

Rating
○: More than 100% target met
△: 80%-99% of target met
×: Less than 79% of target met

Materiality Themes&Elements		No.	Targets	Scope*1	FY2024Results	Rating	
Harmony with the global environment	Reducing environmental impact	1	Reduce greenhouse gas emissions Reduce CO2 emissions by 25% (VS 2018) before 2030 and achieve carbon-neutral by 2050	Consolidated	CO2 emissions recorded in 2024 for the entire company: 2,035 thousand tCO2 (reduction of 33% versus 2018). Mainly achieved by switching to electric power from renewable energy, fuel conversion, etc.	○	
		2	Reduce pollution	NOx emissions: 3,400 t/y or less (base year: 2021) SOx emissions: 18,600 t/y or less (base year: 2021) VOC (Volatile Organic Compounds): 280 t/y or less	Consolidated*2	NOx emissions: 2,843 t/y, SOx emissions: 11,132 t/y, VOC (Volatile Organic Compounds): 167 t/y	○
		3		Maintain zero environmental claims against the Company (contamination of air, water, etc.)	Consolidated	No environmental claims	○
		4		Change 30% of product shipping packages to eco-friendly ones by end of 2025	Tokai COBEX (TCX)	Achieved target as 38% of all product packaging for transport used at TCX is environmentally friendly	○
		5	Reduce water consumption	Reduce water consumption (equal or less than amount used in 2021 (9 million m ³))	Consolidated*3	Water consumption: 8.02million m ³	○
	Realizing a recycling-oriented society	6	Recycle waste	Recycle rate of 50% or higher (base year: 2021) *5	Consolidated*4	Recycle rate: 58.5%	○
		7	Utilization of sustainable resources	Obtain ISCC PLUS authentication in three domestic CB plants by 2024.	Chita Plant, Ishinomaki Plant, Kyushu-Wakamatsu Plant	Three domestic CB plants have acquired ISCC PLUS certification	○
Contributing to society through our business	Technological Innovation	8	Emphasize research and development	Devote 90% or more of development expenditures to reducing environmental burden	Domestic group	Devoted 93% of development expenditure to reducing environmental burden	○
		9		Devote 80% or more of development expenditures to reducing environmental burden	Tokai Konetsu Kogyo (TKK)	Devoted 98% of development expenditure to reducing environmental burden	○
		10	Make 90% or more of patent applications in areas related to reducing environmental burden	Domestic group	Ratio of patent applications related to reducing environmental burden: 100%	○	
		11	Make 70% or more of patent applications in areas related to reducing environmental burden	TKK	Ratio of patent applications related to reducing environmental burden: 100%	○	
	Supplying safe and secured products	12	Improve product quality	Zero important quality claims	Consolidated	No important quality claims	○
		13	Reduce CSR risks at suppliers	Review survey questionnaire form for CSR Procurement Survey, based on revision of Group	Consolidated	Changed supplier CSR procurement survey form and its use based on the 2024 revision of Procurement Policy. To be applicable from the 2025 survey	○
	Respect for human rights	14	Raise employee awareness of human rights	Conduct human rights due diligence at each company in line with human rights policy of each overseas group company.	Consolidated	Implemented FY2024 human rights due diligence at Tokai Carbon and at Group companies in Japan and overseas	○
Contribution to community	15	Actively engage in community contribution activities	Enhance disclosure of community contribution activities	Consolidated	Total amount of donations and activity charges: Approximately 52 million yen (donations for shrines and festivals, donations, etc., for regional cultural, sports, and educational assistance). Contents of regional contribution activities: Cleaning, food donation, accepting students to visit companies etc.	○	
Strengthening our management base	Strengthening Corporate Governance	16	Internal control	Continuous improvement and enhancement of internal control	Consolidated	Conducted assessment and reporting on the status of operation of the internal control system in line with plans	○
		17		Study information-sharing infrastructure for the entire Company group		Established the Group portal site	○
		18	Risk management	Study raw material procurement for stable product supply (geopolitical risk)		Considered alternative raw material procurement sources for each business and reported to the Risk Management & Compliance Committee	○
		19		Upgrade overseas risk management structure (ongoing)		Conducted tabletop exercise based on an overseas emergency scenario and revised the Overseas Crisis Management Manual based on the results	○
	Ensuring compliance	20	Maintain ethical standards, regulatory compliance	Commit no serious regulatory violations	Consolidated	No regulatory violations that have critical impact committed	○
		21		Upgrade infrastructure towards establishment of a global compliance structure	Discussed compliance issues that occurred with managers in charge of compliance at subsidiaries and worked to strengthen communication	○	
	Human resource development	22	Secure diverse human resources	Increase percentage of female career-track employees from 2.8% in 2021 to 5.6% before 2024	TCJ	Percentage of female career-track employees: 3.8% (As of the end of December 2024)	△
		23		Percentage of new female graduates hired for career-track positions: 30% on a non-consolidated basis	TCJ	Of new recruits joining the Company (non-consolidated) in April 2025, 25% were female	△
		24		Increase number of foreign national career-track employees (against 2021)	TCJ	Decrease in foreign national career-track employees against 2021	×
		25		Raise percentage of career-track mid-career recruitment before 2024 (against 2021)	TCJ	Percentage of career-track mid-career recruitment as of the end of December 2024: 33% (2021: 8%)	○
Promoting Occupational Safety and Health	26	Effectively implement training	Total training hours planned by head office (New-hire training / specialist training)	Domestic group	In 2024, total time spent on specialist training: 1,942 hours; total time spent on new-hire training: 5,162 hours	○	
	27	Reduce occupational accidents	Reduce frequency rate of occupational accidents (1.20 or lower)	Consolidated	Achieved accident frequency rate of 1.11	○	

