,419	0	0
	661	1,2-Dimethoxyethane	-	-	-	-	-	-	1,272	0.7	1,237
	673	Decanal	-	-	-	-	-	-	2,640	0	0
	674	Tetrahydrofuran	-	-	-	-	-	-	1,174	308	557
	717	3-(4-tert-butylphenyl)propanal	-	-	-	-	-	-	2,327	0	0
	721	Furfural	-	-	-	-	-	-	2,206	0	0
	731	Heptane	-	-	-	-	-	-	3,741	1,589	935
	732	5-heptyloxolan-2-one	-	-	-	-	-	-	23,864	0	0
	736	Acetic acid anhydride	-	-	-	-	-	-	1,058	0	0
	796	2-Phenoxyethyl isobutyrate	-	-	-	-	-	-	2,630	0	0
	806	1-(4-tert-butyl-2,6-dimethyl-3,5-dinitrophenyl)ethanone	-	-	-	-	-	-	1,674	0	0

Note: The reporting fiscal year period for the release and transfer volume data of substances subject to the PRTR law differs from the Company’s fiscal year period.

Environmental data (Chemical substances): Results

Substances subject to the PRTR

CSR Policy 2: Environment

Facility	Control No.	Substance name	FY2022 (Apr. 2022-Mar. 2023)			FY2023 (Apr. 2023-Mar. 2024)			FY2024 (Apr. 2024-Mar. 2025)		
			Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)
Fukaya Facility	812	Ethyl hexanoate	-	-	-	-	-	-	3,916	0	0
Itakura Facility	392	n-Hexane	1,222	918	0	304	688	0	1,157	1,028	0
	12	Acetaldehyde	-	-	-	-	-	-	1,598	0	0

Note: The reporting fiscal year period for the release and transfer volume data of substances subject to the PRTR law differs from the Company’s fiscal year period.

Environmental data (Water resources): Results

Water resources (Non-consolidated basis)

		Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025	Supplementary information (standards/methods used, references, etc.)
Total wastewater volume		m³	Non-consolidated basis	Fiscal year	307,318	320,546	326,905	All freshwater
Surface water		m³	Non-consolidated basis	Fiscal year	291,178	305,482	312,277	At each production site, water purified to satisfy the wastewater standards prescribed in laws, ordinances, etc., of the area where the site is located is discharged into the river
Third parties (Local government treatment facility, etc.)		m³	Non-consolidated basis	Fiscal year	16,140	15,064	14,628	
Water quality	BOD	kg	Non-consolidated basis	Fiscal year	838	945	2,458	Tertiary treated wastewater
					442	530	496	Secondary treated wastewater
	SS	kg	Non-consolidated basis	Fiscal year	808	805	1,111	Tertiary treated wastewater
					1,342	1,091	1,261	Secondary treated wastewater
Total water used		m³	Non-consolidated basis	Fiscal year	393,028	401,533	418,652	Total water used refers to the amount of water withdrawn Value listed in the meter-reading slip and water bill. The Production Division collects data from the measured water consumption
Tap water		m³	Non-consolidated basis	Fiscal year	148,540	143,282	143,416	
Commercial-use water		m³	Non-consolidated basis	Fiscal year	119,503	128,684	126,667	
Ground water		m³	Non-consolidated basis	Fiscal year	124,985	129,567	148,569	
Total water consumption		m³	Non-consolidated basis	Fiscal year	85,710	80,987	91,747	Total water consumption = Total water used - Total wastewater volume

Environmental data (Water resources): Results

Water resources (Consolidated basis)

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025	Supplementary information (standards/methods used, references, etc.)
Total wastewater volume	m ³	Consolidated basis	Fiscal year	487,087	504,841	528,182	
Ocean	m ³	Consolidated basis	Fiscal year	0	0	0	
Surface water	m ³	Consolidated basis	Fiscal year	381,567	399,454	402,343	
Underground/well	m ³	Consolidated basis	Fiscal year	0	0	0	
Off-site water treatment	m ³	Consolidated basis	Fiscal year	105,520	105,387	125,839	
Reuse/other uses	m ³	Consolidated basis	Fiscal year	0	0	0	
Total water used	m ³	Consolidated basis	Fiscal year	657,069	693,747	708,598	Total water used refers to the amount of water withdrawn
Surface water from rivers, lakes, and natural ponds	m ³	Consolidated basis	Fiscal year	0	0	0	
Groundwater from wells and boreholes	m ³	Consolidated basis	Fiscal year	124,985	129,567	148,569	
Water collected at a quarry	m ³	Consolidated basis	Fiscal year	0	0	0	
Municipal water	m ³	Consolidated basis	Fiscal year	532,084	564,180	560,029	
External wastewater	m ³	Consolidated basis	Fiscal year	0	0	0	
Collected rainwater	m ³	Consolidated basis	Fiscal year	0	0	0	
Seawater, water taken from the sea or ocean	m ³	Consolidated basis	Fiscal year	0	0	0	
Total water consumption	m ³	Consolidated basis	Fiscal year	259,362	188,906	180,416	Total water consumption = Total water used - Total wastewater volume

Environmental data (Water resources): Results

Water resource management (Consolidated basis)

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
Number of sites with water management plans	Location	Consolidated basis	Fiscal year-end	5	5	5
Percentage of sites with water management plans	%	Consolidated basis	Fiscal year-end	50	50	50

Note: Ten sites require water management plans.

