



**ASAHI
YUKIZAI**



Environmental and Safety Report 2026

ASAHI YUKIZAI CORPORATION

We hereby report on our commitment and results for the environment and safety in our business activities for fiscal 2025.



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Chapter 1

Management Policy on the Environment and Safety

We have established the management policy regarding the environment and safety, and under this policy, we have set targets for each component of the environment and safety, and all of our employees are striving together to achieve the targets.



Philosophy

The Asahi Yukizai Group conducts business with safety as the top priority, and is strongly aware of its corporate responsibility to preserve the irreplaceable global environment for people, and actively and continuously practices corporate activities considering the environment, safety, and health, including the Valve & Piping Systems Division businesses as well as development, manufacture, supply, and waste disposal of products in the Resin Divisions, and the Water Treatment & Natural Resources Development Division businesses.



Policy

Conserving the environment and ensuring safety form the basis of our corporate activities.

Specific policy on our commitments

1

Promotion of environmental conservation activities

We actively endeavor to protect the environment, including addressing climate change, through all of our business activities related to the provision of products and services.

2

Promotion of safety and health activities

We strive to prevent workplace accidents through safety education, equipment safety improvement, and safety and health management.

3

Maintenance and promotion of health

We strive to create a comfortable working environment and maintain and promote health through practicing Health and Productivity Management.

4

Promotion of operational safety and disaster prevention activities

We strive to maintain stable operations and improve operational safety and disaster prevention, and ensure the safety of our employees and the local community.

5

Ensuring product safety

We ensure product safety by thoroughly improving technology and quality control at every stage, from product development to disposal.

6

Compliance with laws, regulations and commitments

We understand well and comply with the laws, regulations, and internal rules related to environmental and safety management.

Chapter 2

Key Issues Related to the Environment and Safety

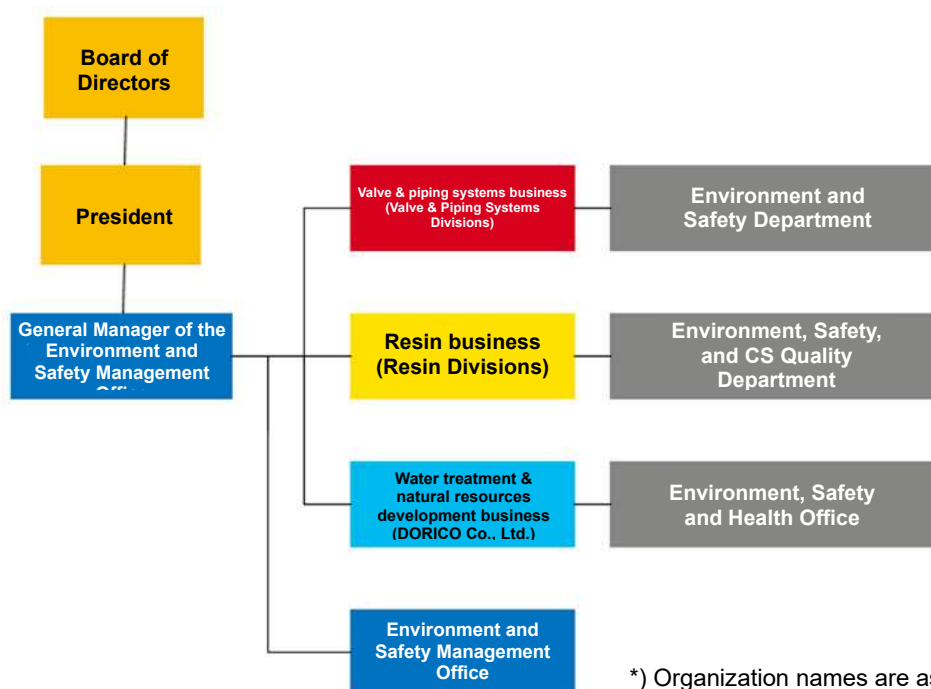
Under the “Environment and Safety Management Policy” our Group has set the following key issues, and we are endeavoring to achieve the environment and safety targets we have set for each of these key issues.

Items	Key issues
Environmental conservation	(i) Commitment to zero emissions and a circular economy (ii) Commitment to carbon neutrality (iii) Reduction of the transfer and emissions of environmentally hazardous chemical substances (iv) Effective use of water resources (v) Promotion of community contribution activities
Chemical substances	(i) Appropriate management of hazardous chemical substances in production activities (ii) Reduction of the environmental impact by chemical substances (iii) Reduction or elimination of hazardous chemical substances contained in products, etc.
Occupational safety, health and well-being	(i) Promotion of 5S activities (organization, good order, cleaning, cleanliness, discipline) (ii) Pursuit of intrinsic safety for equipment and machinery through risk assessment (iii) Implementation of voluntary safety activities through the initiative of managers and supervisors (iv) Daily safety activities “education, HHK (near-miss concern), KYT (Hazard prediction training)” (v) Promotion of health maintenance and improvement through the Health and Productivity Management promotion project
Operational safety and disaster prevention	(i) Improvement of the level of operational safety and disaster prevention management to maintain stable operations (ii) Infectious disease countermeasures (iii) Implementation of effective on-site training for emergencies

Chapter 3

Internal Promotion System for Environmental Issues and Safety

Our Group oversees environmental and safety activities under the supervision of the General Manager of the Environment and Safety Management Office.



*) Organization names are as of March 2026.

Chapter 4

In-house System for Promoting the Health and Productivity Management

We launched the “Health and Productivity Management Promotion Project” in FY2023, and have been focusing on improving our organizational structure to protect the physical and mental health of our employees.



Chapter 5

Basic Policy on Product Safety

Our Group strives to provide products and services that satisfy our customers through “reliable quality” and “sincere response” and aims to contribute to the happiness of people and the development of society through the provision of superior and safer products and services.

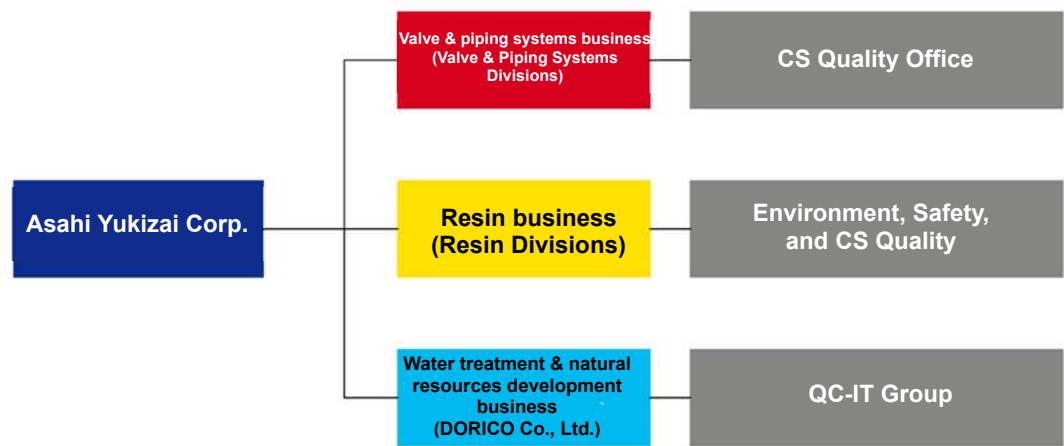
Basic policy on product safety

We contribute to human happiness and social development by creating superior, safer products that earn customers' trust and satisfaction.

- Develop products from the customer's perspective.
- Improve skills and ensure quality control for manufacturing.
- Develop sales activities to ensure the correct and safe use of products.
- Consider the impact on the environment and safety at all stages from the end of the product's useful life to disposal.

Internal Promotion System for Product Safety

We have established a quality assurance department within our business division to create a quality assurance and product safety system based on the ISO 9001 quality management system and are manufacturing products that are useful for customers.



*) Organizational division names are as of March 2026.



We are striving for continuous environmental conservation on the basis of the ISO 14001-based environmental management system. We have already implemented various measures including reduction of energy consumption, lowering of per-unit consumption of energy, and reduction of waste.



Chapter 1

Zero Emissions and a Circular Economy

Based on the 4Rs (prevention, reduction, reuse and recycling), which are typical activities for reducing industrial waste, we are promoting the reduction of total industrial waste emissions, the effective use of generated industrial waste, and the reduction of industrial waste directly sent to landfill from the total emissions (zero emissions).

