

# Sustainability Communication Book 2025





## 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

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"

**START 2021** *Hop!*  
Both early-career and mid-career  
employees working for the future!



After launching the Sustainability Promotion Project, we identified three material issues.

Story up to their determination shared on ▶  
our official note (Available in Japanese only)

note



**2022~2023** *Step!*

Delivering to all employees!  
Enhancing activities that deepen  
understanding of sustainability.



Launching the Sustainability Promotion Committee!  
We also created subcommittees for each materiality.  
This reinforced the organization, helping  
sustainability awareness to permeate.

## Materialities

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

**2024~2025** *Jump!*

Placing sustainability at the heart of  
our business!  
Launching initiatives with participation  
of all employees!



Committee functions transferred to the  
management strategy meeting composed  
of executives and general managers.  
Subcommittees continue activities as task  
forces.

## Message from the President

### Aiming to Be a Chemical Company Kind to Both People and the Environment

#### 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**

My name is Yoshiyuki Morita, and I was appointed Representative Director and President in April 2025. In spite of the difficulties we anticipate moving forward, we will continue to develop as a robust company that can continue to grow in any kind of environment, with being a chemical company kind to both people and the environment as the cornerstone of our management.

As the core of the NAGASE Group's production functions, our company supplies a diverse array of chemical products such as sealants for electronic components, chemicals for semiconductor and LCD applications, and industrial functional chemicals and intermediates. Through the enhancement and fusion of technologies using our unique creativity with chemical synthesis and compounding design as its foundations, we have closely supported our customers' development.

Moving forward, we will continue to refine our technological development ability as a manufacturing company, contributing to the realization of a sustainable society.

# Materialities

Important issues for  
Nagase ChemteX to work on

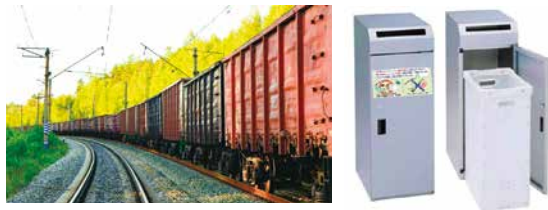
We have determined three materialities, which are priority issues we are working to handle in order to carry out sustainable business activities. Initiatives for each of these materialities are introduced on the pages below.

## MATERIALITY 1

Transform our chemical plant into an environmentally-friendly facility



### P.6▶ Initiatives for Reducing CO<sub>2</sub> Emissions



- ✧ Promoting a modal shift, aiming for sustainability logistics
- Contributing to a decarbonized society
- Office paper recycling

## MATERIALITY 2

Create a brighter future through chemical materials and technology development



### P.7▶ Initiatives for a Resource Recycling Society



- New ideas to keep resources and components from going to waste!
- Easily dismantlable adhesive

## MATERIALITY 3

Create a workplace environment where employees are happy to continue working

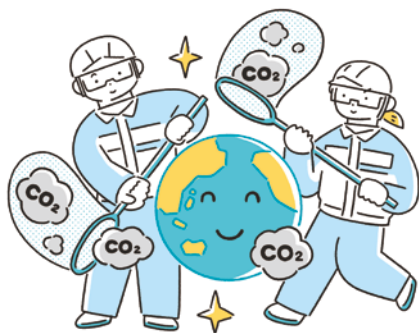


### P.8▶ Initiatives for Improving Employee Engagement



- Supporting work-life balance
- Creating a culture and environment where people respect each other and can talk freely





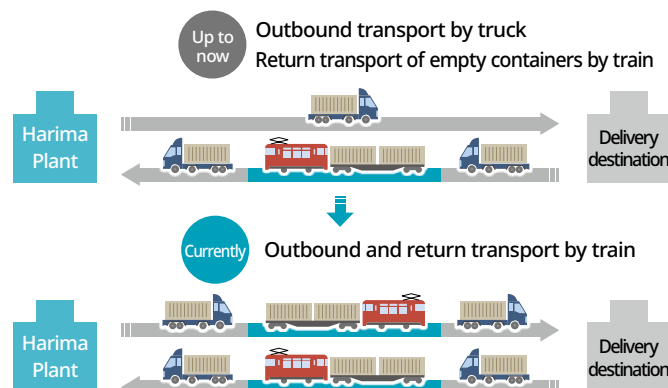
## MATERIALITY

# 1 Transform our chemical plant into an environmentally-friendly facility

### Initiatives for Reducing CO<sub>2</sub> Emissions



## Promoting a modal shift, aiming for sustainability logistics



Yearly CO<sub>2</sub> emissions reduced by approximately 24 tons  
Contributed to reducing driving hours by 1,000