Activities in water-stressed areas

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
Amount of water withdrawn in water-stressed areas	m³	Consolidated basis	Fiscal year-end	170,980	190,869	191,382

Note: Four sites qualify as water-stressed areas: T.HASEGAWA U.S.A., INC. and Rancho Cucamonga Facility in the United States and T.HASEGAWA FLAVOURS AND FRAGRANCES (SHANGHAI) CO., LTD. and T.HASEGAWA FLAVOURS (SUZHOU) CO., LTD. in China.

Water usage per unit output

	Unit	Scope	Calculation period Time of calculation	FY2022 (Base year)	FY2024	FY2025	Remarks
Water usage per unit output	%	Non-consolidated basis	Fiscal year-end	100%	97.3% (-2.7%)	103.8% (3.8%)	Target: 18% reduction by FY2030 compared to FY2022

Procurement-related indicators and targets

Target	
Supplier assessment implementation rate (percentage based on procurement amount)	From FY2026 onward: Maintain an implementation rate of at least 90%

Procurement-related data: Results

Supply chain management

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
Supplier assessment implementation rate (percentage based on procurement amount)	%	Non-consolidated basis	Fiscal year-end	70	82	90

CSR Policy 3: Human rights and labor

Human rights and labor-related data (Human rights) Target

Human rights

Target	
Internal control training when entering the Company (including human rights topics)	100%
Compliance training (including harassment prevention training)	100%
Serious human rights violations	0 cases

Human rights and labor-related data (Human rights): Results

Human rights

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025	Supplementary information (standards/methods used, references, etc.)	Target
Internal control training when entering the Company (including human rights topics)	%	Non-consolidated basis	Fiscal year-end	100	100	100	When entering the Company or assigned to a position (including temporary employees)	100%
Compliance training (including harassment prevention training)	%	Non-consolidated basis	Fiscal year-end	100	100	100	FY2023 onward for all employees	100%
Serious human rights violations	Cases	Consolidated basis	Fiscal year-end	0	0	0	Human rights violations that violate the law are defined as “serious human rights violations.”	0 cases

CSR Policy 3: Human rights and labor

Human rights and labor-related data (Childcare and nursing care support): Results

Childcare support

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
Total number of employees who took childcare leave (male)	People	Non-consolidated basis	Fiscal year	27	16	10
Total number of employees who took childcare leave (female)	People	Non-consolidated basis	Fiscal year	9	10	10
Total number of employees who returned to their jobs from childcare leave during the reporting period (male)	People	Non-consolidated basis	Fiscal year	25	15	10
Total number of employees who returned to their jobs from childcare leave during the reporting period (female)	People	Non-consolidated basis	Fiscal year	10	6	11
Total number of employees who are still with the Company 12 months after reinstatement from childcare leave (male)	People	Non-consolidated basis	Fiscal year	13	22	15
Total number of employees who are still with the Company 12 months after reinstatement from childcare leave (female)	People	Non-consolidated basis	Fiscal year	10	10	6
Reinstatement rate after childcare leave (male)	%	Non-consolidated basis	Fiscal year	100	100	100
Retention rate of employees 12 months after reinstatement following childcare leave (male)	%	Non-consolidated basis	Fiscal year	100	88	100
Reinstatement rate after childcare leave (female)	%	Non-consolidated basis	Fiscal year	100	100	100
Retention rate of employees 12 months after reinstatement following childcare leave (female)	%	Non-consolidated basis	Fiscal year	91	90	100
Number of employees who used reduced work hours for childcare (male)	People	Non-consolidated basis	Fiscal year	0	2	1
Number of employees who used reduced work hours for childcare (female)	People	Non-consolidated basis	Fiscal year	34	43	39

Nursing care support

	Unit	Scope	Calculation period Time of Ccalculation	Apr. 2022 - Mar. 2023	Apr. 2023 - Mar. 2024	Apr. 2024 - Mar. 2025
Total number of employees who took nursing care leave (male and female)	People	Non-consolidated basis	-	27	35	37
Total number of employees who took long-term nursing care leave (male and female)	People	Non-consolidated basis	-	1	1	3
Number of employees who used reduced work hours for nursing care (male and female)	People	Non-consolidated basis	-	0	0	0

Occupational accidents

Overwork prevention

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CSR Policy 3: Human rights and labor

Human rights and labor-related data (Safety and health): Results

Health

	Unit	Scope	Apr. 2022 - Mar. 2023	Apr. 2023 - Mar. 2024	Apr. 2024 - Mar. 2025	Supplementary information (standards/methods used, references, etc.)
Rate of receiving periodic health checkups	%	Non-consolidated basis	96.4	97.9	97.0	Data from the health insurance society (The parameter includes absentee employees and employees assigned to overseas sites)
Rate of employees subject to specific health guidance	%	Non-consolidated basis	18.6	16.4	16.4	Same as above
Rate of completion of specific health guidance	%	Non-consolidated basis	6.6	8.9	5.5	Same as above
Rate of receiving stress check	%	Non-consolidated basis	99.4	99.3	99.6	

Number of employees by site and presence or absence of an Occupational Safety and Health Committee (as of the end of FY2025)

	Unit	Scope	Head office	R&D Center	Fukaya Facility	Itakura Facility	Total
Number of employees	People	Non-consolidated basis	254	312	337	232	1,135
Site with an Occupational Safety and Health Committee	-		○	○	○	○	-
Rate of workers under the control of an Occupational Safety and Health Committee	%	Non-consolidated basis	22.4	27.5	29.7	20.4	100

Note: The data for the Osaka, Nagoya, and Sapporo offices, which have fewer than 50 employees and are not required to establish an Occupational Safety and Health Committee, are excluded from the data.