*1 Domestic group: TCJ + major domestic subsidiaries (Tokai Konetsu Kogyo, Tokai Fine Carbon, Tokai Material), but excluding Tokai Konetsu Kogyo for No. 9 and 11.

*2 NOx: TCJ + seven overseas companies (Tokai EriCarbon GmbH, Tokai Carbon GE LLC, Tokai Carbon CB Ltd., Cancarb Limited, Thai Tokai Carbon Product Co., Ltd., Tokai COBEX Polska sp. z o.o., Tokai COBEX Savoie SAS).

SOx: TCJ + six overseas companies (Tokai EriCarbon GmbH, Tokai Carbon GE LLC, Tokai Carbon CB Ltd., Thai Tokai Carbon Product Co., Ltd., Tokai COBEX Polska sp. z o.o., Tokai COBEX Savoie SAS).

VOC: TCJ + four overseas companies (Tokai Carbon GE LLC, Tokai Carbon CB Ltd., Tokai COBEX Polska sp. z o.o., Tokai COBEX Savoie SAS)

*3 TCJ + domestic and overseas companies (Tokai EriCarbon GmbH, Tokai Carbon GE LLC, Tokai Carbon CB Ltd., Cancarb Limited, Thai Tokai Carbon Product Co., Ltd., Tokai Fine Carbon, Tokai Carbon Korea, Tokai COBEX Polska sp. z o.o., Tokai COBEX Savoie SAS)

*4 TCJ + domestic and overseas companies (Tokai Konetsu Kogyo, Tokai Fine Carbon, Tokai Material, Tokai EriCarbon GmbH, Tokai Carbon GE LLC, Tokai Carbon CB Ltd., Cancarb Limited, Thai Tokai Carbon Product Co., Ltd., Tokai Carbon Korea, Tokai COBEX Polska sp. z o.o., Tokai COBEX Savoie SAS)

*5 Recycle rate (%) = Recycled weight (recycled weight of waste) / Weight of generated waste × 100