

CSR Report 2025

Yoshida Group



Date of issue: August 1, 2026
Issued by: Yoshida Industries Co., Ltd. NY-IS Promotion Department

1. Yoshida Group Social Responsibility Policy

We, the Yoshida Group, build corporate value by building relationships of trust with all stakeholders, including "customers," "business partners," "employees," and "society," in accordance with the following "basic policies" and "code of conduct". We will enhance it and contribute to the development of a sustainable society.

- Basic Policies-

1. We provide high quality and safe products, services that please our customers.
2. We give top priority to safety of our employee, with respectful human rights and ensured comfortable working environment.
3. We will strengthen communication with various stakeholders and build and maintain fair relationships.
4. We will promote business activities with consideration for environmental conservation.
5. We will comply with laws, regulations, respect local customs and culture.
6. We will endeavor to protect properly and manage our information assets.

Sustainability Promotion Framework

Led by the NY-IS Promotion Office (Sustainability Promotion Department) and under the supervision of the Representative Director and President, who serves as the Office Head, we will promote these initiatives across the entire Yoshida Group. We will regularly review progress toward our goals and indicators to ensure continuous improvement.

2. Materiality (Key Issues)

To address social issues through our business operations and enhance corporate value, the Yoshida Group has identified seven material issues based on dialogue with stakeholders and an assessment of the external environment and our own management resources.

Materiality Identification Process

① **Identification of Issues**

Analysis of the SDGs, international guidelines, and industry trends

identification of risks and opportunities through SWOT analysis to identify key issues

② **Stakeholder Survey**

Dialogue with customers, employees, business partners, and the local community

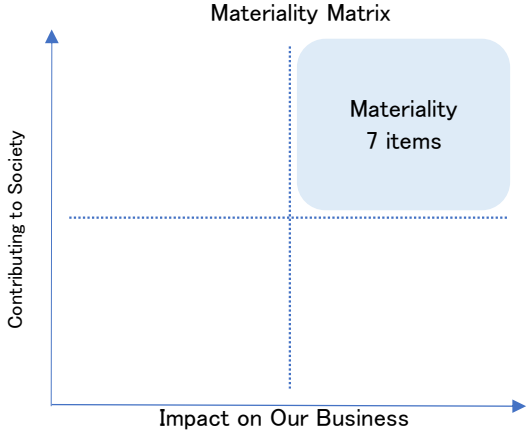
③ **Prioritization**

Evaluation based on two criteria: "Contribution to Society" and "Impact on Our Business"

④ **Deliberation and Approval by the Management Committee**

Identified following approval by the Board of Directors

Materiality Matrix



Identified Materiality

Materiality	SDGs	Key Initiatives	2030 Targets (KPIs)
❶ Climate Change Mitigation and Contributing to a Decarbonized Society		・Promoting energy conservation ・Expanding renewable energy ・Reducing CO2 emissions in collaboration with the supply chain	・Reducing Scope 1 and 2 emissions by 50% compared to fiscal year 2018
❷ Realizing a circular economy and Effective Use of Plastics		・Expand the use of recycled and bio-based materials ・Product design that facilitates recycling ・Reducing waste and promoting resource recovery	・Resins containing recycled materials Applicable Products: 100% Compatibility Rate ・Plastic Product Conversion Rate: 90% ・Plastic waste recycling rate 98%
❸ Respect for Human Rights and Promotion of Diversity		・Implementation of human rights due diligence ・Promotion of Diversity & Inclusion ・Creating a fulfilling workplace	・Number of human rights incidents: 0 ・Human rights training participation rate:100%
❹ Safe and Secure Workplaces and Employee Health		・Thorough implementation of occupational safety and health measures ・Support for physical and mental health; promotion of health-conscious management	・Number of workplace accidents: 0 ・Certification as an "Excellent Health Management Corporation" Maintained
❺ Sustainable Procurement and Supply Chain Management		・Compliance with and promotion of the Supplier Code of Conduct ・Strengthening ESG evaluations and support for suppliers	・100% acceptance rate for the Supplier Code of Conduct ・100% audit completion rate for key suppliers
❻ Strengthening Compliance and Governance		・Conducting compliance and Information Security Training ・Strengthening of the risk management system	・Zero serious compliance violations ・Compliance training Participation Rate: 100%
❼ Coexistence with Society and Contribution to the Local Community		・Dialogue and Coexistence with the Community ・Contributing to the Next Generation ・Promotion of Environmental Conservation Activities	・Participation Rate in Social Contribution Activities 100% per location

3. Risk and Opportunity Analysis (Climate Change)

Based on the TCFD framework, we identified risks and opportunities related to climate change and conducted scenario analysis.
We are incorporating the results into our strategies and risk management.