CSR Policy 3: Human rights and labor

Human rights and labor-related data (Labor-management relations): Results

Labor-management relations

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
Percentage of employees subject to collective bargaining agreement (Parameter: full-time employees)	%	Non-consolidated basis	Fiscal year-end	54.0	53.5	54.3
Percentage of employees subject to collective bargaining agreement (Parameter: non-management full-time employees)	%	Non-consolidated basis	Fiscal year-end	94.3	92.6	91.9

Human rights and labor-related indicators and targets

Human capital

Target	
Percentage of women in management positions	18% or more by FY2027
Percentage of mid-career workers in management positions	18% or more by FY2027
Percentage of management positions filled by foreign nationals	Maintain 30% or more
Implementation rate of interviews under the human resources system, excluding employees who are absent from work	100%

Human rights and labor-related data (Number of employees by sex): Results

CSR Policy 3: Human rights and labor

Number of employees by sex

		Unit	Calculation period Time of calculation	FY2023			FY2024			FY2025		
				Total	Male	Female	Total	Male	Female	Total	Male	Female
Consolidated basis	Full-time employee	People	Fiscal year-end	1,769	1,126	643	1,827	1,146	681	1,848	1,151	697
	Full-time contract employee	People	Fiscal year-end	78	54	24	82	57	25	94	67	27
	Short-term employee	People	Fiscal year-end	166	108	58	158	97	61	174	107	67
	Percentage of women among all employees	%	Fiscal year-end	-	-	36.0	-	-	37.1	-	-	37.4
T.HASEGAWA (Non-consolidated basis)	Full-time employee	People	Fiscal year-end	1,033	675	358	1,034	672	362	1,066	685	381
	Full-time contract employee	People	Fiscal year-end	72	52	20	77	56	21	88	65	23
	Short-term employee	People	Fiscal year-end	53	12	41	55	11	44	60	12	48
	Percentage of women among all employees	%	Fiscal year-end	-	-	36.2	-	-	36.6	-	-	37.2

CSR Policy 3: Human rights and labor

Human rights and labor-related data (Number of employees by employment type and region): Results

Number of employees by employee type and region (Consolidated basis)

		Unit	Calculation period Time of calculation	FY2023	FY2024	FY2025
Total number of group employees		People	Fiscal year-end	2,013	2,067	2,116
By employment type	Full-time employee	People	Fiscal year-end	1,769	1,827	1,848
	Full-time contract employee	People	Fiscal year-end	78	82	94
	Short-term employee	People	Fiscal year-end	166	158	174
Number of employees by region						
Japan	Full-time employee	People	Fiscal year-end	1,086	1,092	1,128
	Full-time contract employee	People	Fiscal year-end	75	79	91
	Short-term employee	People	Fiscal year-end	63	59	64
U.S.	Full-time employee	People	Fiscal year-end	185	214	206
	Full-time contract employee	People	Fiscal year-end	0	0	0
	Short-term employee	People	Fiscal year-end	14	15	12
Asia	Full-time employee	People	Fiscal year-end	498	521	514
	Full-time contract employee	People	Fiscal year-end	3	3	3
	Short-term employee	People	Fiscal year-end	89	84	98

CSR Policy 3: Human rights and labor

Human rights and labor-related data (Number of employees by age): Results

Number of employees by age

		Unit	Calculation period Time of calculation	FY2023			FY2024			FY2025			Supplementary information (standards/methods used, preconditions, etc.)
				Total	Male	Female	Total	Male	Female	Total	Male	Female	
Number of employees—Non-consolidated basis (Some employees are not included.)		People	Fiscal year-end	1,126	735	391	1,133	736	397	1,178	756	422	Temporary employees are not included
	Under the age of 30	People	Fiscal year-end	123	72	51	119	65	54	142	80	62	
	Age 30 to 50	People	Fiscal year-end	620	413	207	627	418	209	633	416	217	
	Over the age of 50	People	Fiscal year-end	383	250	133	387	253	134	403	260	143	

CSR Policy 3: Human rights and labor

Human rights and labor-related data (Status of hiring, retention, and turnover): Results

New hires

		Unit	Calculation period Time of calculation	FY2023			FY2024			FY2025		
				Total	Male	Female	Total	Male	Female	Total	Male	Female
Japan	New graduate hires	People	Fiscal year	14	9	5	16	11	5	33	17	16
	Mid-career hires	People	Fiscal year	29	16	13	41	21	20	48	31	17
Asia	New graduate hires	People	Fiscal year	5	2	3	10	3	7	8	1	7
	Mid-career hires	People	Fiscal year	47	27	20	55	28	27	57	34	23

Note: In the United States, employees are not hired as new graduate hires or mid-career hires.