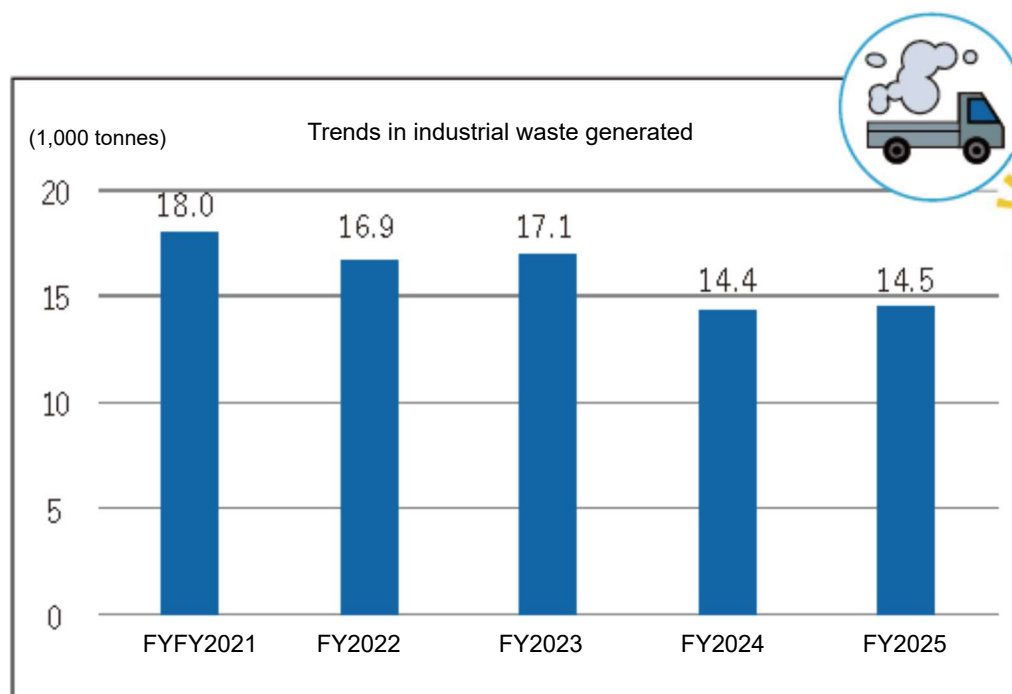
Our main activities to promote the reduction of direct landfill disposal, etc. include:

- Thorough implementation of the 4Rs (prevention, reduction, reuse and recycling)
- Converting industrial waste into valuable resources by separation
- Exploring needs for effective use in the marketplace.

Furthermore, we will strive to reduce the rate of direct landfill disposal, which has a large environmental impact, to 1% or less in the future.

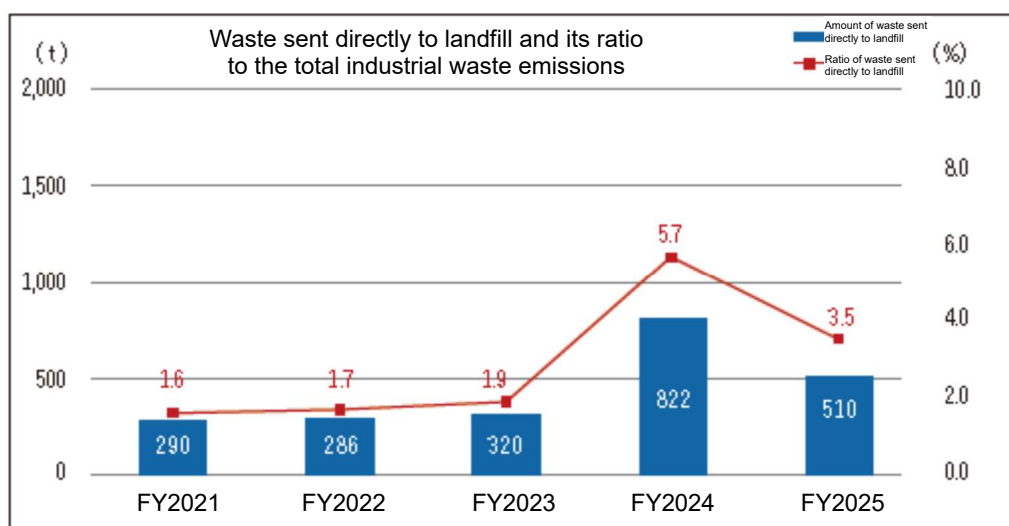
• Total industrial waste generated

Total industrial waste generated in FY2025 amounted to 14.5 thousand tonnes, showing little changes from FY2024 and remaining at approximately the same level as the previous year. While the number was kept at the previous year's level, we will continue striving to promote more effective use of resources and prevent the generation of industrial waste to further reduce waste emissions.



- **Wastes directly sent to landfill as a proportion of the total industrial waste generated**

Wastes sent directly to landfill in FY2025 decreased by 312 tonnes compared with FY2024, and the direct landfill disposal rate (the ratio of waste sent directly to landfill to the total industrial waste generated) also dropped by 2.2 percentage points. Some industrial waste treatment companies that had handled resource recovery stopped accepting waste in FY2024. Until new contractors could be secured, we had no choice but to send some waste that had previously been recycled directly to landfill. As a result, direct landfill disposal increased in FY2024. In FY2025, however, we secured new contractors and promoted resource recovery, leading to reductions in both the amount and rate of direct landfill disposal.



Chapter 2

Carbon Neutrality

Under the Act on the Rational Use of Energy and the Promotion of Non-Fossil Energy, commonly known as the Act on the Rational Use of Energy, we have been designated as both a “specified business operator” and a “specified shipper.” Accordingly, we submit medium- to long-term plans and periodic reports on our use of electricity and thermal energy, as well as on energy use for freight transportation, to the Kyushu Bureau of Economy, Trade and Industry each year.

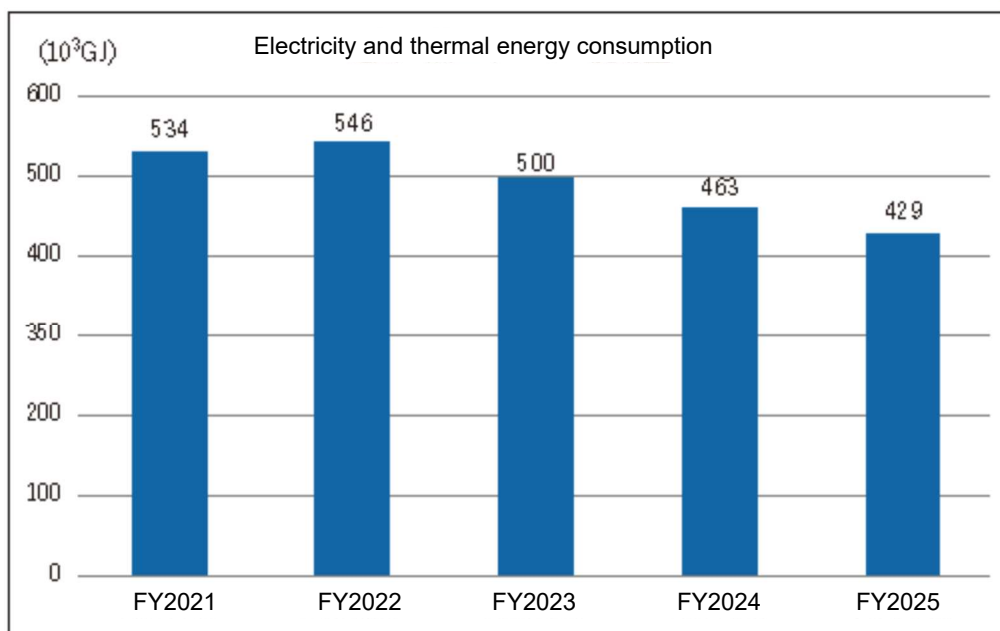
The specified business operators are required to make efforts to reduce their per-unit electricity and thermal energy consumption by at least 1% as an annual average over medium to long terms, and the specified shippers are required to make efforts to reduce their per-unit energy consumption for freight transportation by at least 1% as an annual average over medium to long terms.

