CONTENTS

2 On the Publication of Integrated Report 2025

Vision Story

- 3 The Future the Sanyo Chemical Group Aims For
- 5 Management Policy and Management Approach
- 7 Strengths of the Sanyo Chemical Group
- 9 Technological Capabilities and Business History
- 11 At a Glance
- 13 Value Creation Process
- 15 Message from the Chairman of the Board of Directors

Business Strategy

- 17 Message from the President
- 23 Special Feature: Supply Chain Management
- 29 Message from the Executive officer in Charge of Finance
- 33 Business Overview by Segment
- 35 Overview of High Value-added Products
- 37 Message from the Executive officer in Charge of R&D
- 38 R&D/Intellectual Property

Reinforcement of the Corporate Base

- 39 Message from the Executive officer in Charge of Sustainability
- 40 Respect for Human Rights
- 41 Climate Change (response to TCFD recommendations)
- 43 Message from the General Manager of the Personnel Division
- 44 HR Development
- 45 Diversity, Equity & Inclusion (DEI)
- 46 Work Style Reform
- 47 Health and Productivity Management
- **48** Occupational Safety and Health/Accident Prevention
- 49 Corporate Governance
- 54 Compliance
- 55 Risk Management
- 56 Directors, Auditors, and Executive Officers
- 59 Material Issues
- 61 Eleven-year Financial and Non-financial Summary
- 63 Stock Information
- 64 Company Overview

Editorial Policy

Organizations covered

As a rule, this report covers the entire Sanyo Chemical Group, which comprises a total of 26 companies (as of March 31, 2025)—specifically, Sanyo Chemical Industries, Ltd., 19 subsidiaries, and six affiliates.

Period covered

FY2024 (from April 1, 2024 to March 31, 2025).

However, some disclosures and business activities undertaken after April 2025 are included.

Reference materials

In editing this report, we have referred to the International Integrated Reporting Framework advocated by the International Integrated Reporting Council (IIRC) and the World Intellectual Capital/Assets Initiative (WICI), and the Guidance for Collaborative Value Creation published by the Ministry of Economy, Trade and Industry of Japan.

Overview of the Sanyo Chemical Group's Annual Reports







Integrated Report Short-, medium-, and long-term strategies

(in Japanese)
Financial information
(details)

Sustainability report
Comprehensive
disclosure of ESG
information

WEB	Securities report (in Japanese)	>
WEB	Sustainability report	>

Disclaimer

This document contains forward-looking statements regarding the plans, strategies, and performance of the Sanyo Chemical Group. These forward-looking statements are based on information available as of August 1, 2025. However, actual results may differ significantly due to economic conditions surrounding the Sanyo Chemical Group's business domains, competitive conditions, changes in product development status, related laws and regulations, exchange rate fluctuations, and other factors. Please note that factors that affect these statements are not limited to the factors above.

On the Publication of Integrated Report 2025

The Sanyo Chemical Group Integrated Report 2025 is issued with the aim of informing stakeholders of our future direction and approach as well as our strategies based thereon.

This report consists of three sections: "Vision Story," "Business Strategy," and "Reinforcement of the Corporate Base."

The Vision Story outlines what kind of corporate group the Group is. It explains our vision, values, history, spiritual pillars, management policy and approach, and strengths supporting our growth. It also includes a message from the Chairman of the Board of Directors on behalf of the Board of Directors.

The Business Strategy section reports on the progress of the New Medium-Term Management Plan 2025 ("MTP 2025"), which started in FY2023 and is in its final year. The main content is a detailed report on the progress of and outlook for the MTP 2025 through messages from the President and the Executive officer in charge of finance. It also includes a special feature on supply chain management, which is one of the key strategies of the "structural reforms," under the MTP 2025, and has the greatest potential for cash generation.

The Reinforcement of the Corporate Base section provides ESG information on strengthening the corporate base to support the Group's future growth. It also presents my message as the Executive officer in charge of sustainability as well as a message from the General Manager of the Personnel Division. The Sanyo Chemical Group's material issues are listed at the end of this section.

We hope that this report will provide an opportunity for constructive dialogue with our investors, and other stakeholders.

September 2025

Hiroyuki Susaki

Director, Managing Executive Officer in charge of Sustainability and Corporate Strategy