Retention and turnover

	Unit	Scope	Calculation period Time of calculation	FY2023			FY2024			FY2025		
				Total	Male	Female	Total	Male	Female	Total	Male	Female
Average years of employment	Year	Non-consolidated basis	Fiscal year	17.7	18.2	16.6	17.8	18.5	16.5	17.4	18.0	16.2
Total number of instances of employee turnover	People	Non-consolidated basis	Fiscal year	26	16	10	36	19	17	20	13	7
Voluntary turnover rate of employees	%	Non-consolidated basis	Fiscal year	2.3	2.2	2.7	3.3	2.6	4.5	1.8	1.8	1.8
Total number of instances of employee turnover	People	Consolidated basis	Fiscal year	109	-	-	121	-	-	96	-	-
Voluntary turnover rate of employees	%	Consolidated basis	Fiscal year	5.9	-	-	6.6	-	-	5.0	-	-

CSR Policy 3: Human rights and labor

Human rights and labor-related data
(Appointment of women and local hires, appointment to management positions, hiring people with disabilities): Results
Appointment of women

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
Number of women in management positions	People	Consolidated basis	Fiscal year-end	88	104	110
Percentage of women in management positions	%	Consolidated basis	Fiscal year-end	25.0	28.1	29.2

Appointment of local hires and proportion of senior management hired from the local community in overseas entities

	Unit	Calculation period Time of calculation	FY2023	FY2024	FY2025
Total number of overseas Group company officers	People	Fiscal year-end	35	35	41
Number of local officers	People	Fiscal year-end	4	4	5
Percentage of local officers	%	Fiscal year-end	11	11	12

Appointment to management positions

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
Percentage of mid-career workers in management positions	%	Non-consolidated basis	Fiscal year-end	17.7	16.8	17.6
Percentage of management positions filled by foreign nationals	%	Non-consolidated basis	Fiscal year-end	33.3	40.0	33.3

Hiring of people with disabilities

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
Percentage of people with disabilities hired	%	Non-consolidated basis	Fiscal year-end	2.7	2.4	2.3

CSR Policy 3: Human rights and labor

Human rights and labor-related data (Status of wages): Results

Salary of new employees

	Scope	Monthly wage (yen)	Comparison with the minimum wage in Tokyo (%)	Supplementary information (standards/methods used, preconditions, etc.)
Percentage of the standard new employee wage relative to the local minimum wage		-	-	Minimum wage in Tokyo (Oct. 2025): 1,226 yen 1,226 yen x 150 hours = 183,900 yen
University graduate	Non-consolidated basis	240,000	130.5%	A salary system based on grade and course has been implemented. There is no gap in terms of sex or region between employees with the same qualifications, grade, and so on. Starting salary in April 2026
Graduate school graduate	Non-consolidated basis	260,000	141.4%	A salary system based on grade and course has been implemented. There is no gap in terms of sex or region between employees with the same qualifications, grade, and so on. Starting salary in April 2026

Salary of employees in Japan by sex

		FY2023				FY2024				FY2025			
		Average annual salary (yen)	(i) Average salary of male employees (yen)	(ii) Average salary of female employees (yen)	(ii) / (i) (%)	Average annual salary (yen)	(i) Average salary of male employees (yen)	(ii) Average salary of female employees (yen)	(ii) / (i) (%)	Average annual salary (yen)	(i) Average salary of male employees (yen)	(ii) Average salary of female employees (yen)	(ii) / (i) (%)
Japan	Full-time employees	7,279,750	7,984,284	5,893,347	73.8%	7,690,450	8,388,984	6,311,363	75.2%	7,942,863	8,672,740	6,554,913	75.5%
	Non-regular employees	4,229,967	4,600,719	3,488,463	75.8%	4,301,360	4,713,066	3,571,471	75.8%	4,317,888	4,768,570	3,521,223	73.8%

Note: Non-regular employees refer to full-time contract employees, part-time contract employees, and fixed-term employees.

Human rights and labor-related data (Career development): Results

Training hours

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025	Supplementary information (standards/methods used, preconditions, etc.)
Annual training hours per employee (hours)	Yen	Non-consolidated Basis	Fiscal year	13.4	16.2	27.0	Total hours of training hosted by the Human Resources Division divided by the number of employees at the end of the period

Training cost

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025	Supplementary information (standards/methods used, preconditions, etc.)
Annual training cost per employee	Yen	Non-consolidated Basis	Fiscal year	23,110	35,138	41,640	Total education cost divided by the number of employees at the end of the period

Percentage of employees receiving regular performance and career development reviews

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
Rate of conducting evaluation interview on performance targets	%	Non-consolidated Basis	Fiscal year-end	100	100	100
Frequency of interviews	times	Non-consolidated Basis	Fiscal year-end	4	4	4

CSR Policy 3: Human rights and labor

Human rights and labor-related data (Career development): Results

Number of employees who participated in training

	Unit	Scope	FY2023			FY2024			FY2025		
			Number of participants	Male	Female	Number of participants	Male	Female	Number of participants	Male	Female
Senior management training	People	Non-consolidated basis	17	16	1	6	5	1	63	60	3
Management training	People	Non-consolidated basis	25	18	7	28	18	10	28	14	14
Training for new managerial staff	People	Non-consolidated basis	25	16	9	16	13	3	20	12	8
TH Business College (THBC)	People	Non-consolidated basis	31	27	4	20	17	3	35	25	10
Mid-career employee training	People	Non-consolidated basis	24	15	9	25	18	7	16	6	10
Internal seminars	People	Non-consolidated basis	250	123	127	204	95	109	377	223	154
Third-year training	People	Non-consolidated basis	10	6	4	10	6	4	11	6	5
New employee training	People	Non-consolidated basis	14	9	5	16	11	5	33	17	16
Compliance training (e-learning)	People	Non-consolidated basis	1,112	730	382	1,213	784	429	1,212	788	424

Human rights and labor-related data (Employee stock ownership): Results

CSR Policy 3: Human rights and labor

Employee stock ownership

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025	Supplementary information (standards/methods used, preconditions, etc.)
Number of employees participating in stock ownership	People	Non-consolidated basis	Fiscal year-end	623	627	644	
Participation rate	%	Non-consolidated basis	Fiscal year-end	56.4	56.4	55.8	Parameter: number of employees at the end of the period

