

Sustainability Communication Book 2026





Our Slogan

We Will Create a Brighter Future through Chemistry

We create new value through the power of chemistry that draws
out material characteristics, supported by our technology.
This is who we are at Nagase ChemteX.

for the future



Nagase ChemteX Sustainability Promotion

2021 Early-career and mid-career employees took the lead in launching the Sustainability Promotion Project!



We identified three materialities (material issues).

1. Transform our chemical plant into an environmentally-friendly facility
2. Create a brighter future through chemical materials and technology development
3. Create a workplace environment where employees are happy to continue working



note

◀ The story behind how they were identified, shared on our official note (Available in Japanese only)

2022-2023

Launching the Sustainability Promotion Committee!

We also created subcommittees for each materiality. This reinforced the organization and enhanced activities that deepen every employee's understanding of sustainability.



Since 2021, Nagase ChemteX has made steady progress toward a more sustainable future, guided by our slogan: "We Will Create a Brighter Future through Chemistry."



With One NCX, we aim to be a chemical company friendly to both people and the environment!

2024-2025 Launching activities with sustainability at the heart of our business!

In 2024, the Committee's functions were transferred to the management strategy meeting. Since 2025, every employee has played a leading role in giving shape to sustainability.

2025 Status

- Joined the United Nations Global Compact as Nagase ChemteX
- Issued our Sustainable Procurement Guidelines
- Awarded an EcoVadis Bronze Medal

note



◀ Our poster project to instill "One NCX" is shared on our official note (Available in Japanese only)



▲ Rating page



Aiming for the Next Stage as a Chemical Company Friendly to Both People and the Earth



Corporate Mission

We aim to enhance customer satisfaction and contribute to the creation of a better society by providing high-performance chemical products and technology.

Slogan

We Will Create a Brighter Future
through Chemistry

Representative Director,
President

Yoshiyuki Morita

In 2026, we launched our new Medium-Term Management Plan. What we aim to be is a chemical company friendly to both people and the earth.

As part of the integration of the NAGASE Group's chemical businesses, we integrated the functional dyes business of Nagase Viita Co., Ltd. in April 2025 and Fukui Yamada Chemical Co., Ltd. in April 2026, taking a new step forward.

In terms of business, we are focusing on advanced semiconductor materials that drive our growth while also fostering future businesses that contribute to the environment and to life, such as in the agri and life science fields. Going forward, we will fuse technologies across the boundaries of our sites and continue to create innovative products, so that we can always be a partner that stands alongside our customers as they grow.

We will continue to build safe workplaces where employees can demonstrate their abilities with peace of mind, and we will contribute to the realization of a sustainable society through manufacturing that is friendly to people and the earth.

Materialities

Important issues for Nagase ChemteX to work on

We have determined three materialities (priority issues we are working to handle) in order to carry out sustainable business activities.

Initiatives for each of these materialities are introduced on the following pages.

Materiality

1 Transform our chemical plant into an environmentally-friendly facility



P.6▶ Initiatives for Reducing CO₂ Emissions



Accumulating small improvements to become a “plant that thinks about the environment”

Materiality

2 Create a brighter future through chemical materials and technology development



P.7▶ Initiatives for Sustainable Resource Use



Taking on the nature positive challenge with mycorrhizal fungi. Creating the future with “tiny partners” in the soil

Materiality

3 Create a workplace environment where employees are happy to continue working



P.8▶ Initiatives for Improving Employee Engagement



Initiatives for mental and physical health. Supporting employee health and well-being to create a more comfortable workplace for everyone



Materiality 1

Transform our chemical plant into an environmentally-friendly facility

Initiatives for Reducing CO₂ Emissions



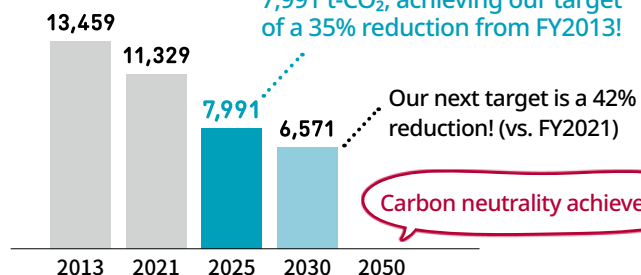
Accumulating small improvements to become a “plant that thinks about the environment”



Since 2022, the Fukui Plant has switched all of its electricity to hydroelectric power and continues to achieve zero CO₂ emissions from electricity use. Its storage battery facilities are wrapped in pictures drawn by local children, another way we make these efforts feel closer to home.