We are promoting a modal shift through improved distribution routes and changing to low environmental burden transport methods.

### Promoting Member's Voice



Logistics Control Team,  
Production Management Sec.,  
Production Management Div.,  
Precision Process Materials Dept.

Hiroshi Kiyoshige

As initiatives for social issues such decarbonization promotion and lack of drivers, we achieved a modal shift in a portion of product transport between Himeji and Yamagata. This was achieved while resolving the problems of extended lead time and also improving safety measures.

## Office Papery Recycling to Contribute to a Decarbonized Society

In February 2024, this company and special subsidiary NAGASE MIRAI launched paper recycling activities for office paper used within the Harima Plant, including confidential documents.



Documents for disposal are put into a dedicated recycling box which is kept locked.

NAGASE MIRAI employees collect them.



A recycling company handles dissolution treatment.

Our office paper gets a second life as 100% recycled toilet paper.

Yearly CO<sub>2</sub> emissions reduced by approximately 1.5 tons



### Promoting Member's Voice



Beautification Maintenance Unit,  
Management Promotion Group,  
NAGASE MIRAI Corporation  
Kazuhiko Makinose

In response to employee requests, we increased the number of recycling boxes from five to ten - one year after launching the initiative. This growth reflects a steady rise in awareness of our efforts. Together with Nagase ChemteX, we will continue to actively promote office paper recycling.



## MATERIALITY

# 2 Create a brighter future through chemical materials and technology development Initiatives for a Resource Recycling Society



New ideas to keep resources and components from going to waste!  
Easily dismantlable adhesive



Due to the tightening of various regulations and the growing momentum toward a circular economy, there are increasing needs for easily dismantlable materials, especially in the automotive industry. What makes our easy dismantlable adhesive unique is that it can be cleanly removed by soaking it in a reagent (see upper left figure), leaving no residue (see lower left figure).



### QUESTION

Would you like to know more about easily dismantlable adhesives?

A. Please check the "Together with NAGASE" video on YouTube (Available in Japanese only)



This video explains the easy dismantlable adhesives in a simple way

### Developer's Voice



New Business Development Office,  
Innovation Promotion Dept.  
Hideki Kishida

We really struggled with achieving lasting adhesive properties together with ease of removal. There is increasing need for easily dismantlable materials, but in many fields recycling methods are not well-established, so I felt it was important to get involved in creating these methods. Moving forward, we will collaborate with other companies, universities, and other related parties to contribute to the development of a resource circulation society.

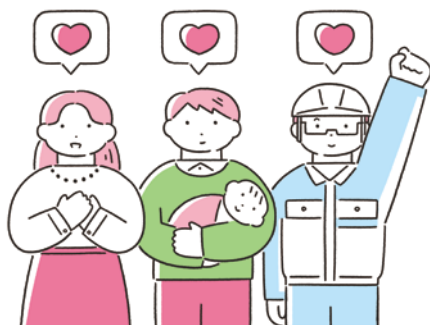
### Marketer's Voice



Marketing Sec., Business Strategy Div.,  
Advanced Materials Dept.  
Masatoshi Tomita

We strive to provide products that match the needs of our customers in terms of the materials they want to adhere, the hardness of those materials, and the required properties for the bond. Moving forward, we will carry out initiatives in coordination with the development department to meet the dual needs of adhesion and removal for various fields such as automotive, construction, medical equipment, and electronic components.