At the same time, aiming at a 42% reduction of the greenhouse gas (GHG) emissions (of Scope 1 and Scope 2) compared with FY2021 by FY2030, we have actively promoted various energy saving activities including conversion of the fuel used for our facilities, replacement of facilities with those having higher efficiency, shift to the electric power with smaller per-unit emission and increases of the efficiency of transport. In FY2026, furthermore, we will start our new mid-term management plan (GNT2030). Although it is possible that our GHG emission will increase as a result of our business expansion, construction of new factories, and others, we will reinforce our commitment to reduce the environmental burden even more and will continue reducing GHG emission.



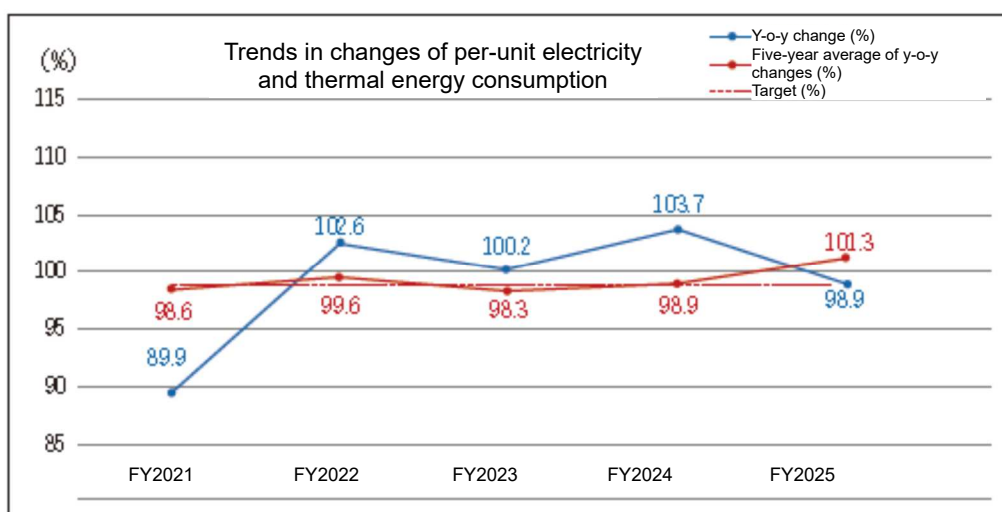
Electricity and thermal energy consumption

The usage of electricity and thermal energy at each of our factories in FY2025, as calculated in accordance with the Act on the Rational Use of Energy, was approximately 429,000 GJ, a decrease of about 34,000 GJ (7.4%) compared with the preceding fiscal year.



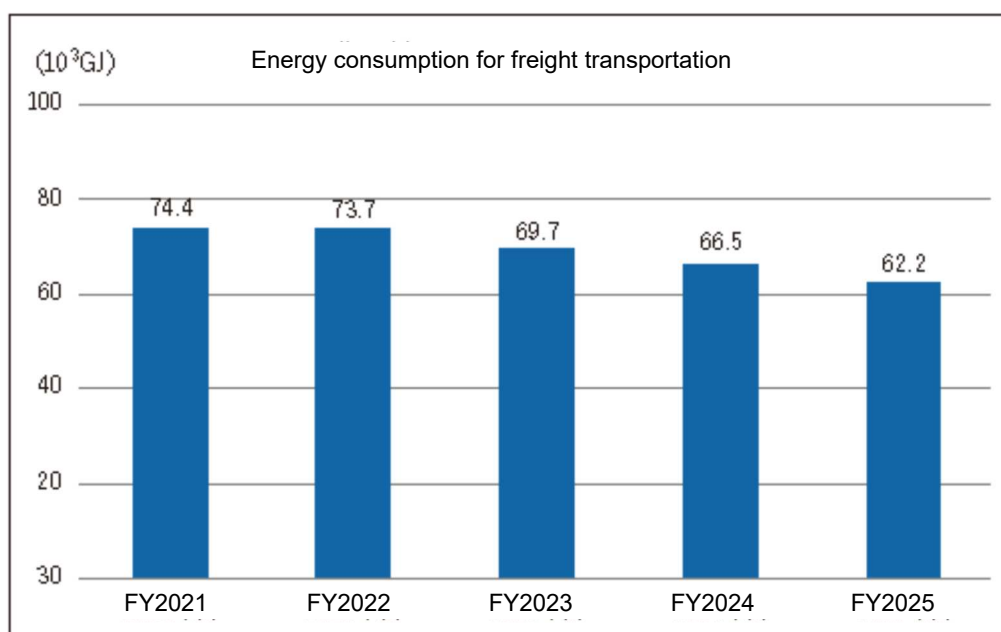
Per-unit electricity and thermal energy consumption

Per-unit electricity and thermal energy consumption decreased 1.1% in FY2025 compared with the preceding fiscal year. In terms of the five-year average of the changes in per-unit consumption, however, we failed to achieve the targeted 1% reduction under the influence of FY2022-2024 situation. In FY2026, we will continue endeavoring to raise the efficiency of electricity and thermal energy consumption so that we will succeed in achieving the aim of the obligation for the specified business operator to strive hard to achieve under the Act on the Rational Use of Energy.



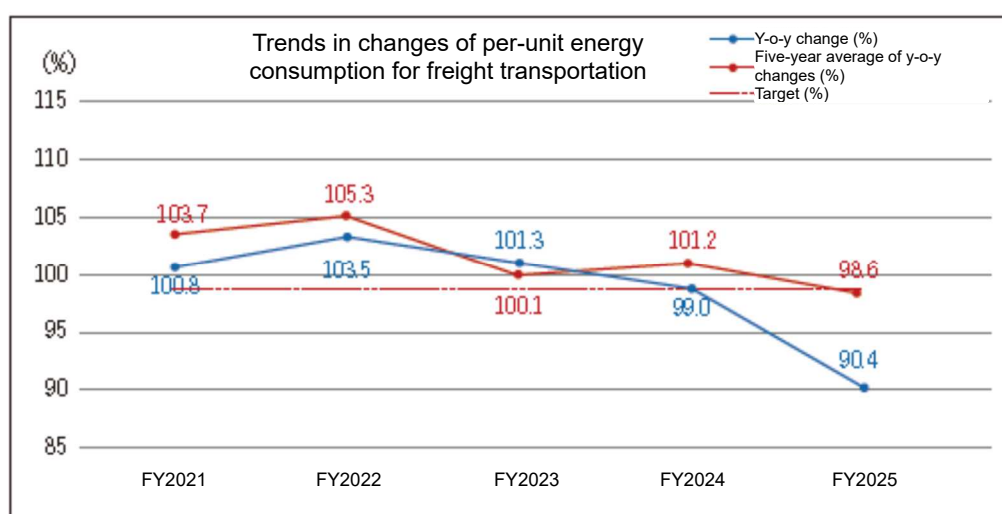
- **Energy consumption for freight transportation**

The energy usage for freight transportation at each of our factories, calculated based on the Act on the Rational Use of Energy, was about 62.2 thousand GJ in FY2025, a decrease of 4.3 thousand GJ (6.5%) compared with the preceding fiscal year.



- **Per-unit energy consumption for freight transportation**

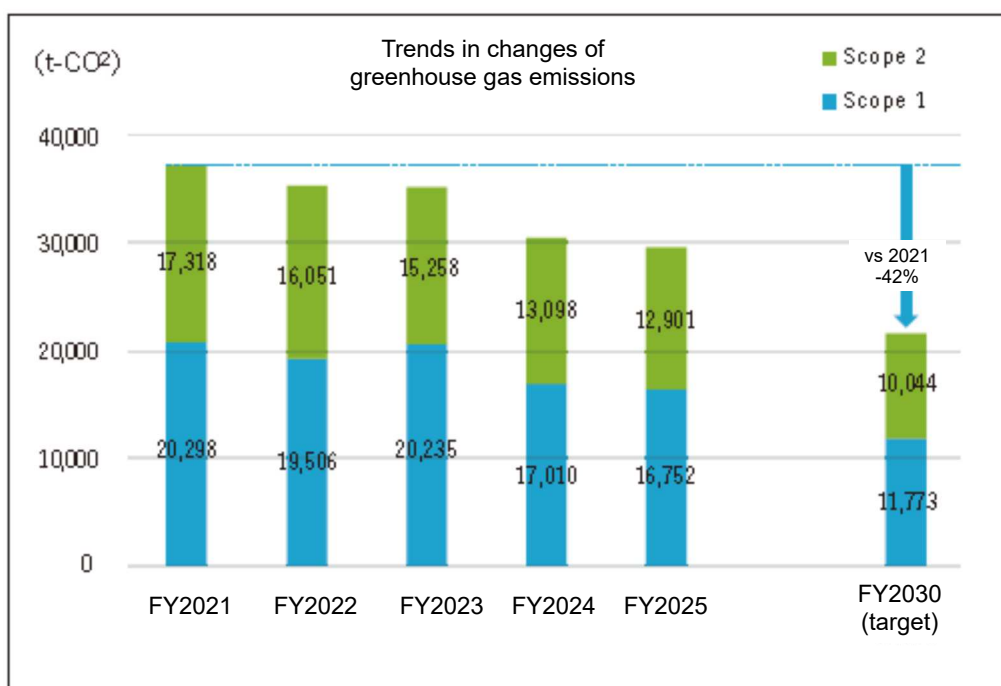
In FY2025, per-unit energy consumption decreased 9.6% compared with the preceding fiscal year. Meanwhile, the five-year average of the changes in per-unit consumption proved to be 98.6% (i.e., a reduction of 1.4%), so we succeeded in achieving the 1% reduction we had been required to realize. We will, in FY2026, continue striving to increase the efficiency of transportation so that we will succeed in fulfilling the obligation of making efforts imposed on specified shippers under the Act on the Rational Use of Energy.



