

Sustainability Report 2025

Sustainability

JSR is committed to using value creation through business to help achieve a sustainable environment and society.



We regard sustainability initiatives as an important management strategy, and will promote these activities in conjunction with other management measures.

[Message from Our Chief Sustainability Officer](#) >

[Sustainability Philosophy and Advancement Structure](#) >

Sustainability News

[List >](#)

01/08/2026

JSR received a "B" score in "Climate Change" and an "A-" score in "Water Security" in CDP 2025

12/23/2025

JSR Group Releases its "JSR Group Sustainability Site 2025"

10/14/2025

Announcement of Membership in the Clean Ocean Material Alliance (CLOMA)



E
Environment

[Environment](#)



S
Social

[Society](#)



G
Governance

[Governance](#)



Library



[ESG Data](#) >



[Sustainability Report Archive](#) >



[Integrated Report](#) >

Sustainability Communications

[Stakeholder Engagement](#) >

[Evaluation by Society](#) >

[Participation in Initiatives](#) >

Responsible Care

[JSR Group's Responsible Care](#) >

[Responsible Care Management](#) >

Social Contributions



Yokkaichi Children's Science Seminar >

Social Contributions >

> Editorial Policy > Post comments and opinions concerning sustainability here. [🔗](#)

Message from Our Chief Sustainability Officer



We regard sustainability initiatives as an important management strategy, and will promote these activities in conjunction with other management measures.

Based on its corporate mission of "Materials Innovation: We create value through materials to enrich society, people and the environment," JSR Group positions sustainability initiatives as one of its key management strategies.

Addressing climate change is one of the most crucial priority issues in that context, as it has a direct impact on our business foundation—all the way from raw material procurement to manufacturing processes and product life cycles. The progression of climate change poses risks to the stability of raw material procurement and the availability and efficient use of energy in factories, affecting supply stability and manufacturing efficiency. If we are to keep delivering our products and technologies in a stable way, we cannot afford to overlook these risks. As a company that manufactures chemical products, we thus believe it is our responsibility to engage seriously with the climate change challenges facing society and create effective solutions through innovation and materials technologies.

In addition, many of our key customers in the global arena have raised specific questions about our sustainability initiatives.

As a first step in our efforts to address these issues, we have revised our greenhouse gas (GHG) reduction targets for FY2024 to align with the goals of the Paris Agreement and have also set the following concrete targets. These targets have been validated as Science Based Targets (SBTs) by the Science Based Targets initiative (SBTi).

- We commit to reduce our direct (scope 1) and indirect emissions (scope 2) by 42% by FY2030 from a FY2023 base year.
- For indirect emissions; scope3 other than scope 1 and scope 2, we commit that 85% of our suppliers by emissions covering purchased goods and services, capital goods, and upstream transportation and distribution, will have science-based targets by FY2029.

We will continue to view sustainability as an important management strategy. By fusing together our technological prowess and human strengths and linking them with other management measures, we will contribute to sustainable development—of society, the environment, and the economy—and build the future together.

Yutaka Yoshimoto

Senior Officer

Office of the President, Emerging Business, Next Generation Research (LS),
Sustainability Promotion

General Manager of Office of the President

General Manager of Business Creation Planning Dept.

General Manager of Sustainability Promotion Dept.

Executive Officer of JSR Active Innovation Fund, LLC

Sustainability Philosophy and Advancement Structure

Corporate Mission and Sustainability Approach

Governance and Management Framework

Employee Promoting Employee Sustainability Initiatives

Corporate Mission and Sustainability Approach

We believe that to be a sustainable company, we must continue providing value to all stakeholders while responding to environmental changes. We define sustainability as “contributing to society by creating value through corporate activity.” This way of thinking vis-à-vis sustainability is connected to JSR Group’s Corporate Mission and in line with our management policies over the years.

Under our Corporate Mission of “Materials Innovation - We create value through materials to enrich society, people and the environment,” we aim to contribute to the development of a sustainable global environment and society by creating value through corporate activity. And we will advance initiatives that benefit all stakeholders—customers and business partners, employees, society, the environment, and shareholders.

The scope of JSR Group’s business activities is in the process of shifting from a Japan-centric focus to a truly global focus. In order to carry out global business activities, we need to have a deeper understanding of worldwide issues and the problems faced by regions throughout the world.