## MATERIALITY

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

## Initiatives for Improving Employee Engagement



## Supporting work-life balance



We established the "Nagase ChemteX Health Declaration" and are carrying out systematic initiatives for measures to ensure employees can stay healthy and work safely with peace of mind. As part of this, we are working to create an environment where men can also take parental leave more easily.



### User's Voice



Business Strategy & Product Management Sec.,  
Business Strategy Div., Advanced Materials Dept.

**Kazuki Nishimura**

I took parental leave to care for my second daughter. During my leave, I helped with housework and childrearing for her, and I was also able to spend quality time with my eldest daughter. I am deeply grateful for all the support I received, and I aim to contribute even more through my work, while continuing to cherish my family.

## Creating a culture and environment where people respect each other and can talk freely

To strengthen bonds within the company and foster a workplace culture where employees respect each other and feel free to speak openly, we have launched the "Thanks Card" initiative a new way for employees to express gratitude.



### User's Voice

Business Planning Team,  
Business Management Office,  
Advanced Materials Dept.

**Miho Goto**

Thanks Cards not only share messages of gratitude but also have a positive impact on the sender as well. Receiving one makes you feel special and happy, boosting your motivation to help others even more.

There's still a lot more we can do to make the work environment even better!



We provide financial support for events and meals that help employees connect and build stronger relationships. For example, some employees who usually have little interaction came together for a lunch gathering, bonding over their shared experiences as mothers of children in the same age group.





## Together with the Local Community

Social contribution initiatives of  
Nagase ChemteX

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



### Tatsuno Children's Eco Club

Since 2019, we have been providing elementary school students in Tatsuno City with learning opportunities related to the environment and chemistry. In fiscal 2024, 34 students participated.

#### Promoting Member's Voice

General Affairs Sec., General Affairs Div.,  
Corporate Management Dept.

Takayuki Terada

Participants learned how to identify delicious cherry tomatoes, conducted a light-bending experiment using humectants, and created air fresheners. While it's always a challenge to design lectures and experiments that are both enjoyable and unique to our company, seeing the joyful smiles of participants makes it all worthwhile.



### Victorina Himeji, The Consortium Universities in Hyogo

#### Sports Business Contest

Since 2022, we have supported the Sports Business Contest, providing a place where students can implement plans to solve business and social problems of Victorina Himeji.

#### Contest Executive Office's Voice



Risseisha Co., Ltd.

Jun Takeda

Students are given the opportunity to implement the plans they came up with in the professional sports field, and gain valuable experience through the practical knowledge and skills they learn from the experience. We hope to continue working together on this initiative as a sustainable industry-government-academia coalition.

#### QUESTION

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

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

note



The grand prize was awarded to a "Rogaining Event" plan

# Nagase ChemteX Sustainability Data



Data period: April 2022 to March 2025

\*Since FY2023, the Fukuchiyama Plant has been excluded following the transfer of the bio-related business to Nagase Viita

## Environment

### Electricity Consumption

Item	Units	FY2022	FY2023	FY2024
Electric power	MWh	21,485	15,655	15,855

### Water Consumption

Item	Units	Location	FY2022	FY2023	FY2024
Tap water	ton	Harima	31,116	38,412	37,696
		Fukuchiyama	115,931	-	-
		Sakai	74	193	179
		Total	147,121	38,605	37,875
Ground -water	ton	Harima	2,416,317	2,645,569	2,336,910
		Fukuchiyama	0	-	-
		Sakai	0	0	0
		Total	2,416,317	2,645,569	2,336,910
Industrial water	ton	Harima	0	0	0
		Fukuchiyama	81,023	-	-
		Sakai	6,994	8,437	5,819
		Total	88,017	8,437	5,819

### CO<sub>2</sub> Emissions

Item	Units	FY2022	FY2023	FY2024
Scope1 <sup>*1</sup>	t-CO <sub>2</sub>	5,943	4,542	4,510
Scope2 <sup>*2</sup>	t-CO <sub>2</sub>	6,716	5,377	3,723

\*1 Scope1: Direct emissions of greenhouse gases by businesses (fuel combustion, industrial processes, etc.)