• Greenhouse gas emissions

In FY2025, our greenhouse gas (GHG) emissions, calculated in accordance with the GHG Protocol, totaled 16,752 t-CO₂ for Scope 1 and 12,901 t-CO₂ for Scope 2. Combined Scope 1 and Scope 2 emissions amounted to 29,653 t-CO₂, a decrease of 1.5% from FY2024 and 21% from FY2021.

Furthermore, aiming at promoting decarbonization of the electricity we use, we make good use of the Non-Fossil Fuel Certificate, in addition to introduction of electricity of renewable energy. With these, we realize both the practical reduction of CO₂ emission caused by our use of electricity and increase of the ratio of renewable energy.



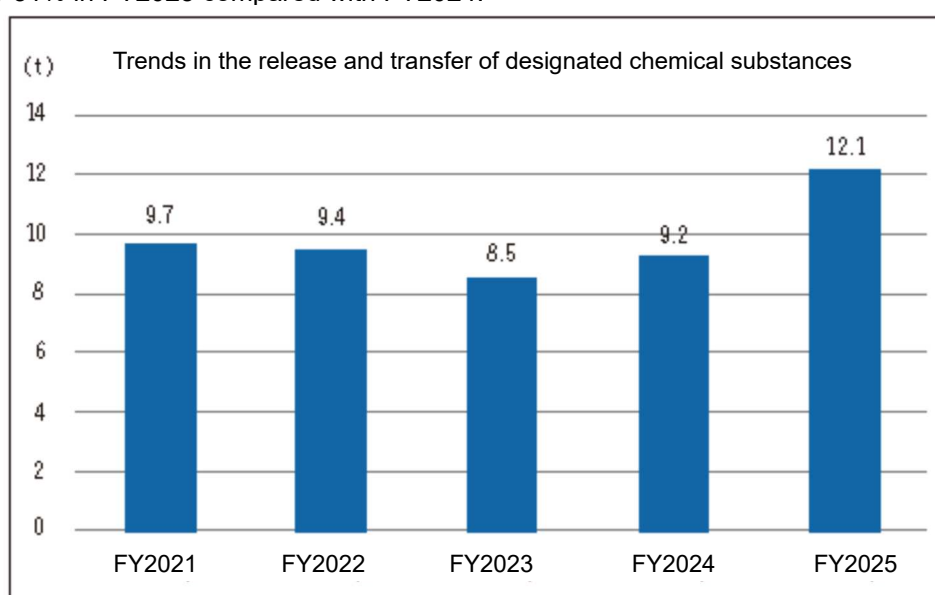
Chapter 3

Reduction of Releases and Transfers of Chemical Substances with a Significant Environmental Impact

We have been endeavoring to reduce the emissions of waste for which raw materials containing designated chemical substances are used, based on the Act for the Promotion of Chemical Substance Management (Act on the Promotion of the Improvement of Management and the Grasp of the Amount of Release of Specific Chemical Substances into the Environment). In the future, we will continue to properly manage designated chemical substances and strive to further reduce their emissions to the environment and their transfer.

- Release and transfer of designated chemical substances**

The amount of our emission (amount released to the atmosphere or to the area of water for public use) and transfer (amount contained in the wastes we emit) of designated chemical substances increased approximately 31% in FY2025 compared with FY2024.



Designated chemical substances we manage based on PRTR

Factory	Names of the specified chemical substances
Nobeoka Factory	Dicyclopentadiene, organotin compounds, styrene, lead and its compounds, methylenebis (4,1-phenylene)-diisocyanate
Aichi Factory	Zinc water-soluble compounds, bisphenol A, epichlorohydrin, 2,4-xyleneol, 2,6-xyleneol, xylene, cumene, glyoxal, cresol, 1,4-dioxane, N,N-dimethyl formamide, dioxins, hexamethylenetetramine, triethylamine, 1,2,4-trimethylbenzene, 1,3,5-trimethylbenzene, naphthalene, phenol, formaldehyde, manganese and its compounds, methylnaphthalene, lead and its compounds, methylenebis (4,1-phenylene)-diisocyanate, tributyl phosphate
Tochigi Factory	Organotin compounds, dioxins, hexamethylenetetramine, lead and its compounds
Hiroshima Factory	Dioxins, hexamethylenetetramine

*) PRTR stands for Pollutant Release and Transfer Register. The PRTR system is designed for collecting, compiling and publishing data on the amounts of chemical substances designated by the PRTR Law released into the environment or transferred off-site in waste, along with their sources.

- Prevention of CFC leakage**

We have been striving to prevent the leakage of CFCs by complying with the CFC Emission Control Act, including thorough inspection and maintenance of CFC equipment and thorough recovery at the time of disposal of such equipment, and by promoting the use of non-CFC equipment, such as control panel coolers.

Chapter 4

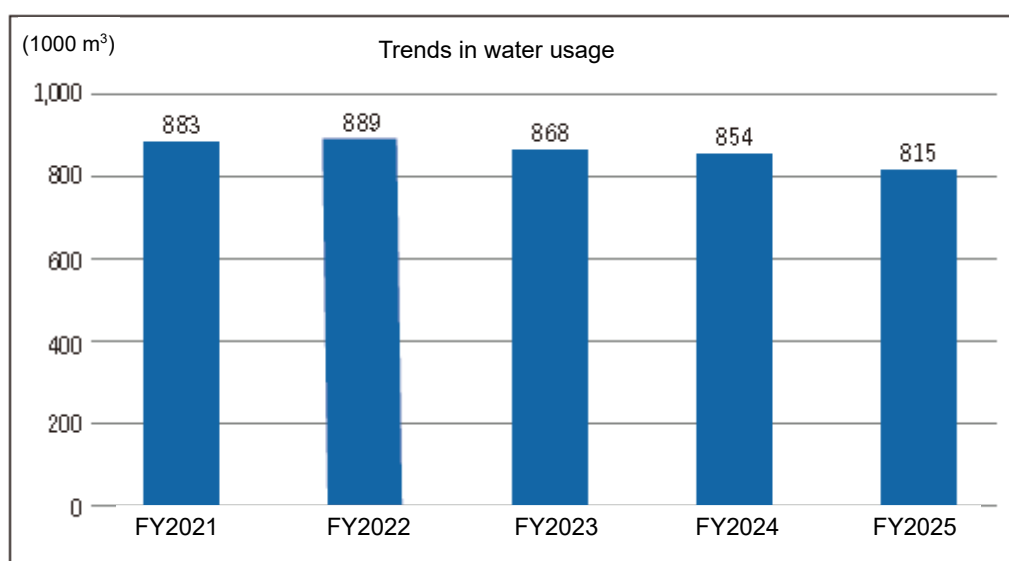
Effective Utilization of Water Resources

The water used at our factories, etc., includes industrial water, groundwater and tap water, depending on the use. The main use of water is for cooling manufacturing equipment, so water usage depends on production volume. Under such circumstances, we are striving for efficient use of water resources and reduction of water usage through recycling, reuse, and other measures.