Risks

Category	Major Risks	Nature of Impact	Time Horizon	Financial Impact	Countermeasures
Transition Risks	Strengthened Policies and Regulations	Introduction of a Carbon Tax Tighter Regulations on Products and Services	Medium Term	Increased Costs	Introduction of Energy-Saving and Renewable Energy Measures Emissions Reduction Investment in R&D to switch raw materials and reduce waste
	Technological changes	Decline in competitiveness due to delays in transitioning to low-carbon technologies	Medium Term	Decline in sales	Development of environmentally friendly products Investment in technology
	Market Changes	Increasingly stringent environmental requirements from customers Addition of ESG compliance to transaction terms Increased raw material costs	Medium to Long Term	Decline in sales	Eco-design, Investment in Labor Costs and Consulting Fees Technology Development
	Reputational risk	Criticism directed at the industrial sector (plastic products)	Long-term	Decline in sales	Enhanced disclosure, capital investment (labor-saving measures)
Physical Risks	Acute Risks	Operational shutdowns due to heavy rain, typhoons, etc. Supply chain disruptions	Medium Term	Increased Costs	Strengthening BCP, Continuing production through inter-plant coordination
	Chronic Risks	Increased operating costs due to rising temperatures production stoppages due to water stress, etc.	Medium to Long Term	Increased Costs Decline in sales	Installation of air conditioning systems Continuation of production through inter-factory coordination

Opportunities

Category	Nature of Impact	Time Horizon	Financial Impact	Initiatives
Resource Efficiency	Reducing Energy Costs Through Energy Conservation and the Adoption of Renewable Energy Sustainable Use of Resources	Long-term	Reduced Costs Increased Sales	Expansion of Renewable Energy and Equipment Upgrades; Acquisition of ISCC PLUS Certification
Products and Services	Growing demand for environmentally friendly products	Long-term	Increased Sales	Expansion of Recycled Material Products, Technology Development
Market	Increased business opportunities through sustainable initiatives Expansion of locally sourced procurement	Long-term	Increased Sales	Disclosure of ESG-related information Sustainability Training Improvement of sales skills
Resilience	Improved Business Continuity Through Enhanced BCP Utilization of Incentives from Supportive Policies Standardization of Approval Processes for Backup Materials	Medium- to Long-Term	Increased Sales Reduced Costs	Location Diversification Equipment upgrades and investment in R&D

※We will periodically review risks and opportunities and strive to incorporate them into our strategies and objectives, as well as to enhance our disclosure practices.

Assumptions for Scenario Analysis

1.5℃ Scenario	4℃ Scenario
(IEA NZE 2050)	(IPCC RCP 8.5)

Analysis Period: Through 2030 (Medium Term) 2030-2050 (Long Term)

Key Indicators: CO_2 emissions, energy costs, raw material costs, sales revenue, etc.

4.LABOR & HUMAN RIGHTS・SUSTAINABLE PROCUREMENT・ETHICS

		FY2023	FY2024	FY2025
4-1.Human Rights, Labor and Diversity				
Number of human rights issues(child labor, forced labor)	[cases]	0	0	0
Number of incidents of discrimination and harassment	[cases]	0	0	0
Percentage of female employees	[%]	67.4	70.8	65.3
Percentage of female managers	[%]	22.0	24.8	16.0
Employment Rate of People with Disabilities (Domestic locations in Japan with 40 or more employees)	[%]	1.9	1.6	1.9
4-2.Working conditions and social dialogue				
Percentage of employees with social insurance	[%]	100	100	100
Percentage of employees covered by working conditions as defined by employment regulations, collective labor agreements, and individual contracts.	[%]	100	100	100
Percentage of employees covered by unions and representative committees that bargain collectively	[%]	83	73	84
4-3.Career Management and Education				
Percentage of employees receiving regular performance and career development reviews	[%]	83	73	84
Average hours of training per employee	[h]	8.26	5.69	11.87
4-4.Health and Safety				
Number of work-related accidents	[cases]	10	7	5
Percentage of employees receiving training on occupational health and safety	[%]	100	100	100
Occupational injury frequency rate	[日]	3.32	0.82	1.00
Days of Work Lost	[—]	37	5	71
Work accident severity rate	[—]	0.01	0.00	0.02
4-5.Ethics				
Number of employees trained on ethical issues.	[peple]	1,577	974	1,179
Number of reports through the whistleblower system	[cases]	0	0	0
Number of confirmed corrupt practices	[cases]	0	0	0
4-6.Sustainable Procurement				
Status of obtaining supplier code of conduct agreement	[%]	100	100	100
4-7.Information Security				
Number of Information Security Incidents	[cases]	0	1	1