We have set out to achieve carbon neutrality (Scope 1 and 2), bringing our GHG (greenhouse gas) emissions to virtually zero by 2050. As a milestone toward this goal, we aim to reduce Scope 1 and 2 emissions by 42% from the FY2021 level by 2030, and we are working to improve energy efficiency and upgrade our facilities.

Results for 2025*



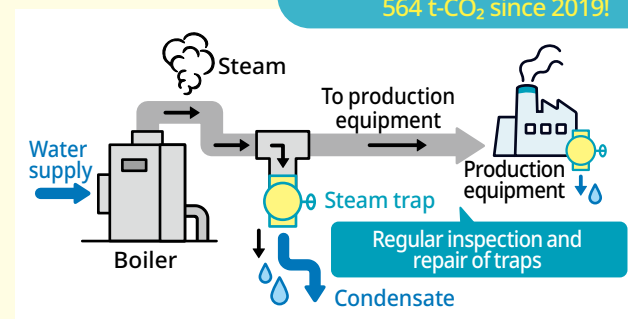
*This graph is calculated based on the scope prior to the establishment of the Fukui Plant in April 2026. The scope differs from the data on P10.

+Action!

Saving energy at the plant with a “search for waste” that starts with steam traps

At the Harima Plant, we are working to make efficient use of steam, an energy source essential to our production equipment. A steam trap is a device that sends steam generated by the boiler to the equipment, automatically discharges the condensate produced in the course of using the heat, and allows only the steam to be used efficiently. If it does not operate properly, steam is discharged along with the condensate, leading to a loss of thermal energy. Since 2019, the plant has carried out regular inspection and repair of approximately 500 steam traps, working to improve energy efficiency.

A cumulative reduction of 564 t-CO₂ since 2019!





Materiality 2

Create a brighter future through chemical materials and technology development Initiatives for Sustainable Resource Use



Taking on the nature positive challenge with mycorrhizal fungi Creating the future with “tiny partners” in the soil



Within that soil, mycorrhizal fungi (microorganisms) live in symbiosis with plant roots, delivering nutrients and water. Drawing on the knowledge of chemistry and materials design we have cultivated to date, we are advancing research to bring out the full potential of mycorrhizal fungi. We aim to achieve both agricultural production and reduced environmental impact by stabilizing yields, reducing the use of phosphate fertilizer, and curbing GHG emissions through carbon storage in the soil.

Researcher's Voice



Agricultural & Nutritional Materials Development Office,
Innovation Promotion Dept.

General Manager **Shintaro Suzuki**

I first came across mycorrhizal fungi while investigating the reuse of silica in research on resin materials. Agriculture was a field entirely unrelated to my work, but I was convinced by the symbiotic ability of these fungi to deliver nutrients to plants, and I took on the challenge of commercializing the world's first* pure culture technology. The result was amxact™, a next-generation material that helps break through soaring fertilizer prices and climate change. We will keep taking on this challenge together with everyone in the field so that it becomes established as a “standard technology” in agriculture worldwide. *According to the company's own investigation



A feature article on amxact™ is currently running in the Japanese edition of Newsweek



Question

What are mycorrhizal fungi?

A. Fungi with the potential to enable stable production while reducing reliance on chemical fertilizers

Growth comparison

▼ Without mycorrhizal fungi

▼ With mycorrhizal fungi



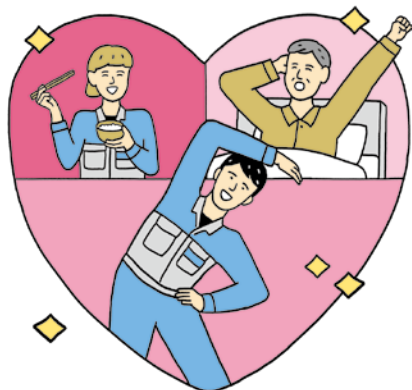
Connecting with plant roots and spreading through the soil like fine threads, they are believed to perform a variety of functions: helping plants absorb nutrients such as phosphorus, supporting the cultivation of crops resilient to stresses such as drought, and keeping soil healthy by binding soil particles together so that water and air pass through more easily.

Topics

Taking part as a supporting exhibition partner
at the Japan Pavilion, Expo 2025 Osaka, Kansai, Japan



The exhibit introduced the traditional technique of wasai (Japanese kimono sewing), which is characterized by “sewing on the premise that the garment will be taken apart,” together with the environmentally friendly, easily dismantlable adhesive technology we have developed.