On the other hand, these issues and problems can be turned into opportunities for new businesses. By actively seeking to identify these business opportunities, we are working to expand the scope of our business.

Governance and Management Framework

1. Sustainability Promotion Committee

JSR Group established its Sustainability Promotion Committee in 2020. The committee discusses and coordinates on matters related to sustainability, including policies, in line with internal and external circumstances relating to ESG and the SDGs.

Below the Sustainability Promotion Committee are four committees called the Sustainability Planning Committee, Environment, Safety and Quality Committee, Risk Management Committee, and Corporate Ethics Committee. The Sustainability Promotion Committee supervises and guides the four committees, and also strengthens and promotes their management through regularly scheduled meetings (held four times annually) as well as extraordinary meetings. In principle, the Committee also reports on activities once every quarter to the Board of Directors and undergoes supervision/observation by the Board of Directors.

The Sustainability Promotion Committee is chaired by the President. Participants are the secretariats of the four above-mentioned committees as well as company officers (those responsible for corporate planning, manufacturing technologies, procurement and logistics, quality assurance, safety and environmental affairs, research and development, human resources development, accounting and financial affairs, corporate communications, general affairs, legal affairs and compliance, system strategies, cyber security management, sustainability promotion, diversity promotion, the Digital Solutions Business, the Life Sciences Business, and the Plastics Business). This enables the committee’s discussions to touch on all businesses and functions of the Group. We endeavor to build confidence among our stakeholders by disclosing information on the committee’s activities and results in the Sustainability Report.

<Major Agenda Items for the 2024 Sustainability Promotion Committee>

- JSR Group’s GHG Emission Reduction Targets for the Purpose of SBT Approval
- JSR Group materiality for FY2025 and beyond
- JSR Group’s Policy for ESG Index



2. Sustainability Planning Committee

JSR Group maintains a Sustainability Planning Committee that is chaired by the officer in charge of sustainability promotion. The reason we have this committee is that we recognize the need to respond to changes in the environment, deepen our sustainability initiatives, and continually provide value to all stakeholders.

The Sustainability Planning Committee summarizes the state and results of Creating Shared Value (CSV) activities through co-creation with business departments. It also considers corporate initiatives for sustainability, such as responding to the Task Force on Climate-related Financial Disclosure (TCFD) and addressing climate warming and sets direction for sustainability strategies in light of the management policy, materiality, and identified risks.

The committee also addresses social contribution activities by studying new undertakings and monitoring the status of existing activities based on JSR Group's Philosophy for Social Contribution.

> Details concerning our social contribution-related initiatives.

3. Environment, Safety and Quality Committee

We believe "making sustainable development possible" is an important form of corporate responsibility. We therefore address the environment, safety, and quality based on the principle of "responsible care." At JSR, these initiatives are fundamental to our business activities. Therefore, we maintain an Environment, Safety and Quality Committee chaired by the officer in charge of safety, environmental affairs, and quality assurance, who spearheads effective, Group-wide initiatives.

The committee approves plans that concern responsible care activities within the contexts of the environment, safety, and quality. It also evaluates and verifies the results of these activities. The committee additionally strives to maintain and improve responsible care as it pertains to the elimination of accidents, reduction of environmental impacts, chemical management, and product safety.

> Details concerning our responsible care-related initiatives.

4. Risk Management Committee

We believe that preventing major crises and minimizing their effects on business activities should they occur are important management challenges. Given this, we have formulated Risk Management Policies and established a Risk Management Committee that is chaired by the officer in charge of corporate management. The Risk Management Committee promotes continuous improvement of guidelines and plans for responding to both manifested and potential crises.

> Details concerning our risk management-related initiatives.

5. Corporate Ethics Committee

JSR Group practices and promotes corporate ethics by setting down the JSR Group Principles of Corporate Ethics—a code of conduct for fulfilling our Responsibility to Our Stakeholders, a key management policy to support the realization of our Corporate Mission. We further pursue corporate ethics through the Corporate Ethics Committee chaired by the officer in charge of compliance.

> Details concerning our corporate ethics and compliance-related initiatives.

JSR Group implements the following activities to deepen employees' understanding of sustainability and ensure that they utilize this knowledge in their daily work.

We offer training for new employees and newly appointed managers that explains environmental issues such as climate change and outlines our initiatives. These sessions give participants opportunities to consider and discuss concrete measures within their departments, helping cultivate each employee's ability to contribute to a sustainable society.