『Sedex (Supplier Ethical Data Exchange) 』

Yoshida Group has registered as a supplier member of Sedex and is actively working to build a sustainable supply chain.
As a member of Sedex, we focus on labor and human rights, environmental impact, and ethical business practices, helping to establish transparent and sustainable business partnerships.

『Ecovadis』 Commitment Badge

Yoshida Group has been assessed by Ecovadis, an institution that evaluates sustainability activities.
We have been working on environmental load reduction activities such as energy consumption reduction, waste management and reduction, and other sustainability activities such as labor and human rights and ethics, and in May 2026 we were awarded the Commitment Badge.We will continue our activities for further improvement.

5. Environmental Activities

CDP2025 『Climate change』 『Water security』 ”B” Score

Yoshida Group is a member of CDP, an international non-governmental organization (NGO) that evaluates and discloses the environmental efforts of companies and other entities.
CDP2025 "Climate Change" and "Water security ", and received a score of "B" for each.
(December 2025)
"B" score in the CDP is considered to be at the management level and indicates that the company "has taken action to address environmental risks and impacts, and is prepared to eliminate environmental risks.
We will continue to promote climate change countermeasures, including the reduction of water risks, and contribute to the realization of a sustainable society.

5-1. Environment-related data (FY2025)

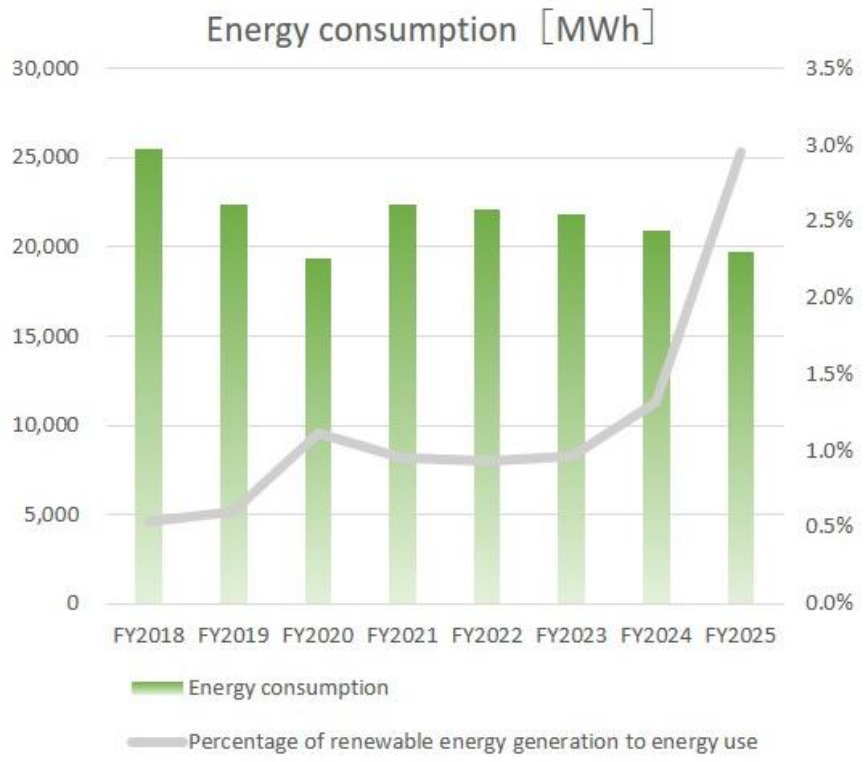
INPUT

Energy consumption
19,750 MWh

Renewable energy generation
Includes the procurement and retirement of J-Credits derived from renewable energy
582 MWh

Resin Raw Material Consumption
4,649 t

Recycled Resin Raw Material Consumption
604 t (13 %)