\*2 Scope2: Indirect emissions from the use of electricity, heat, steam, etc. supplied by other companies

### Waste Emissions

Item	Units	Location	FY2022	FY2023	FY2024
General waste <sup>*1</sup>	ton	Harima	40	52	44
		Fukuchiyama	1.0	-	-
		Sakai	0.4	0.3	0.3
		Total	41	52	44
Industrial waste	ton	Harima	1,753	1,992	2,817
		Fukuchiyama	258	-	-
		Sakai	132	135	144
		Total	2,143	2,127	2,961
Specially-controlled industrial waste	ton	Harima	1,481	1,347	1,230
		Fukuchiyama	42	-	-
		Sakai	1.3	0.9	5.5
		Total	1,525	1,348	1,235

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

## Human Rights & Labor

### Industrial Accidents

Item	Unit	FY2022	FY2023	FY2024 <sup>*4</sup>
Number of industrial accidents	Cases	4	5	8
Number of industrial accidents resulting in absence from work	Cases	1	1	5
Number of workdays lost	Days	3	43	29
Frequency rate <sup>*1</sup>	-	0.901	0.964	4.466
Intensity rate <sup>*2</sup>	-	0.002	0.034	0.026
Incident rate <sup>*3</sup>	-	0.658	0.971	1.431

\*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... ("Number of industrial accidents" / "Total number of employees") × 100

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

### Employment

Item	Unit	FY2022	FY2023	FY2024
Total number of employees	Persons	640	550	549
Employment rate of temporary staff	%	1.3	2.1	3.0
Employment rate of persons with disabilities <sup>*1</sup>	%	2.7	2.9	3.4
Ratio of female employees	%	24.4	23.0	24.4
Ratio of mid-career recruitment <sup>*2</sup>	%	57.1	53.1	60.0
Male parental leave utilization rate	%	57.1	75.0	80.0
Female parental leave utilization rate	%	66.7	100	No applicable employees

\*1 Data from Special subsidiary, NAGASE MIRAI Corporation has been included since FY2023

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

### Health and Productivity Management<sup>\*1</sup>

Item	Unit	FY2022	FY2023	FY2024
Health checkup participation rate	%	100	100	100
Implementation rate of required examinations	%	100	100	100
Implementation rate of specific health guidance	%	74	91	- <sup>*2</sup>
Stress check participation rate	%	97	96	95

\*1 Data from Special subsidiary, NAGASE MIRAI Corporation has been included since FY2023

\*2 The figure is not able to be calculated at this time because some specific health guidance is still ongoing through FY2024

## Nagase ChemteX in Numbers

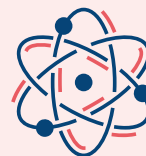
The following is an overview of Nagase ChemteX as of the end of March 2025. Moving forward, Nagase ChemteX will further promote its sustainability initiatives, aiming to contribute to society, expanding and developing as a company that continues to be needed by the world and where people want to keep working.

### PRODUCT

\*According to the company's own investigation

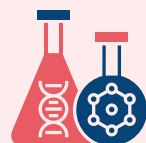
Number of  
global #1  
share  
materials\*

4



Number of  
domestic #1  
share  
materials\*

7



Number of patents registered in Japan

151



Number of joint  
research projects  
with universities

10



### PERFORMANCE

Sales

25.8

(Units: billion yen)



Operating profit

2.7

(Units: billion yen)

Operating  
profit margin

10.6%



R&D to  
revenue ratio

7.4%

### COMPANY

Number of  
employees

549



Gender ratio  
(Male/Female)

76:24

Rate of return to work after  
maternity/parental leave  
(male/  
female)

100%



Average number of  
paid leave days taken

14 days





## Sustainability Communication Book 2025

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1-1-17 Shinmachi, Nishi-ku, Osaka, 550-8668

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



### Cover Illustration

Paralym Art (works by artists with disabilities)

Name of Piece:  
Tree of Dreams

Name of Artist:  
Tomomomo



### Artist's Comments

I tried to draw a tree like a dream. If you took a nap in the shade of a tree like this, I feel like you'd have good dreams.

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