CSR Policy 4: Quality safety

Target
Continuation of the ISO 9001 and FSSC 22000 certifications
Serious quality incidents resulting in market recalls (number of recalls): 0 per year

Quality and safety-related data

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
Serious quality incidents resulting in market recalls (number of recalls)	Cases	Non-consolidated basis	Fiscal year	0	0	0
Product complaints from customers	Cases	Non-consolidated basis	Fiscal year	0	7	4
Number of FSSC 22000 courses held	Times	Non-consolidated basis	Fiscal year	3	2	2
Number of employees who participated in FSSC 22000 courses	People	Non-consolidated basis	Fiscal year	58	97	59
Number of ISO 9001 internal auditor seminars held	Times	Non-consolidated basis	Fiscal year	2	2	2
Number of employees who participated in ISO 9001 internal auditor seminars	People	Non-consolidated basis	Fiscal year	77	79	44
Number of HACCP course participants (Production Division only)	People	Non-consolidated basis	Fiscal year	12	8	8

Innovation-related indicators and targets

Target	
Ratio of R&D expenses to sales	Approximately 8% on a consolidated basis
Continuation of open innovation	

Innovation-related data: Results

Innovation-related data

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
R&D expenses	Million yen	Consolidated basis	Fiscal year	5,247	5,549	5,744
Number of patent applications (domestic applications)	Cases	Consolidated basis	Fiscal year	24 (16)	35 (28)	35 (23)
Number of instances of joint research with external organizations	Cases	Non-consolidated basis	Fiscal year	15	14	14

Social contribution-related: Results

CSR Policy 6: Innovation

Social contribution-related data

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
Donations for social contributions	Yen	Consolidated basis	Fiscal year	3,985,000	8,013,000	5,646,000

Governance-related indicators and targets

CSR Policy 5: Governance - Fair corporate activity

Target	
Evaluation of the effectiveness of the Board of Directors	Once a year
Compliance comprehension test participation rate	100%
Participation rate in harassment prevention training (for new managerial staff)	100%
Internal control training (for new employees and new managerial staff)	At least once a year
Report on the progress of responses to serious risks (follow-up)	At least twice a year

CSR Policy 5: Governance - Fair corporate activity

Governance-related data: Results

Governance

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
Number of Board of Directors members	People	Non-consolidated basis	Fiscal year-end	8	10	10
Female directors	People	Non-consolidated basis	Fiscal year-end	1	1	1
Outside directors	People	Non-consolidated basis	Fiscal year-end	3	4	4
Number of auditors	People	Non-consolidated basis	Fiscal year-end	4	4	4
Female auditors	People	Non-consolidated basis	Fiscal year-end	1	1	1
Outside auditors	People	Non-consolidated basis	Fiscal year-end	3	3	3
Number of Board of Directors' meetings held	Times	Non-consolidated basis	Fiscal year	11	12	12
Number of matters resolved by the Board of Directors	Cases	Non-consolidated basis	Fiscal year	41	52	50
Number of matters reported to the Board of Directors	Cases	Non-consolidated basis	Fiscal year	50	53	49
Number of Audit and Supervisory Board meetings held	Times	Non-consolidated basis	Fiscal year	11	11	11
Number of Appointment Committee meetings held	Times	Non-consolidated basis	Fiscal year	2	3	1
Number of Compensation Committee meetings held	Times	Non-consolidated basis	Fiscal year	2	3	5

Governance-related data: Results

CSR Policy 5: Governance - Fair corporate activity

Attendance rate of directors and committee members

(Titles/posts are current as of the end of September 2025)

Name	Title/post	Number of Board of Directors' meetings held	Number of Board of Director's meetings attended	Attendance rate (%)
Takao Umino	Representative Director, Chairman & CEO	12	12	100
Kenji Hasegawa (Chair)	Representative Director, President & CEO	12	12	100
Yoshiaki Chino	Representative Director, Deputy President	12	12	100
Minoru Nakamura	Director & Senior Executive Vice President	12	12	100
Tetsuya Nakamura	Director & Senior Executive Vice President	12	12	100
Masayasu Amaike	Director & Executive Vice President	10	10	100
Shingo Ohkado	Outside Director	12	12	100
Akiko Izumi	Outside Director	12	12	100
Paul Dupuis	Outside Director	12	12	100
Yuichi Tada	Outside Director	10	10	100
Takehiro Matsumoto	Full-Time Auditor	12	12	100
Tomoyoshi Arita	Outside Auditor	12	12	100
Kazuhito Yamamura	Outside Auditor	12	11	92
Maki Suzuki	Outside Auditor	12	12	100

Governance-related data: Results

CSR Policy 5: Governance - Fair corporate activity

Dialog with investors

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
Number of briefings for institutional investors held	Times	Non-consolidated basis	Fiscal year	2	2	2
Number of IR small meetings/ individual meetings	Cases	Non-consolidated basis	Fiscal year	58	55	86

Governance-related data: Results

CSR Policy 5: Governance - Fair corporate activity

Compliance

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	FY2025
Number of whistleblowing cases	Cases	Non-consolidated basis	Fiscal year	9	12	7
Number of serious compliance violations	Cases	Non-consolidated basis	Fiscal year	0	0	0
Number of compliance-related training sessions held	Times	Non-consolidated basis	Fiscal year	4	4	4
Number of employees who participated in compliance-related training	People	Non-consolidated basis	Fiscal year	1,170	1,195	1,285
Number of serious data breach incidents	Cases	Non-consolidated basis	Fiscal year	0	0	0
Total amount of fines and settlement costs	Yen	Consolidated basis	Fiscal year	0	0	0
Related to corrupt practices	Yen	Consolidated basis	Fiscal year	0	0	0
Related to ESG issues	Yen	Consolidated basis	Fiscal year	0	0	0
Number of employee disciplinary actions and dismissals due to violations of anticorruption policies	Cases	Consolidated basis	Fiscal year	0	0	1
Political donations	Yen	Consolidated basis	Fiscal year	0	0	0

Note: Compliance violations that are not related to corporate ethics but are in violation of laws and regulations are defined as “serious compliance violations.”