Water consumption
71 Mℓ

OUTPUT

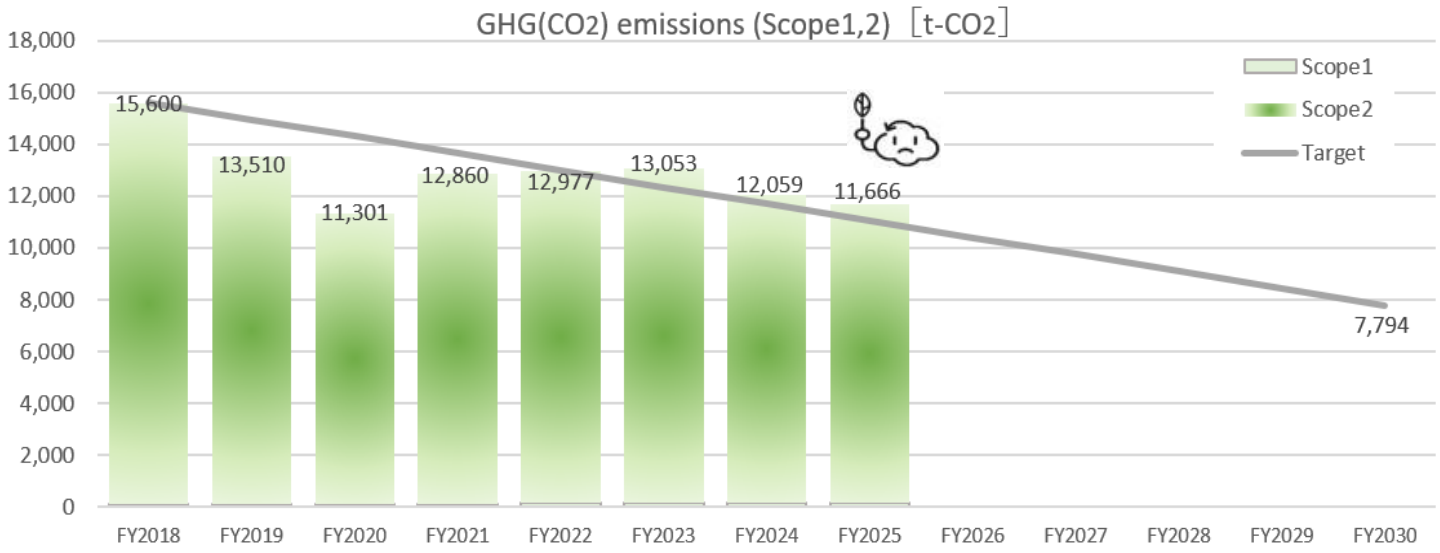
GHG (CO_2) emissions from energy use
11,667 t-CO_2
(Scope1 158 t-CO_2)
(Scope2 11,509 t-CO_2)

General and industrial waste generated
658 t

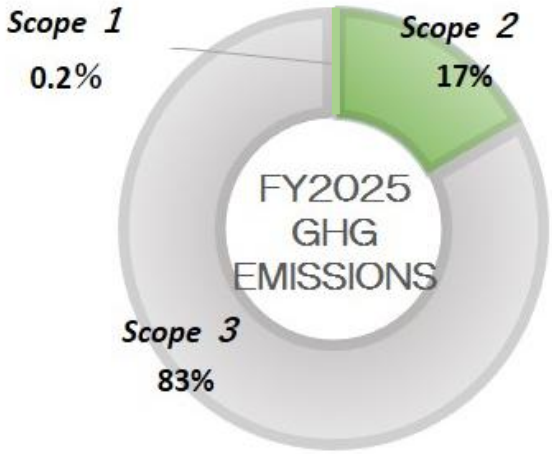
Total weight of waste plastic recycled
1,001 t

5-2. GHG (CO_2) emissions (Scope1+2) Reduction target

Target value: 40% reduction by FY2030 (compared to FY2018)



5-3. Supply chain GHG (CO_2) emissions



≪details≫
Yoshida group's supply chain GHG emissions are composed of the largest share of Scope 3 emissions (83%), with the majority of emissions (about 74%) associated with Category 1 purchased products and services.