JSR Group's Materiality ~FY2022-FY2024~

JSR Group's Materiality ▾

Establishment and Advancement / Results of KPIs for Materiality ▾

Value Creation Story ▾

JSR Group's Materiality

We have identified materiality (priority issues) aiming to help bring about a sustainable global environment and society by creating value through corporate activity, following our Corporate Mission of "Materials Innovation — We create value through materials to enrich society, people and the environment." This materiality is reflected in the Medium-term Management Policy announced in March 2021 and positioned at the center of our resilient management foundation.

JSR Group's Materiality (Priority Issues)

Business Activity Advancement of the three priority issues		Digital Solution Materials supporting the digitalization of smart society Curtailment of electricity consumption	
Contribution to quality of life and happiness	  	Life Science Early development of pharmaceuticals Increase success probability of development and development efficiency	Plastic More comfortable driving experience by eliminating interior squeaking Providing products designed to support plastic recycling
Contribution to a healthy and long-living society	  		
Contribution to preservation of the global environment			

Management Foundation Promotion throughout the Group Five priority issues

Environmental conservation and impact reduction Achieve net zero GHG emissions by 2050 by working collectively as a Group	      
Employees, DE&I, and Ways of Working Respect diversity and increase employee engagement	
Health and safety Prioritize safety and ensure good mental and physical wellbeing	
Respect for human rights Deepen understanding of human rights and take the correct actions	
Supply chain Sustain stable procurement from sound procurement partners	

1. Materiality Identification Process

Based on the findings from dialogue held with experts in 2019, we began reviewing the existing materiality (formulated in 2015) from the same year.

From FY2019 to FY2020, as part of JSR Sustainability Challenge,* with the participation of our employees, we reorganized our materiality into two perspectives: business activity and management foundation. In implementing this process, we received opinions and summaries from Mr. Keisuke Takegahara of the Development Bank of Japan as an outside expert.

*JSR Sustainability Challenge: An initiative where discussions were conducted to grasp the positive and negative social impacts of the Group's five business segments to determine the material impacts, both positive and negative, of JSR Group's business activities.

- > JSR Report 2020 – JSR Sustainability Challenge / Summary of Business Activities (PDF: 86KB) [PDF](#)
- > Sustainability Report 2021 – JSR Sustainability Challenge / Management Foundation Implementation Process and Summary (PDF: 435KB) [PDF](#)
- > Looking back at the process of developing the "new materiality" from the 2019 dialogue with Mr. Keisuke Takegahara

2. Future Reviews

We believe that our materiality will evolve amid continuing changes in what society demands of us as well as in our various stakeholders' views and needs. Going forward, we will therefore continue to identify and review materiality through the following operations.

1. We will respond accordingly whenever the need to review the validity of materiality arises through engagement with experts and employees as well as Responsible Care activities, etc.

2. Whenever we formulate new medium-term management policies, we will ensure (and periodically review) the transparency and acceptability of the processes that we apply when specifying materiality by exchanging views with experts.

Establishment and Advancement / Results of KPIs for Materiality

1. Establishment of Key Performance Indicators (KPIs) for Materiality

In FY2021, we established Key Performance Indicators (KPIs) for our issues of materiality. During this process, the Sustainability Promotion Department, with the support of the Corporate Planning Department, discussed and shared sustainable management issues facing JSR Group together with business departments, corporate departments, and Group companies to determine specific KPIs and numerical targets.

2. Advancement / Results of Materiality KPIs

The applicable materiality covers the period from FY2022 to FY2024. In FY2024, the final year of this materiality, we confirmed the achievement status of each KPI and obtained results that will serve as the foundation for the next strategy.

The materiality of Business Activity stipulated that the Group contributes to society by providing products and services that demonstrate various effects in "Contribution to Quality of Life and Happiness," "Contribution to a Healthy and Long-Living Society," and "Contribution to Preservation of the Global Environment," in each of the Digital Solutions Business, Life Sciences Business, and Plastics Business that the Group engages in.

Based on this, we have defined "sustainability products" in each business domain from among all the products provided by JSR Group, set KPIs such as sales, sales volume, and sales ratio, and established targets for FY2024.