Greenhouse gas emissions Verification Statement

16 March 2026

T. HASEGAWA CO., LTD.

Japan Management Association
Sustainability Center
Masahiko Maeda, Senior Executive



1. Objective and Scope of Verification

Japan Management Association Sustainability Center (JMASusC) was commissioned by T. HASEGAWA CO., LTD. (hereinafter, referred to as "the Organization") to conduct independent verification on a limited level of assurance. The scope of verification is the following greenhouse gas (GHG) emissions information within the organizational boundary*1 in its Monitoring Report (hereinafter, referred to as "the Report") from 1 October 2024 to 30 September 2025.

1) SCOPE 1 GHG emissions:

- Direct CO₂ emissions within the organizational boundary by using city gas, LPG, fuel oil A, gasoline, diesel oil as well as direct CH₄ and N₂O emissions from industrial wastewater treatment
- GHG emissions within the organizational boundary by using dry ice and HFC gas leakage

2) SCOPE 2 GHG emissions:

Indirect CO₂ emissions within the organizational boundary by using electricity

3) SCOPE 3 GHG emissions:

CO₂ emissions within the category 1, 2, 3, 4, 5, 6, 7 and 12 of SCOPE 3*2

The objective of this verification is to confirm that the GHG emissions information in the Organization's applicable scope have been correctly calculated and reported in line with the criteria of the monitoring procedure*3, and to express our views as a third party. The Organization's responsibility is to prepare the Report and report the GHG emissions information, and JMASusC's responsibility is to express our views on the GHG emissions information of the Report as a third party.

2. Procedure of Verification

GHG emissions information in the Report was verified in accordance with the requirements of ISO14064-3:2019 (Greenhouse gases Part 3: Specification with guidance for the verification and validation of greenhouse gas statements), and following processes were implemented.

- Assessment including visiting the Organization's Head Office, regarding the information to specify the GHG emissions in the Report, monitoring procedure, monitoring system and related documents
- Interviews with persons in charge of preparing the Report
- Visiting Itakura Facility of T. HASEGAWA CO., LTD. and Fine Foods Facility of T. HASEGAWA BUSINESS SERVICE CO., LTD. to confirm the monitoring boundary, the data collection processes, and to physically check monitoring points of energy supplied
- Verifying the evidence for confirmation of the accuracy of GHG emissions information by sampling

3. Conclusion of Verification

Within the scope of the verification activities employing the methodologies mentioned above, nothing has come to our attention that caused us to believe that the Organization's GHG emissions information in the Report was not calculated and reported in conformance with the criteria in all material respects.

Verified GHG emissions (t-CO ₂ e)			
	T. HASEGAWA CO., LTD.	T. HASEGAWA BUSINESS SERVICE CO., LTD.	Japan Total*6
SCOPE 1*4	6,639	1,326	7,964
SCOPE 2 Market-based*5	5,425	865	6,290
SCOPE 2 Location-based	7,222	1,087	8,309
SCOPE 3*6	182,832	1,938	184,771
Breakdown of SCOPE 3			
Category 1*3	166,799	570	167,369
Category 2	5,268	2	5,270
Category 3*3	3,086	486	3,572
Category 4*3	5,036	718	5,754
Category 5*3	709	70	779
Category 6	1,007	4	1,011
Category 7	859	81	940
Category 12	69	6	75

NOTE:

*1 : Organizational boundary :

T. HASEGAWA Group Japan Total at 8 sites

- T. HASEGAWA CO., LTD. : Head Office (including Kajicho Building and KYU Building), Osaka Branch, Nagoya Sales Office, Sapporo Sales Office, R&D Center, Fukaya Facility, Itakura Facility
- T. HASEGAWA BUSINESS SERVICE CO., LTD. : Fine Foods Facility

*2 : Overview of categories of SCOPE 3

- Category 1 (Purchased goods and services) : Purchased raw materials, sub-materials, products (except procurement from overseas group companies), tap water, industrial water, and major indirect expenses
- Category 2 (Capital goods) : Capital goods purchased or constructed (facilities, equipment, vehicles, software etc.)
- Category 3 (Fuel- and energy-related activities not included in Scope 1 or Scope 2) : Fuel and electricity consumption
- Category 4 (Transport and distribution (upstream)) :
 - T. HASEGAWA CO., LTD. : Procurement transportation, transportation and carrying from storage to other storage
 - T. HASEGAWA BUSINESS SERVICE CO., LTD. : Procurement transportation, transportation
- Category 5 (Waste generated in operations) : Industrial waste generated in operations within the organizational boundary and non-industrial waste generated within Head Office and R&D Center
- Category 6 (Business travel) : Business travel via public transportation and vehicles by employees
- Category 7 (Employee commuting) : Employee commuting to the worksites
- Category 12 (End-of-life treatment of sold products) : Disposal of packaging materials of sold products

*3 : Monitoring procedure of SCOPE 1, 2 and 3

"Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (ver.2.7)", "Database of emissions unit values for Greenhouse Gas Emissions throughout the Supply Chain (ver.3.5)", "National Institute of Advanced Industrial Science and Technology IDEA ver.3.5.1" and the "GHG monitoring procedures" prepared by the Organization

Total of the unit values below applies to Categories 1, 3, 4, and 5.