- Status of use of water resources**

The amount of water used in FY2025 decreased 4.6% compared with FY2024. We will continue striving for their efficient use to promote preservation of water resources.



Chapter 5

Disclosure of Environmental Information

- CDP 2025**

We, Asahi Yukizai, obtained a score “B-” in the 2025 report on climate change published by CDP, an international, environmental nonprofit organization.

CDP is an international nonprofit organization that evaluates corporations’ or municipalities’ strategies and commitments regarding climate change, forests, water resources and others to promote disclosure of information. It collects information on a worldwide scale and tabulates and analyzes it so that it evaluates it in eight grades, A, A-, B, B-, C, C-, D and D-. In 2025, more than 22,100 companies worldwide disclosed their environmental data through CDP, including approximately 2,100 Japanese companies covering 73% of companies listed in the Prime Market of the Tokyo Stock Exchange.

The score “B-” is positioned at the *management level* according to the CDP’s evaluation standards. It indicates that we are at the stage where we properly recognize our environmental risk including climate change along with its effects, and implement specific measures.

Environmentally Beneficial Products of Asahi Yukizai

We have been promoting development and supply of the products which will contribute to reducing environmental burden and realizing sustainable society. Besides our product designing that may contribute to resource conservation and extension of product lives, we have been striving to raise the efficiency of resource usage and to reduce waste with RCS (resin coated sand), the mainstay product of our resin division, through promotion of recycling usage over a number of years. Through these environmentally beneficial products, we aim to reduce environmental impact throughout the product lifecycle and contribute, together with our customers, to a circular and decarbonized society.

• Our commitment to develop resin with biomass materials

We manufacture and develop phenolic resin binders for molds that are used in casting process. As part of our commitments to realize the sustainable society, we are promoting development of products for which non-petroleum biomass raw materials are used.

We have recently developed a phenolic resin adhesive of environmentally friendly type whose percentage of biomass component has been raised to 20-40%, exploiting our original technique of resin synthesis and compounding. These products contribute to effectively utilizing the resources that had formerly been discarded, besides reduction of the petrochemical raw materials used. Our intention is to be helpful in the realization of carbon neutrality and preservation of global environment, through reducing environmental burden and promoting recycling of resources.



Biomass-modified resin for making molds used in shell mold casting

バイオマス変性
シェルモールド鋳型用樹脂



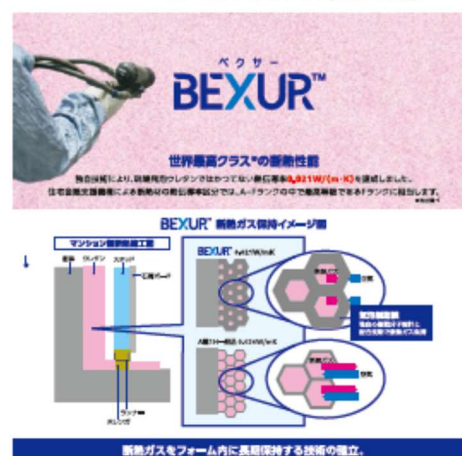
Biomass-based resin for cold-box molds

コールドボックス鋳型用樹脂

• BEXUR™ --- On-site foaming urethane heat-insulation material

With our new product BEXUR™, an on-site foaming urethane heat-insulation material, the Energy Conservation Center, Japan (ECCJ), a general incorporated foundation, awarded us the ECCJ Chairman's Award, in the product/business model division of the fiscal 2025 Energy Conservation Grand Prize supported by the Ministry of Economy, Trade and Industry.

The characteristic of the product, the world's highest standard in heat-insulating efficiency (thermal conductivity of 0.021W/(m·K)) has highly been evaluated in that it significantly contributes to the increasing of energy-saving efficiency of houses. The commendation ceremony was held in Tokyo on January 28, 2026.



• D-Ana™Pro --- Anaerobic water treatment system

The D-Ana™Pro, an anaerobic water treatment system of DORICO Co., Ltd., one of our group companies, can effectively treat high concentration organic wastewater and contribute to reducing the environmental burden. It is suitable for treatment of organic wastewater generated in the food processing and fermentation brewing fields and realizes both compatibility with wastewater standards and reduction of treatment costs. It has the feature of decomposing organic substances in wastewater by making the wastewater efficiently contact the anaerobic microbes in the reaction tub thanks to its structure of making the wastewater flow upward. In addition, since the system can effectively utilize the methane gas, which is generated in the treatment process, as biogas, it also contributes to creation of renewable energy and to reduction of greenhouse gas emissions. Furthermore, its airtight structure curbs generation of smell: Influence on the surrounding environment is considered.



System of the D-Ana™Pro

In the Asahi Yukizai Group, our behavior is based on the view that the first priority should be given to safety. As key activities, based on the four perspectives, “Mental and physical health development,” “Safe human development,” “Safe workplace development,” and “Comfortable work environment development,” we are striving to prevent work-related accidents by implementing specific safety activities, including “Maintain and promote both physical and mental health through the integration of employees and the company,” “Promote communication for safety,” “Achieve inherent safety through 5S, risk assessment and equipment improvement,” and “Actively improve the workplace environment through the efforts of everyone.”

Chapter 1

Efforts Toward Safety and Health Activities

We held the Safety and Health Round in our Hiroshima Factory, followed by Aichi, Tochigi and Nobeoka Factories during the June-July 2025 period. The “Safety and Health Round” is the engagement in which members of the management patrol the actual sites of factories so that they directly check issues or points to be improved at the sites and, at the same time, they have discussion with employees to listen to the voices of the actual workplaces: We have been conducting it continuously on an annual basis.

The theme for FY2025 was “Take measures for safety, take measures for health ahead of others”: The round was held aiming at creation of the safe, secure and comfortable workplace in anticipation of *no accidents*. In the round, importance was attached to the fact that the top management had deeper understanding of the actual sites of business, which would result in making speedy management decisions. At the same time, we spent more time for conversation with employees than for giving explanations: Views were exchanged mainly on the issues the actual sites of business had, such as danger, heat, uncomfortableness and insanitariness.



Scenery of the Round (Hiroshima)



Scenery of the Round (Aichi)



Scenery of the Round (Tochigi)



Scenery of the Round (Nobeoka)

National Safety and Health Convention

In April 2026, the 21st National Safety and Health Convention was held with the keyword “Reconstruction of the safety culture and the health culture” at the main venue in the Aichi Factory. On the day of the Convention, business bases of the Asahi Yukizai Group were connected via a web conference system so that all the companies shared information on the commitment to secure safety and health.

We invited Dr. Hiroshi Yamato of the University of Occupational and Environmental Health, Japan, for the first special lecture, to speak with the theme of “What are necessary for prevention of occurrence of cancers --- “One No, Two Lesses, and Three Mores” (*ichimu, nisho, santa*) approach.” He emphasized the importance of One No (no smoking/passive smoking), Two Lesses (less food and alcohol), and Three Mores (more physical activity, rest and social interaction). He offered an opportunity to re-recognize the effectiveness of supporting no smoking moves, as, in connection with our commitment to stop smoking, he gave concrete explanations on the use of nicotine gum and nicotine patches.

In the second special lecture, Mr. Masahiko Hara of Plus Drive delivered a lecture on “Implementation of the 5S activities ahead of others to prevent occurrence of accidents --- the real meaning of the “5S” which we can learn at the Toyota’s actual business sites.” He explained about respective elements of the 5S (Japanese abbreviation for organization, good order, cleaning, cleanliness and discipline) citing concrete examples. He emphasized the importance for the managers and supervisors taking the initiative in firmly incorporating the 5S into business processes, based on the Three-Gen Principle: genba, genbutsu, and genjitsu, meaning the actual workplace, actual items, and actual facts.

At the close of the Convention, business divisions and group companies reported on their cases of safety activities: It proved to have offered an opportunity to renew our awareness of safety and, simultaneously, to learn the commitments of other divisions.



Poster indicating the policy for safety activities

Special Lecture 1



Dr. Hiroshi Yamato, Professor of the University of Occupational and Environmental Health, Japan

Special Lecture 2



Mr. Masahiko Hara, Plus Drive K.K.



Scenery of the National Safety and Health Convention

The DORICO Group

In July 2025, DORICO Co., Ltd. held on a grand scale the regular general meeting of “DORICO Association for the Protection of Safety and Health” and the “DORICO Group Safety and Health Convention” at Bellesalle Yaesu in which 104 people participated from 86 cooperative companies. On the day, a safety lecture was given, safety awards were presented, and the results of the safety slogan vote were announced, followed by a safety declaration.