In FY2024, we set a target of tripling sales of sustainability products in our Digital Solutions Business compared to FY2020, and in FY2024 we achieved a 3.5-fold increase. In addition, we aimed to double the sales ratio compared to FY2020 and achieved a 2.3-fold increase.

In addition, the "Management Foundation" that supports our business activities has five forms of materiality: "environmental conservation and impact reduction," "employees, DE&I, and ways of working," "health and safety," "respect for human rights," and "supply chain." Therefore, we have set medium- to long-term issues and KPIs for each of these.

In particular, for "environmental conservation and impact reduction," we have set a target for FY2030 of reducing greenhouse gas emissions by 30% from the FY2020 level by FY2030, and have achieved an 18% reduction as of FY2024. Furthermore, in order to achieve sustainable growth and fulfill our social responsibilities, we set a Science Based Target (SBT) of a 42% reduction by FY2030 compared to FY2023 and obtained SBTi certification in July 2025. The background and characteristics of the materiality of "Management Foundation" are as follows. Detailed progress of materiality KPIs is described in the relevant sections of each.

— Environmental Conservation and Impact Reduction

Climate change and resource depletion are issues threatening the very future of humankind. To resolve these worldwide social issues, JSR Group will begin by aiming to reach net zero GHG emissions by 2050 and eliminate waste bound for landfills entirely.

> Response to Climate Change

> Waste Reduction

— Employees, DE&I, and Ways of Working

We believe that advancing flexible and diverse ways of working, utilizing each other's individual abilities and approaches, and working with higher engagement will improve organizational competitiveness and ultimately elevate corporate value.

In particular, we believe that the advancement of DE&I in managerial grades, which plays a central role in organizational management, will lead to improved resilience of JSR Group as a whole. Therefore, based on the social issues unique to Japan, we have set the ratio of female managers at JSR (nonconsolidated basis) as a KPI. We regard this as one of the metrics that reflects the results of ensuring "fairness of opportunities" for each employee's challenges, active participation, and growth, and we will accelerate the creation of a DE&I culture using this KPI as a driver.

— Safety and Health

For safety, we will use the number of accidents occurring after safety activities and results of the safety culture survey for measuring the progress of this process as KPIs and adopt uniform standards for evaluating safety performance globally.

> Occupational Safety, Security and Accident Prevention

For health, we targeted White 500 certification for JSR. During and after the pandemic, we have positioned the balance between employee health and productivity as an important management issue that we are now working diligently to address.

> JSR Health Promotion (Initiatives in Health and Productivity Management)

— Respect for Human Rights

Companies are responsible for setting an example when it comes to respect for human rights. To fulfill this responsibility, each and every JSR Group employee must deepen their understanding of human rights. Based on this approach, through e-learning and other means, we will focus on initiatives that

educate our people about human rights continuously and systematically.

> Human Rights

— Supply Chain

To share societal needs and JSR Group's philosophy with suppliers and to prevent risks before they materialize, we distribute booklets containing JSR Group's CSR/sustainable procurement and human rights policies to foster supplier understanding and we ask that they submit a written endorsement. With regard to conflict minerals and cobalt, which pose concerns in terms of child labor and other human rights abuses, we will use commonly used questionnaires worldwide to monitor JSR Group's use of these commodities and suppliers' responses to preventing human rights abuses.

> Supply Chain Management

Materiality Initiatives and KPIs

Materiality in Business Activity	Purpose	KPI	Progress and results	Goal (In FY2024)	Location
Contribution to quality of life and happiness	Digital Solution <ul style="list-style-type: none"> Provision of materials to support digital development in a smart society Reducing power consumption in a smart society 	Sales of sustainability products Sustainability Products Sales Ratio	2.4 times 2.0 times	3 times as many ¹ 2 times as many ¹	Global
Contribution to a healthy and long-living society	Life Science <ul style="list-style-type: none"> Early development of medical products Improvement of development success probability and development efficiency 	Sales of sustainability products	129.7 billion yen	100 billion yen	Global
Contribution to preservation of the global environment	Plastic <ul style="list-style-type: none"> Comfortable driving by improving vehicle creak noise Providing products designed to support plastic recycling 	Sales of sustainability products Sustainability Products Sales Ratio	16,000 tons 8%	27,000 tons ² 10% ²	Global

¹ Compared to FY2020 ² Changed numerical targets after reviewing sustainability products