- IDEA ver.3.5.1 : ISO21930 Climate change Fossil-derived and ISO21930 Climate change LULUC(Land use and land use change)

*4 : Emission factor for city gas consumption : Emission factor under GHG emissions reporting system of Japan

*5 : Emission factor for electricity : Basic emission factor under GHG emissions reporting system of Japan

*6 : The amount of GHG emissions (t-CO₂e) is totaled including figures after decimal of each GHG emissions.

Greenhouse gas emissions Verification Statement

27 March 2025

T. HASEGAWA CO., LTD.

Japan Management Association
GHG Certification Center
Chiga Maruo, Senior Executive



1. Objective and Scope of Verification

Japan Management Association GHG Certification Center (JMACC) was commissioned by T. HASEGAWA CO., LTD. (hereinafter, referred to as "the Organization") to conduct independent verification on a limited level of assurance. The scope of verification is the following greenhouse gas (GHG) emissions within the Organizational boundary^{※1} in its Monitoring Report (hereinafter, referred to as "the Report") from 1 October 2023 to 30 September 2024.

- 1) SCOPE 1 GHG emissions;
Direct CO₂ emissions within the Organizational boundary by using city gas, LPG and Fuel oil A
- 2) SCOPE 2 GHG emissions;
Indirect CO₂ emissions within the Organizational boundary by using electricity
- 3) SCOPE 3 GHG emissions;
CO₂ emissions within the category 1, 2, 3, 4, 5, 6, 7 and 12 of SCOPE 3^{※2}

The objective of this verification is to confirm that the monitoring data in the Organization's applicable scope have been correctly calculated and reported in line with the criteria of the monitoring procedure^{※3}, and to express our views as a third party. The Organization's responsibility is to prepare the Report and report the monitoring data, and JMACC's responsibility is to express our views on the monitoring data of the Report as a third party.

2. Procedure of Verification

The Report was verified by JMACC in accordance with the requirement of ISO14064-3:2019 (Greenhouse gases Part 3: Specification with guidance for the verification and validation of greenhouse gas statements), and following processes were implemented:

- Assessment regarding the information to specify the GHG emissions in the Report, monitoring procedure, monitoring system and related documents
- Interviews with persons in charge of preparing the Report
- Verifying the evidence for confirmation of the accuracy of GHG emissions by sampling

3. Conclusion of Verification

Within the scope of the verification activities employing the methodologies mentioned above, nothing has come to our attention that caused us to believe that the Organization's GHG emissions in the Report were not calculated and reported in conformance with the criteria.

Verified GHG emissions (t-CO ₂ e)			
	T. HASEGAWA CO., LTD.	T. HASEGAWA BUSINESS SERVICE CO., LTD.	Domestic consolidated ^{※6}
SCOPE 1 ^{※4}	6,630	1,507	8,137
SCOPE 2 ^{※5}	5,396	855	6,251
SCOPE 3 ^{※6}	171,775	1,878	173,653
Breakdown of SCOPE 3			
Category 1 ^{※3}	156,484	534	157,017
Category 2	4,195	3	4,198
Category 3 ^{※3}	3,129	435	3,564
Category 4 ^{※3}	5,325	735	6,060
Category 5 ^{※3}	689	85	774
Category 6	1,038	8	1,046
Category 7	850	72	922
Category 12	66	6	72

NOTE:

※1 : Organizational boundary : T. HASEGAWA Group Domestic consolidated (Total 8 sites)

- T. HASEGAWA CO., LTD. : Head Office (including Kajicho Building and KYU Building), Osaka Branch, Nagoya Sales Office, Sapporo Sales Office, R&D Center, Fukaya Facility, Itakura Facility
- T. HASEGAWA BUSINESS SERVICE CO., LTD. : Fine Foods Facility

※2 : Overview of categories of SCOPE 3

- Category 1 (Purchased goods and services) : Purchased raw materials, sub-materials, products (except procurement from overseas group companies), tap water, industrial water, and major indirect expenses
- Category 2 (Capital goods) : Capital goods purchased or constructed (facilities, equipment, vehicles, software etc.)
- Category 3 (Fuel- and energy-related activities not included in Scope 1 or Scope 2) : Fuel and electricity consumption
- Category 4 (Transport and distribution (upstream)) :
 - T. HASEGAWA CO., LTD. : Procurement transportation, transportation and carrying from storage to other storage
 - T. HASEGAWA BUSINESS SERVICE CO., LTD. : Procurement transportation, transportation
- Category 5 (Waste generated in operations) : Industrial waste generated in operations within the organizational boundary and non-industrial waste generated within Head Office and R&D Center
- Category 6 (Business travel) : Business travel via public transportation and vehicles by employees
- Category 7 (Employee commuting) : Employee commuting to the worksites
- Category 12 (End-of-life treatment of sold products) : Disposal of packaging materials of sold products

※3 : Monitoring procedure of SCOPE 1, 2 and 3

“Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (ver.2.6)”, “Database of emissions unit values for Greenhouse Gas Emissions throughout the Supply Chain (ver.3.4)”, “National Institute of Advanced Industrial Science and Technology IDEA ver.3.4.1” and the “GHG monitoring procedures” prepared by the Organization

Total value of the unit values below are used in category 1, 3, 4, 5.