Materiality 3

Create a workplace environment where employees are happy to continue working

Initiatives for Improving Employee Engagement



Initiatives for mental and physical health

Supporting employee health and well-being to create a more comfortable workplace for everyone



▲A health check with toe grip strength measurement

In FY2025, an analysis of health checkups and stress checks identified “diet” and “sleep” as key issues underpinning employee performance. Because high-quality sleep is directly linked to daytime productivity, we held a sleep seminar led by an expert. Alongside this, we are promoting the prevention of lifestyle-related diseases and boosting organizational vitality through initiatives such as serving health-conscious set meals, conducting fitness measurements, and creating opportunities for exercise through walking events.



▲Healthy set meals featuring multigrain rice are served in the company cafeteria



Public Health Nurse's Voice

Human Resources Sec.,
Corporate Administration
Div. Corporate Management Dept.

Yoko Muranaka

We will keep working to create an environment that protects mental and physical health, so that every employee can continue to work with energy and enthusiasm!

note

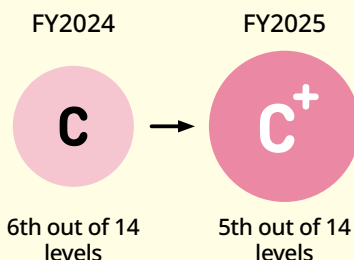


Ms. Muranaka's thoughts on “health” are shared on our official note (Available in Japanese only)

+Action!

Using an engagement survey to objectively grasp the state of the organization and connect it to dialogue

We use an employee engagement measurement and support tool provided by Atrac, Inc. to visualize the workplace atmosphere that is otherwise hard to see. By turning small realizations into action, we will continue to build a sustainable organization.



*Survey results are ranked on a 14-level scale from A to F. Our FY2025 result of C⁺ was on par with the average for other companies of similar industry and size that use the survey.

Joint evacuation drill with the local government

About 60 local residents took part

The Harima Plant has an agreement with Tatsuno City to open its site as an emergency evacuation shelter in the event of a disaster. In 2025, with the aim of raising disaster preparedness awareness, the plant held the first joint evacuation drill in the West Harima area together with the local government.



Our fourth time as a sponsor

Sports Business Contest for students



We sponsor the Victorina Himeji* Sports Business Contest. Through the contest, students develop their problem-solving and communication skills.

*Victorina Himeji, a professional women's volleyball team

note

Question

Would you like to know more about the Sports Business Contest?



A. See our official note / Information about each of the award-winning plans is also included (Available in Japanese only)

Together with the Local Community

Social contribution initiatives of Nagase Chemtex



We are working in coordination with the local community on social contribution initiatives for achieving a sustainable future society.

Topics

Holding a community-rooted illustration contest at the Fukui Plant

Through this initiative, we hope to give children an opportunity to turn their attention to their ties with the local community and society, and to think about the world around them.



Organizer's Voice

Plant Manager, Fukui Plant
Hideaki Mizukami



Supporting a football event

for people with disabilities

Aiming to realize an inclusive society, we sponsor Para Football (General Incorporated Association). We provide a place for sports exchange among people with disabilities, their families, and our employees.



Organizer's Voice

Para Football
Tsuyoshi Nakayama

As things stand, people with disabilities have even fewer opportunities to be physically active in daily life than people without disabilities. Once a month, this event offers a valuable place where all participants can move their bodies together without having to worry about their disabilities.

Nagase ChemteX Sustainability Data



Data period: April 2023 to March 2026

*In FY2025, the Okayama Plant was integrated from Nagase Viita, and Fukui Yamada Chemical became a subsidiary

*The Sakai Plant was closed in FY2024

Environment *Data boundary: Nagase ChemteX (Japan / including subsidiaries)

Electricity Consumption

Item	FY2023	FY2024	FY2025
Total electricity consumption (MWh)	15,679	15,871	21,362
Total renewable electricity consumption (MWh)	3,289	6,851	12,959

Water Resources

Item		FY2023	FY2024	FY2025
Total water with-drawal (ML)	Tap water / industrial water	47.0	43.7	104.2
	Groundwater	2,645.6	2,336.9	2,974.3
	Other	3.3	0.3	0
	Total	2,696.0	2,380.9	3,078.5
Total water discharge (ML)	Rivers	2,677.9	2,367.3	3,006.4
	Sea	0	0	0
	Sewage	9.2	8.7	68.6
	Other	0	0	0
	Total	2,687.0	2,376.1	3,075.0
Total water consumption (ML)		8.9	4.8	3.4

Greenhouse Gases

Item	FY2023	FY2024	FY2025
Scope 1* ¹ (t-CO ₂)	4,542	4,510	6,712
Scope 2* ² (t-CO ₂)	5,377	3,723	3,506* ³
Total of Scope 1 and Scope 2 (t-CO ₂)	9,919	8,233	10,218

*1 Scope 1: Direct emissions of greenhouse gases by businesses (fuel combustion, industrial processes, etc.)