Scenery of the DORICO Co., Ltd.'s Safety and Health Convention



The safety slogan adopted

- **AI Telematics System**

Aiming at raising the degree of safety at the time of driving company cars, in December 2025 we started step-by-step introduction of the AI telematics system for our company cars. The system monitors drivers' motions by AI technology to visualize their dangerous driving behaviors, such as drowsy driving and using or looking at a smartphone while driving: It will significantly contribute to creating an environment in which employees can perform business even more safely.

- **Safety education utilizing videos**

Aiming at increasing employees' awareness of safety and preventing occurrence of work-related accidents, we started in FY2025 a company-wide safety education program for which the on-line educational platform is utilized. On the platform, video materials specializing in workplace safety and health are provided in multiple languages that allow us to learn dangerous factors and appropriate countermeasures in an easy-to-understand style based on the actual examples. By watching the videos, which are easily understood in a short time, employees can have concrete pictures of the risk that may be incurred in their workplaces, which can lead to voluntary behaviors for safety. We will continue further improving our educational programs and maintain our commitment to realize the workplace environment where all the employees can work with a sense of security.



Chapter 2

Work-related Accidents

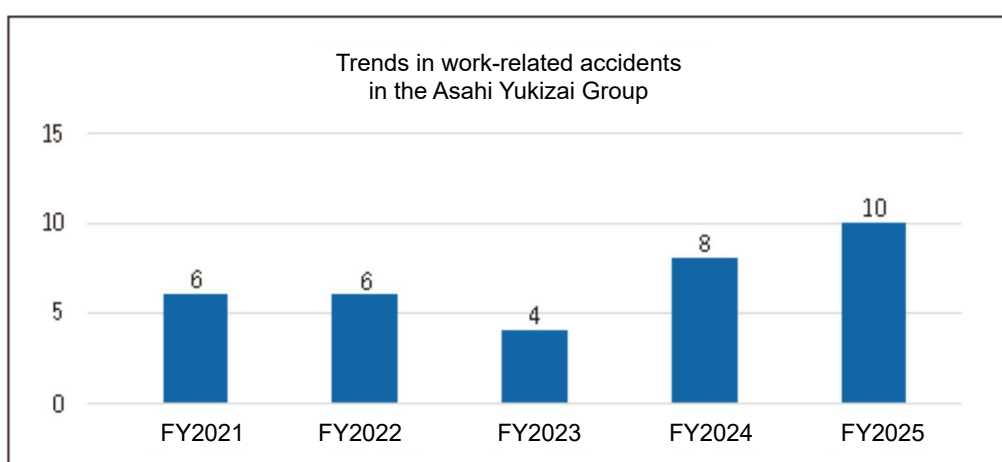
The number of work-related accidents resulting in lost-time injury (LT) in FY2025 across the entire Group increased to 10, compared with FY2024 (8 cases). Consequently, the frequency rate of LTI turned out to be 2.29, surpassing that of FY2024 of 1.78. Major factors contributing to these accidents included failure to follow work procedures thoroughly and insufficient attention: The figure is large when compared with the industry average (manufacturing industry).

We will therefore continue strengthening education and enlightenment activities aiming at prevention of accidents and improving the workplace environment, so as to achieve greater safety.

*) Work-related accident: An accident arising out of or in the course of work.

Lost-time injury (LTI): A work-related accident that results in one or more days away from work.

Lost-time injury frequency rate: The number of LTIs per one million hours worked.



		Actual value				
		FY2021	FY2022	FY2023	FY2024	FY2025
Number of lost-time injuries	Asahi Yukizai Corp.	3	1	0	4	4
	Group companies	3	5	4	4	6
	Consolidated total	6	6	4	8	10
LTI frequency rate	Asahi Yukizai Corp.	1.75	0.54	0.00	1.74	1.74
	Group companies	1.55	1.45	0.91	1.78	2.29
	* Average for manufacturers	1.31	1.25	1.29	1.30	1.33
	* Average for the plastic manufacturing industry	1.35	1.21	1.19	1.41	1.42

*) Figures represent fiscal year-based data (from April to March next year)

Only the average frequency rate of LTI in the plastic manufacturing industry is based on a survey of the period from January to December each year. The source of the average frequency rate of LTI in the plastic manufacturing industry is the Survey on Industrial Accidents (Ministry of Health, Labor and Welfare).

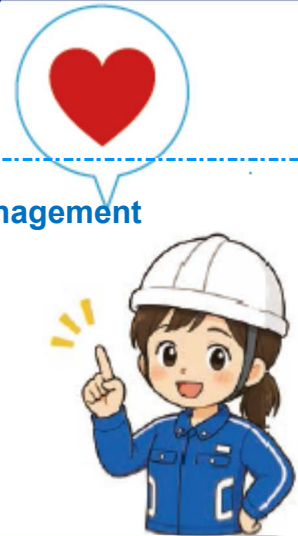
Chapter 1

Commitment to Health Maintenance and Promotion

- Establishment of the KPI for the Health and Productivity Management

To further improve employees' physical and mental health, we have established a KPI (key performance indicator) with the situation in 2030 in sight. We will strive to improve the situation while placing emphasis on three domains which have big issues to be solved, i.e., *smoking, sleeping and exercise*.

Employees' health is directly connected with the increase in productivity as well as sense of fulfillment and happiness of each one of the employees. On this idea, we will continue carrying out our "health and productivity management."



Let's work together to achieve these numerical targets.



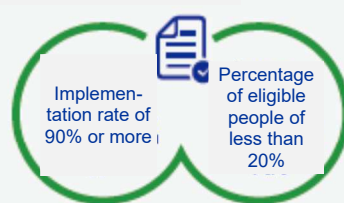
Smoking rate



People getting enough sleep (sleeping for six hours or more)



People walking for one hour or more each day (8,000 steps or more)



Metabolic syndrome-specific health guidance

Percentage of eligible people of less than 20%

Targeted vision: A company in which all the working colleagues play the leading roles and work vividly through safety and security of physical and mental health

- Commitment to stop smoking

As part of the efforts to create healthy workplace environment, we will introduce the target of "No Smoking during Working Hours" step by step in three years from FY2025. This initiative will be implemented gradually while providing employees with appropriate support. Directors and officers took the initiative and started to practice it in November 2025 and the scope of eligible members was expanded to include managerial staff members in April 2026. It is targeted that all members in the company will be covered by FY2028.

As the smoking rate and influence of passive smoking are cited as our employees' health-related issue, we provide measures to support anti-smoking campaign, striving to realize safe and secure workplace environment where we can work in healthful conditions.

健康で快適な職場環境づくりに向けた段階的な禁煙の数値について

健康な未来へ共に一歩前進

中野CEOメッセージ

禁煙化の方針

- ① 基本的な考え方
全ての社員の健康を守る為に3年かけて就業時間禁煙を目標とします
- ② 実施事項とその時期・対象者

フェーズ	実施期間	対象者
フェーズ1	2025～2026年	専業時間（役員からの就業時間内禁煙 健康促進率）
フェーズ2	2026年 4月1日	常勤時間内禁煙（常勤以上）
フェーズ3	2027年 4月1日	非常勤時間内禁煙（常勤以上）
フェーズ4	2028年 4月1日	就業時間内禁煙（2028年1月：全社内全面禁煙）

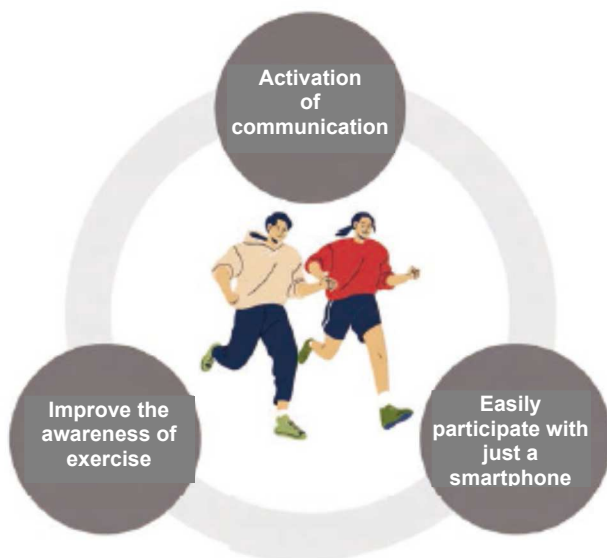
対象者：専業時間内の従業員

※非常勤時間：非常勤時間は含まれない ※非常勤時間内禁煙：非常勤時間のみを指す
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ASAHI YUKIZAI

- **Introduction of the Health Point Program**

As we consider that employees' health is one of the business targets, we introduced GUPPY's health point program in September 2020 for the purpose of *health and productivity management* and *investment in human resources* and continue implementing it. The Health Point Program visualizes exercises such as yoga, stretching exercise and muscle training as well as daily activities such as number of steps taken, weight, sleeping hours, meals and consumption of alcohol to stimulate employees' awareness. In order to increase awareness of physical exercise, we publish the ranking of number of steps taken by individual, district and business division each month with a target of 7,000 steps per person per day.