- IDEA ver3.4.1 : ISO21930 Climate change Fossil-derived and ISO21930 Climate change LULUC

※4 : Emission factor for city gas consumption : Emission factor under GHG emissions reporting system of Japan

※5 : Emission factor for electricity: Adjusted emission factor under GHG emissions reporting system of Japan

※6 : The amount of GHG emissions (t-CO₂e) are totaled including figures after decimal of each GHG emissions.

Greenhouse gas emissions Verification Statement

18 March 2024

T. HASEGAWA CO., LTD.

Japan Management Association
GHG Certification Center
Senior Executive: Masahiro Hirakawa



1. Objective and Scope of Verification

Japan Management Association GHG Certification Center (JMACC) was commissioned by T. HASEGAWA CO., LTD. (hereinafter, referred to as "the Organization") to conduct independent verification on a limited level of assurance. The scope of verification is the following greenhouse gas (GHG) emissions within the Organizational boundary^{※1} in its Monitoring Report (hereinafter, referred to as "the Report") from 1 October 2022 to 30 September 2023.

1) SCOPE 1 GHG emissions;

Direct CO₂ emissions within the Organizational boundary by using City gas, LPG and A type heavy oil

2) SCOPE 2 GHG emissions;

Indirect CO₂ emissions within the Organizational boundary by using electricity

3) SCOPE 3 GHG emissions;

CO₂ emissions within the category 1, 2, 3, 4, 5, 6, 7 and 12 of SCOPE 3^{※2}

The objective of this verification is to confirm that the monitoring data in the Organization's applicable scope have been correctly calculated and reported in line with the criteria of the monitoring procedure^{※3}, and to express our views as a third party. The Organization's responsibility is to prepare the Report and report the monitoring data, and JMACC's responsibility is to express our views on the monitoring data of the Report as a third party.

2. Procedure of Verification

The Report was verified by JMACC in accordance with requirement of ISO14064-3:2019 (Greenhouse gases Part 3: Specification with guidance for the verification and validation of greenhouse gas statements), and following processes were implemented:

- Assessment regarding to the information to specify the GHG emissions in the Report, monitoring procedure, monitoring system, and related documents
- Interviews with persons in charge of preparing the Report
- Verifying the evidence for confirmation of the accuracy of GHG emissions by sampling

3. Conclusion of Verification

Within the scope of the verification activities employing the methodologies mentioned above, nothing has come to our attention that caused us to believe that the Organization's GHG emissions in the Report were not calculated and reported in conformance with the criteria.

Verified GHG emissions (t-CO ₂ e)			
	T. HASEGAWA CO., LTD.	T. HASEGAWA BUSINESS SERVICE CO., LTD.	Domestic consolidated ^{※5}
SCOPE 1	6,477	1,442	7,920
SCOPE 2 ^{※4}	7,052	1,075	8,127
SCOPE 3 ^{※5}	144,131	1,549	145,681
Breakdown of SCOPE 3			
Category 1	129,654	499	130,152
Category 2	7,355	2	7,358
Category 3	2,880	403	3,284
Category 4	1,648	520	2,168
Category 5	721	43	763
Category 6	938	11	949
Category 7	875	68	943
Category 12	61	2	63

NOTE:

※1 : Organizational boundary : T. HASEGAWA Group Domestic consolidated (Total 8 sites)

- T. HASEGAWA CO., LTD. : Head Office (including Kajicho Building and KYY Building), Osaka Branch, Nagoya Sales Office, Sapporo Sales Office, R&D Center, Fukaya Facility, Itakura Facility
- T. HASEGAWA BUSINESS SERVICE CO., LTD. : Fine Foods Facility

※2 : Categories of SCOPE 3 are 1, 2, 3, 4, 5, 6, 7 and 12 :

○ Category 1 (Purchased goods and services) :

Purchased raw materials , sub-materials, products, tap water, industrial water, and major indirect expenses

○ Category 2 (Capital goods) : Capital goods purchased or constructed (facilities, equipment, vehicles, software etc.)

○ Category 3 (Fuel and energy related activities not included in Scope 1 or Scope 2) :

Fuel and electricity consumption reported by Scope 1,2 within the organizational boundary

○ Category 4 (Transport and distribution (upstream)) :

- T. HASEGAWA CO., LTD. : Domestic / overseas transportation, Carrying from storage to other storage
- T. HASEGAWA BUSINESS SERVICE CO., LTD. : Domestic transportation

○ Category 5 (Waste generated in operations) :

Industrial waste generated in operations within the organizational boundary and non-industrial waste generated within Head Office and R&D Center

○ Category 6 (Business travel) : Business travel via public transportation and vehicles by employees

○ Category 7 (Employee commuting) : Employee commuting to the worksites

○ Category 12 (End-of-life treatment of sold products) : Disposal of packaging materials of sold products

- ※3 : Monitoring procedure of SCOPE 1, 2 and 3 : “Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (ver.2.5) ” , “Database of emissions unit values for Greenhouse Gas Emissions throughout the Supply Chain (ver.3.3) ” and “GHG monitoring procedures” prepared by the Organization.
- ※4 : Emission factor for electricity consumption : Adjusted emission factor under GHG emissions reporting system of Japan
- ※5 : The amount of GHG emissions (t-CO₂e) are totaled including figures after decimal of each GHG emissions.