[t-CO_2]

GHG emissions Scope1,2,3		FY2018	FY2021	FY2022	FY2023	FY2024	FY2025
Scope1		138	109	162	173	151	158
Scope2		15,462	12,750	12,814	12,881	11,908	11,509
Scope3		92,227	60,256	66,530	62,237	55,274	58,566
cat.1	Purchased goods and services	82,247	50,881	56,621	54,974	46,635	51,185
cat.2	Capital goods	3,616	4,215	4,563	1,637	2,424	929
cat.3	Fuel- and energyrelated activities (not included in scope 1 or scope 2)	2,983	2,701	2,673	2,659	2,520	2,377
cat.4	Upstream transportation and distribution	1,890	1,272	1,514	1,749	2,586	2,905
cat.5	Waste generated in operations	370	287	245	257	220	209
cat.6	Business travel	245	201	205	214	197	213
cat.7	Employee commuting	868	693	704	742	683	740
cat.12	End-of-Life Treatment of Sold Products	8	6	5	6	8	8

6. Contributions to Local Communities and Future Generations

Turning Manufacturing Scrap into “Treasures” That Nurture Children’s Rich Creativity
～ Continuing Our Partnership to Provide Materials to Sumida Ward’s “Asobi University”～



As part of our child-rearing support initiatives, our group provides manufacturing materials and scrap materials to “Asobi University,” a hands-on learning program held in Sumida Ward, Tokyo.
Materials such as fabric, paper, urethane, plastic, and metal—provided by factories in Sumida Ward, including our own—are have been named “Sumidakara (Sumida’s Treasure)” and support children’s free play and learning.
We will continue to share the joy of making things and support the future of our community







To the staff of Sumida Ward’s Asobi University
We have delivered these manufacturing materials with all our hearts.

💡 TOPICS：“Asobi University” Wins the Prime Minister’s Award!
Recognized for its outstanding efforts in utilizing local resources and fostering children’s autonomy,
it received the Grand Prize at the “18th Kids Design Award.”

7. Employee Well-being (Health Management)

We have established the “health” of each and every employee as a vital foundation of our corporate management
~ Certified as a “Health Management Excellence Corporation 2026” through a multifaceted approach ~

Our group believes that employee health is the foundation of sustainable growth,so we have invited experts to strengthen our measures against lifestyle-related diseases.Our “in-house walking contest,” conducted via an app,has also helped foster communication across departments.

In addition, we continue to offer “health-promoting menus” in our company cafeteriaand hold monthly health check-up sessions.

Following our “Silver Certification” as a “Health-Excellence Company” in 2024,in March 2025, we were officially certified by the Ministry of Economy, Trade and Industryas a “Health Management Excellence Corporation 2025 (Small and Medium-Sized Enterprise Category),”and we have maintained this certification continuously through 2026.



For the highly popular health-promoting menu item, “Soybean Keema Curry,”
We also shared the recipe with employees who were unable to try it that day

2026
健康経営優良法人
KENKO Investment for Health
中小規模法人部門

⏳ A mark of trust: Certified as a “Health Management Excellence Corporation 2026”!
The three companies in the Yoshida Group—YOSHIDA INDUSTRIES Co., Ltd. YOSHIDA COSMEWORKS Co., Ltd. and YOSHIDA Inc.—
were recognized as companies practicing particularly outstanding health management.

8. Other activities (example)

＊CSR and Other Initiatives: Training







＊First Aid Training







＊Health Management



＊Completion of high-brightness LED conversion (Tianjin)



＊Measures to Reduce Water Consumption



＊＊ Social Contribution Activities <Blood Donation>



<Internships>



<Exhibiting at SAKU Messe>



<Outreach Classes>



＊On-site Inspection of External Contractors









<"Asobi University" (Material Provision)>



GRI Content Index

【Declaration of GRI Compliance】

The Yoshida Group reports its sustainability and CSR information for fiscal year 2025 (April 2025–March 2026) in accordance with the GRI Standards. GRI Standard

■ Universal Standards (General and Policy Topics)

GRI Standards Used	Disclosure Items (Item Names)	Chapter/Location
GRI 1: Foundation 2021	(Compliance is demonstrated by the inclusion of the above statement)	End of Volume (this page)
GRI 2: General Disclosures 2021	**2-9** Governance Structure and Composition	Chapter 1: "Sustainability Promotion Framework"
	2-22 Statement on the Sustainable Development Strategy	Chapter 1: "Social Responsibility Policy"
	2-26 Mechanisms for seeking advice and raising concerns	Chapter 4: "Compliance / Whistleblower Program"
	2-29 Approach to stakeholder engagement	Chapter 2: "Materiality Analysis"
	2-30 Collective bargaining agreements	Chapter 4: "Human Rights and Labor / Working Conditions and Social Dialogue"
GRI 3: Material Topics 2021	**3-1** Process to determine material topics	Chapter 2: "Materiality Analysis"
	3-2 List of material topics	Chapter 2: "Materiality Analysis"
	3-3 Management of material topics	Chapter 3: "Risks and Opportunities"