Materiality in Management Foundation	Purpose	KPI	Progress and Results	Goal	Scope
Environmental conservation and impact reduction	Reducing GHG emissions (Scope 1&2)	Reduction of GHG emission (vs FY2020)	18% decrease	FY2030: -30% FY2050: -100%	Global
	Waste reduction	Final landfill amount	Maintained at 0.1% and below	<0.1%	Global
Employees, DE&I, and ways of working	Increase engagement	Increase employee engagement	Continue to conduct the survey globally, and based on discussions on the results, continue to dig deeper into the issues and implement the action plan.	Continue to improve engagement and carry out initiatives toward that end	Global
	Promote DE&I	Ratio of women in managerial positions	6.9% (as of March 31, 2025)	10% in FY2030	JSR Corp
Health and safety	Create a safe work environment	The number of workplace accidents The number of facility accidents	4 (lost time) 0	Zero (target to halve in FY2023) Zero	Global
	Improve the health of employees	Obtain certification as an "Excellent Health Management Corporation (White 500)" by METI	Selected as a Certified Outstanding Organizations of KENKO Investment for Health (Large Enterprise Category) (not selected for White 500)	Obtain "White 500"	JSR Corp
Respect for human rights	Give all employees opportunities to learn about human rights	Participation rate in e-learning on respect for human rights	82% (FY2022)	>80%	Global
Supply chain	Strengthen supply chain management	Collection rate of acknowledgement of receipt received after sharing the JSR Group's CSR/Sustainable Procurement Policy and Human Rights Policy with our suppliers	90% (FY2022)	100%	Global
		Collection rate of RMI templates (survey on the use of Conflict Minerals and Cobalt) from our suppliers	CMRT:88% (FY2022) EMRT:88% (FY2022)	100%	Global

Related Links

- > Providing Value to Society through Our Business Activities: Contribution to Preservation of the Global Environment | Sustainability | JSR Corporation
- > Providing Value to Society through Our Business Activities: Contribution to Quality of Life and Happiness | Sustainability | JSR Corporation
- > Providing Value to Society through Our Business Activities: Contribution to a Healthy and Long-Living Society | Sustainability | JSR Corporation

In light of the evaluation based on these results, changes in social needs, and the various expectations of our stakeholders, we will review our materiality and reflect the findings in our medium-term management plan for FY2025 and beyond.

Value Creation Story

We seize upon social issues and use JSR's technological strengths to strive to contribute to society and increase our corporate value.