Concept of the Health Point Program



Health Point Program Application

- **Introduction of the health care system**

We have introduced a health care system to promote more efficiently employees' health maintenance and improvement. This enables them to see the results of medical checkups or stress checks, which had formerly been seen only with the paper delivered, with personal computers or mobile phone terminals. In this way, the environment has been created in which employees can more easily grasp their own health situation.

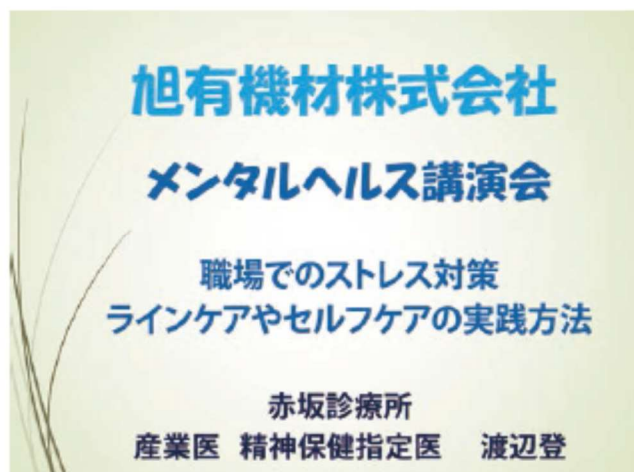
One of the significant features of this new system is that it automatically creates personal reports based on the results of health checkups and the questionnaires on lifestyle. As it numerically expresses each person's health situation and displays it in a visually easy-to-understand manner, it enables them to clearly grasp their health-related risk or the issues to be addressed. As it also indicates specific direction of the actions to be taken for improvement, each one of the employees will be able to voluntarily strive for the healthcare management.

As we consider that the employees' health is the fundamentals for our corporate activities, we will continue strengthening the healthcare management system and creating workplace environment where we can work more comfortably.



• Mental health lecture meeting

We are committed to the mental health of our employees, and since 2012, we have been inviting Dr. Noboru Watanabe, the director of Akasaka Clinic and our company doctor, to give a lecture on mental health every year. In FY2025, it was held online in September. In this fiscal year, Dr. Watanabe gave an important lecture on “Mental Healthcare” which was directly related to a healthy life. In addition, he has been writing a monthly column entitled “Mental Health Advice” for our company newsletter, +POWER, and has been working to improve the mental health of our employees since 2012.



Mental Health Lecture Webpage (WEB)



Dr. Noboru Watanabe, Director of Akasaka Clinic

• Health checkup

In December 2025, we conducted the fourth “Age Friendly Health Checkup” with the kind cooperation of a public interest incorporated foundation Fukuoka Institute of Occupational Health. We position this commitment as one of the most important measures for Health and Productivity Management, as we consider that employees are the most valuable assets of the company. The checkup, which is designed to keep pace with the aging society, measures such many-sided items as flexibility, quickness, locomotive syndrome, balancing ability, muscular strength, body component, vascular age and bone mineral density, so that employees will be able to grasp their own physical capability from a viewpoint different from that of medical examination. This will promote improvement of their lifestyle and increase in awareness of health, leading to creation of the workplace environment where they can continue working vividly. Further, in FY2026, as a similar commitment, we are planning to carry out a health checkup project in November, to continuously support maintenance and promotion of health.



Scenery of Health Check-up (standing on one foot)



Explaining the results of Health Check-up

- **Running Event**

We have held a running event “RUNovation” in which company employees and their families participated. In this event, a program was implemented which allowed them to enjoy learning the knack of running from the employees who acted as lecturers. There were hand-made, miniature hurdles made from fragments of Asahi Yukizai piping materials. It was favorably received by the participants due to its intimate feeling that only the items in which our company’s products are utilized had. This was reported by the local media, as an event unique to us that combines health maintenance and craftsmanship.



- **Installation-type, healthful staff canteen**

Regarding the meals, which are one of the important elements for health, we introduced the installation-type, healthful staff canteens at ten offices in the company starting in FY2024, for continuously supporting employees. In this way, through providing healthful meals, we are endeavoring to create environment in which employees can strengthen their physique and, at the same time, can increase their awareness of health, or “health literacy.”



- **The “Vege-Check” measuring event**

At the time of medical checkups, we held the Vege-Check measuring events at our offices in Nobeoka, Hiroshima, Aichi, Tokyo and Tochigi. “Vege-Check” refers to a device Kagome Co., Ltd. supplies which can visualize the estimated vegetable intake in about 30 seconds without taking a blood sample. All you have to do for the measurement is to touch the sensor with your palm. It is greatly helpful in promoting the change in behaviors for eating habit improvement.



Chapter 2

Health and Productivity Management Outstanding Organization

On March 9, 2026, Asahi Yukizai was certified as a 2026 Health and Productivity Management Outstanding Organization in the Large Enterprise Category, for the second consecutive year, in recognition of its health promotion initiatives. The award is jointly conducted by the Ministry of Economy, Trade and Industry and the Japan Health Conference. This is a system that honors corporations which strategically promote employees' healthcare from the managerial viewpoint: 3,765 corporations were certified in fiscal 2026 in the category of large corporations. We will continue promoting creation of workplace environment where each one of the employees can work in a sound condition, both physically and mentally, to contribute to sustainable corporate growth and to development of society.



Certificate

Chapter 3

Participation in Local Sports Competition

On the occasion of the 64th Nobeoka Nishinippon Marathon held in February 2026, one of our employees won the championship in its female category. Also, Asahi Yukizai's team participated in the 11th Nobeoka Relay Marathon 2025 in Adventure Family Sunbeach Sumie held in March 2026, in its category for competition between corporations, and won two successive championships.



Award ceremony at the Nobeoka Nishinippon Marathon



Nobeoka Relay Marathon 2025

- **Disaster prevention drills**

In November 2025, at Nobeoka, Aichi and Tochigi Factories, we implemented evacuation drills and fire drills with an aim of raising the ability to respond, assuming occurrence of earthquakes and factory fire.



Scenery of the disaster prevention drill (Nobeoka)



Scenery of the disaster prevention drill (Aichi)



Scenery of the disaster prevention drill (Tochigi)

- **Evacuation drills**

In June and November 2025, members of our Tokyo Head Office participated in joint disaster drills that involved all tenants of the Ueno Frontier Tower, where the Head Office is located. Assuming occurrence of an earthquake followed by fire, the procedures for behaviors at the time of fire were practiced by evacuating the building and going to the designated evacuation place through emergency stairs.

- **A training course in first aid**

At our Nobeoka Plant, a first-aid training course was held in September 2025, inviting an instructor from the Japanese Red Cross Society, aiming at increasing employees' ability of mutual aid at the time of occurrence of disaster. 28 employees participated in the course to learn first-aid method utilizing bandages and slings, by lectures and practical training. The practical training was to confirm the appropriate procedures for stopping bleeding and fixation, while the participants played the roles of the injured people and the rescuers. The participants acquired knowledge and technique for prompt and appropriate reaction at the time of occurrence of disaster or accidents and, at the same time, they deepened their understanding of the importance of always preparing against disaster. We will continue striving to raise employees' awareness of safety and to strengthen their ability of responding to emergencies, through continuously holding training courses.



Scenery of the training course



Practical training

- **Participation in the firefighting skills competition**

At the Aichi Factory, in October 2025, they participated in a firefighting skills competition organized by the Fire Prevention Division of the Niwa Wide-Area Fire Department, to raise the employees' awareness of disaster prevention. This competition is an event to compete in terms of both time and accuracy of a series of actions, from reporting a fire to rescuing injured people, initial firefighting with fire extinguishers, and reporting on activities. In the event this year, an employee of our company won a prize (in the men's category).