*2 Scope 2: Indirect emissions from the use of electricity, heat, steam, etc. supplied by other companies

*3 A provisional FIT adjustment factor of 1.00 was used

Waste

Item	FY2023	FY2024	FY2025
General waste* ¹ (ton)	55	44	46
Industrial waste (ton)	2,127	2,961	2,803
Specially controlled waste (ton)	1,348	1,235	1,968

*1 This includes only the amount of waste that was not recycled

Human Rights & Labor *Data boundary: Nagase ChemteX (Japan / including subsidiaries)

Industrial Accidents

Item	FY2023	FY2024* ⁴	FY2025
Number of industrial accidents (cases)	5	8	10
Number of industrial accidents resulting in absence from work (cases)	1	5	0
Number of lost workdays (days)	43	29	0
Frequency rate* ¹	0.964	4.466	0
Intensity rate* ²	0.034	0.026	0
Incident rate* ³	0.971	1.431	1.678

*1 Frequency rate: Number of industrial accidents resulting in absence from work (one or more days lost from work) / Total number of hours worked × 1,000,000

*2 Intensity rate: Total number of lost workdays / Total actual working hours × 1,000

*3 Incident rate: Represents occurrence of recordable accidents per 100 employees (industrial accidents with and without absence from work)...("Number of accidents with and without absence from work" / "Total number of employees") × 100

*4 Calculation method changed to include all employees, including temporary staff

Employment

Item	FY2023	FY2024	FY2025
Total number of employees (persons)	550	549	572
Employment rate of temporary staff (%)	2.1	3.0	4.8
Employment rate of persons with disabilities* ¹ (%)	2.9	3.4	3.1
Ratio of female employees (%)	23.0	24.4	24.5
Ratio of mid-career recruitment* ² (%)	53.1	60.0	38.0
Male parental leave utilization rate (%)	75.0	80.0	71.0
Female parental leave utilization rate (%)	100	N/A	100

*1 Data from special subsidiary NAGASE MIRAI Corporation is included

*2 Disclosure of Mid-Career Hiring Ratio Based on the Act on Comprehensively Advancing Labor Measures, Stabilizing the Employment of Workers, and Enriching Workers' Vocational Lives

Health and Productivity Management*¹

Item	FY2023	FY2024	FY2025
Health checkup participation rate (%)	100	100	100
Implementation rate of required examinations (%)	100	100	100
Implementation rate of specific health guidance (%)	91.0	84.3	88.4
Stress check participation rate (%)	95.7	94.8	95.5

*1 Data from special subsidiary NAGASE MIRAI Corporation is included

Performance

Sales

27.0

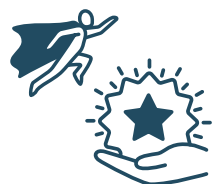
(Units: billion yen)



Operating profit

2.9

(Units: billion yen)



Operating profit margin

10.7%



R&D to revenue ratio

8.2%



Nagase ChemteX in Numbers

The following is an overview of Nagase ChemteX as of the end of March 2026. Moving forward, Nagase ChemteX will further promote its sustainability initiatives, aiming to contribute to society and to keep expanding and developing as a company that continues to be needed by the world and where people want to keep working.



Product

*According to the company's own investigation

Number of global share #1 materials*

4



Number of domestic share #1 materials*

7

Number of patents registered in Japan

150



Number of joint research projects with universities

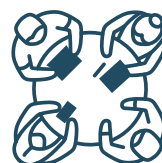
13



Company

Number of employees

572



Rate of return to work after maternity/parental leave

(male/female)

100%

Gender ratio (Male/Female)

76:24



Average number of paid leave days taken

14 Days





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<https://group.nagase.com/nagasechemtex/en/>



Nagase ChemteX is an official partner of the Shougaisha Jiritsu Suishin Kikou Association.

Cover Illustration

Paralym Art (works by artists with disabilities)

Title:
The Power of Science that
Nurtures the Future

Artist:
Tomoe Hoshino



Artist's Comments

I had in mind the message of "searching for things that are hard to see," and depicted motifs inspired by Nagase ChemteX's business along with children walking toward the future.