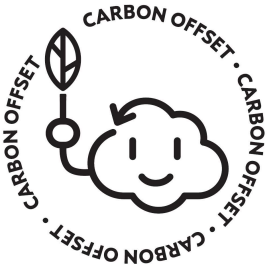
■ Economic and Environmental Standards (Series 200 and 300)

GRI Standards Used	Disclosure Items (Item Names)	Chapter/Location
GRI 205: Anti-corruption 2016	**205-2** Communication and training about anti-corruption policies and procedures	Chapter 4, "GRI 205: Anti-Corruption 2016 Compliance Training"
	205-3 Confirmed incidents of corruption and actions taken	Chapter 4: "Ethics and Compliance Performance"
GRI 302: Energy 2016	**302-1** Energy consumption within the organization	Chapter 5: "Environment: Electricity, Fossil Fuels, and Renewable Energy"
GRI 305: Emissions 2016	**305-1** Direct (Scope 1) GHG emissions	Chapter 5: "Environment: Greenhouse Gas Emissions"
	305-2 Energy indirect (Scope 2) GHG emissions	Chapter 5: "Environment: Greenhouse Gas Emissions"
	305-3 Other indirect (Scope 3) GHG emissions	Chapter 5: "Environment: Greenhouse Gas Emissions"
GRI 306: Waste 2020	**306-3** Waste generated	Chapter 5: "Environment: Industrial Waste and Recycling Rates"
GRI 308: Supplier Environmental Assessment 2016	**308-1** New suppliers that were screened using environmental criteria	Chapter 4: "Sustainable Procurement: Supplier Code of Conduct"

■ Social Standards (Series 400)

GRI Standards Used	Disclosure Items (Item Names)	Chapter/Location
GRI 401: Employment 2016	**401-1** New employee hires and employee turnover	Chapter 4: "Human Rights and Labor: Hiring and Turnover Rates"
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 4: "Human Rights and Labor: Social Insurance Coverage"
GRI 403: Occupational Health and Safety 2018	**403-5** Worker training on occupational health and safety	Chapter 4: "Occupational Safety and Health: Training Participation Rate"
	403-6 Promotion of worker health	Chapter 7: "Health Management"
	403-9 Work-related injuries	Chapter 4: "Occupational Safety and Health: Number of Incidents, Severity Rate, and Lost-Time Days"
GRI 404: Training and Education 2016	**404-1** Average hours of training per year per employee	Chapter 4: "Career Management and Education"
	404-3 Percentage of employees receiving regular performance and career development reviews	Chapter 4: "Career Management and Education"
GRI 405: Diversity and Equal Opportunity 2016	**405-1** Diversity of governance bodies and employees	Chapter 4: "Human Rights and Labor: Percentage of Women and People with Disabilities"
GRI 406: Non-discrimination 2016	**406-1** Incidents of discrimination and corrective actions taken	Chapter 4: "Human Rights and Labor: Number of Discrimination and Harassment Cases"
GRI 407: Freedom of Association and Collective Bargaining 2016	**407-1** Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Chapter 4: "Human Rights and Labor: Collective Bargaining and Social Dialogue"
GRI 408: Child Labor 2016	**408-1** Operations and suppliers at significant risk for incidents of child labor	Chapter 4: "Human Rights and Labor: Number of Human Rights Incidents"
GRI 409: Forced or Compulsory Labor 2016	**409-1** Operations and suppliers at significant risk for incidents of forced or compulsory labor	Chapter 4: "Human Rights and Labor: Number of Human Rights Incidents"
GRI 413: Local Communities 2016	**413-1** Operations with local community engagement, impact assessments, and development programs	Chapter 6: "Social Contribution Activities"
GRI 414: Supplier Social Assessment 2016	**414-1** New suppliers that were screened using social criteria	Chapter 4: "Sustainable Procurement: Supplier Code of Conduct"
GRI 418: Customer Privacy 2016	**418-1** Substantiated complaints concerning breaches of customer privacy and losses of customer data	Chapter 4: "Information Security"


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