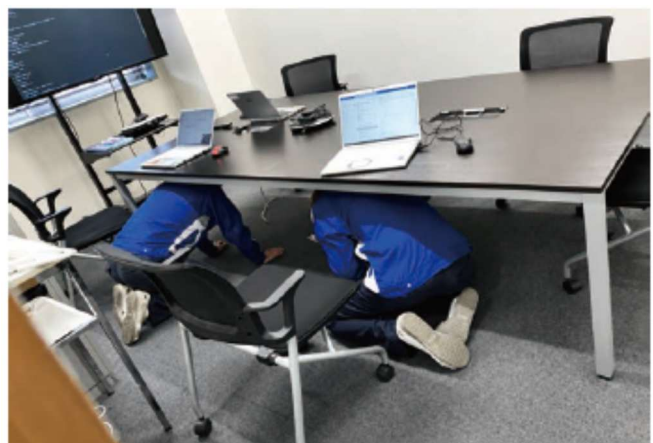
Scenery of firefighting skills competition (Aichi)



Won a prize in the competition (Aichi)

- **The Shakeout Drill**

In preparation for natural disasters such as earthquakes, we have installed an emergency earthquake warning system, and we regularly conduct "shakeout drills" in conjunction with emergency earthquake warning drills. This is a drill to learn the safety action 1-2-3 "First, protect your head and stay low, and don't move" in the event of an earthquake, and it is essential to be prepared for when the time comes. As in previous years, in FY2025 we responded to calls from government agencies such as the Fire and Disaster Management Agency and conducted drills at the Aichi, Tochigi, and Hiroshima Factories in November.





Asahi Yukizai has continuously been striving to secure product safety and quality improvement, through the operation of the quality management system based on the ISO9001 standard. We thoroughly implement risk assessment and quality control in every step ranging from designing and development of products to manufacturing, shipping and usage, so as to prevent occurrence of malfunctions. In addition, we make sure that the products will conform with laws, regulations and standards and, at the same time, we reflect the customers' voice in the product improvement: We will contribute to realization of the sustainable and secure society, through supplying safe and highly reliable products.

• In-house seminars on quality engineering

In order to eliminate problems arising from design and development, which are the source (upstream) of quality, we started approach to “quality engineering” in September 2018, and invite an external expert, Dr. Akizo Tsuruta of JADEITE Co., Ltd., to hold a “quality engineering in-house seminar” every month. FY2025 was the seventh year of the program, and a total of 51 employees participated in the program to date.



Based on the idea of “Value Creation and Social Contribution,” which is indicated in Asahi Yukizai’s Code of Conduct, we are aggressive in interaction with local communities as part of the behavior that each one of the employees should target at.

- **Acceptance of technical interns from Indonesia**

We have accepted 25 trainees from Indonesia up to now over three terms, utilizing the Technical Internship Program. As of March 2025, three people to whom the Specified Skilled Worker System is applied, and nine people, to whom the Technical Internship Program is applied, are enthusiastically continuing their training. As working with trainees from a foreign country provides significant stimulation to Japanese employees, it is resulting in revitalization of the entire workplaces.



Chapter 1

Nobeoka District

- **Thanksgiving Festival commemorating 80th year of founding of Asahi Yukizai Corporation**

At our Nobeoka District in November, we held the Thanksgiving Festival commemorating 80th year of founding of Asahi Yukizai Corporation to celebrate our 80th anniversary. A total of 1,072 people including our employees and their families, members of cooperative companies as well as the local people, visited the site. There were a number of vans with kitchen units, specially set-up booths and events performed on the hand-made stages that livened up the atmosphere. With full smiles and interaction, it marked a day in which we could have the feeling of our future step.



- **FC Nobeoka Agata**

Asahi Yukizai has come to be the main partner of the FC Nobeoka Agata, a professional football club based in Nobeoka, for FY2026. As of March 2026, they were playing in the Kyushu Soccer League, and are endeavoring to be playing in the J. League.

The Club's slogan for 2026 is "*All In For The City*": This means that they will stake all because of this city, showing their strong will to liven up the Nobeoka City. We feel sympathy for it, and will continue attempting together.



- **Cooperation with the Board of Education**

We have been striving to support education in the local communities. A cooperative contract has been concluded among us, Nobeoka City and the Board of Education of Nobeoka City concerning encouragement of education. We are targeting at construction of a new educational model in which next-generation students will be trained in the entire region, across the boundaries of schools or school districts, through the support of newly inaugurated Nobeoka Junior High School Students' AI Club. Junior high school students and teachers in Nobeoka City participate in the Club to engage in learning or researching making use of AI.

From the viewpoint of environment and safety, we position it as an important social responsibility to foster human resources that will help create sustainable locality and are improving or supporting operation of the basis for activity. We received a certificate of appreciation from Nobeoka City, as our contribution was valued. We will continue our commitment targeting the realization of sustainable society, by supporting the growth of young people who hold the future, together with the local communities.



- **Blood donation activities**

We cooperate with blood donation promotion activities conducted by the Miyazaki Red Cross Blood Center, in support of Japan's policy of securing domestically required blood products through voluntary blood donations. In FY2025, blood donation campaigns were held in April and October at the Nobeoka Factory with the target of collecting donations from 100 people. As a result, 120 people applied and each of 108 people donated 400 mL of blood.



Blood donation event in the Nobeoka Factory

- **Health event “Dragnet”**

Aiming at increasing employees' and their families' health, both physically and mentally, our Health and Productivity Management Promotion Project and labor union cooperated in implementing the health event “Dragnet.” We have continuously held this event since FY2024 and, in FY2025, it was carried out three times in total, in which about a total of 300 people participated. We were able to offer an opportunity significant also from the viewpoint of *dietary education* on the days of the event, through the fishing with dragnets as well as cutting and trimming fish, which we cannot experience so often in ordinary times. We will continue implementing this event so that we will further promote interaction between employees and their families and reactivate communication in workplaces.



- **Participation in local summer festivals**

As part of our locality revitalization activities, we participate in *Matsuri-nobeoka* (Festival in Nobeoka) of Nobeoka City each year. Participation in the 48th Matsuri-nobeoka of Nobeoka City held in July 2025, however, we regrettably called it off due to unfavorable weather.

- **Activities of cleaning the neighborhood of factories**

In order that people living in the neighborhood of factories will not feel unpleasant when they come near the factories, we regularly implement clean-up activities such as cleaning of the neighborhood of factories. It was carried out in October 2025 at Nobeoka Factory, and in September 2025 and March 2026 at Amori Factory.



Scenery of cleaning (Nobeoka Factory)



Scenery of cleaning (Amori Factory)

Chapter 2

Aichi District

- **Support for the introductory course for lifesaving and first-aid**

The employees working for our Aichi Factory who are certified as *Okyu Teate Fukyuin*, or First-Aid Instructors who can give first aid during the time from receiving a report to arrival of ambulance are supporting the instructions for holding the introductory course for lifesaving and first-aid led by Niwa Fire Station in Aichi Prefecture. In FY2025, they gave instructions in cooperation with fire station workers for elementary and junior high schools in Niwa-gun, Aichi Prefecture: They instructed regarding the chest compressions, use of AEDs and others in three schools (Oguchi-minami Elementary School in July, Fuso Junior High School in November and Takao Elementary School in Fuso-cho in December).



Scenery of a first-aid training course

- **Blood donation activities**

We cooperate with the blood donation promotion activities. In FY2025, a bloodmobile visited the Aichi Factory in June, and 14 employees each donated 400 mL of blood.

Chapter 3

Tochigi District

- **Participation in local summer festivals**

As part of our locality revitalization activities, we participate in *Yoichi Matsuri* (Yoichi Festival) held in Ohtawara City each year. At the 42nd Yoichi Festival held in August 2025, approximately 40 of our employees participated in the Yoichi Dancing. It proved to be a valuable opportunity for deepening interaction with the local community in the festival with a long history.



Scenery of the Yoichi Festival (Ohtawara City)

ASAHI YUKIZAI

Environmental and Safety Report

2026

Compiled by the Environment and Safety Management Office of
ASAHI YUKIZAI CORPORATION and Issued in August 2026