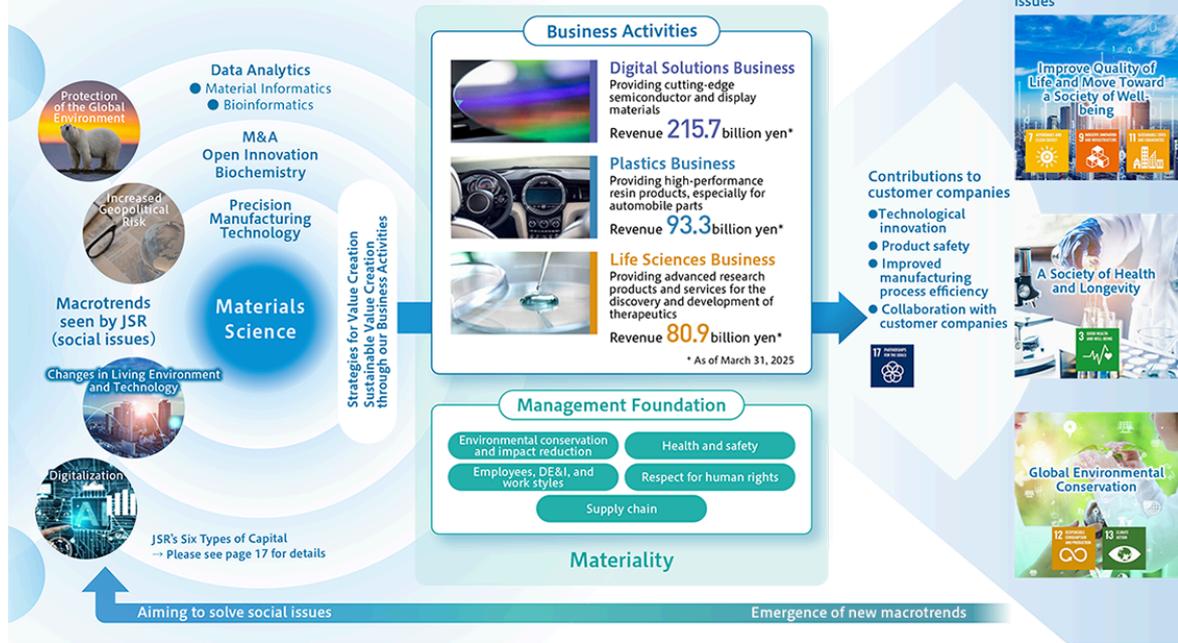
Medium- to Long-term Value Creation

Corporate Mission
Realization of Materials Innovation

We seize upon social issues and use JSR's technological strengths to strive to contribute to society and increase our corporate value.

OUTPUT

OUTCOME



Providing Value to Society through Our Business Activities

Contribution to Quality of Life and Happiness

Providing Materials That Support a Comfortable Society



Developing Digitalization for the Smart Society

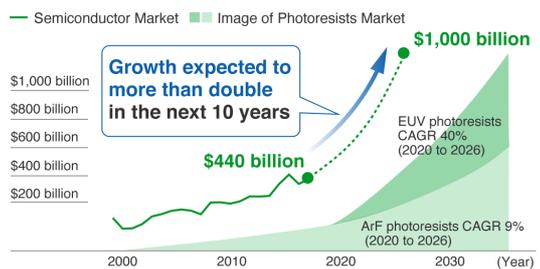
Contributing to the Miniaturization of Semiconductors with EUV Photoresists

Extreme ultraviolet ray (EUV) lithography, a cutting-edge technology used in the development of advanced semiconductors, has dramatically advanced miniaturization and further improved the degree of integration of transistors. EUV lithography, for example, has greatly enhanced the processing power of generative AI, enabling advanced data analysis and complex calculations in real time and making its use possible in ever more applications. Advances in high-speed communication technology have made data transfer from terminals to data centers even more efficient, enabling rapid processing of vast amounts of data. Furthermore, energy efficiency has improved significantly, and semiconductors that maintain high performance with low power consumption have been developed one after another, making a significant contribution to reducing environmental impact. These advances are accelerating the next generation of technologies that will support the social infrastructure of the future.

Advantages of Miniaturization

<p>Increased processing capacity</p>	<p>Increased data capacity</p>
<p>Reduced size and weight</p>	<p>Energy saving</p>

Forecast for the EUV Market

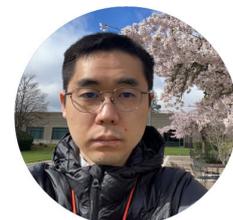


Forecast of the semiconductor market: WSTS for 2000 to 2020 and IBS from 2021 onward

Photoresist CAGR: Estimate by JSR

Contributing to the Mass Production of Advanced Semiconductors with World Class High Performance Materials Solutions

JSR acquired Inpria from which it obtained metal oxide resist (MOR) technology. This technology is one type of EUV resist that enables high resolutions. MOR has a high EUV absorption rate and excellent resolution, making it a key next-generation material that will support future miniaturization. While conventional photoresists have completely excluded metals, MOR is an innovative product that has succeeded in the high technical challenge of active metal utilization. From around 2025, MOR is expected to be applied to the mass production of actual semiconductors. This will greatly contribute to the mass production of high-performance and high-efficiency semiconductors. JSR is

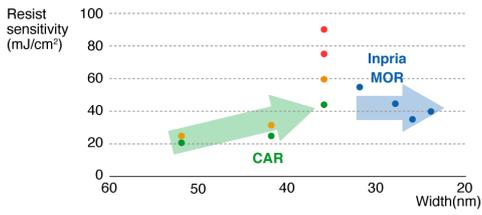


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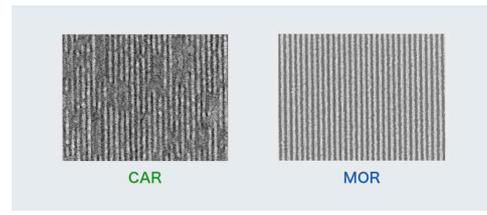
combining Inpria's advanced technologies with its own mass production and quality control expertise to provide competitive solutions in advanced semiconductor manufacturing processes, contributing to the evolution and technological innovation of the industry.

JSR Micro, Inc.
Financial Planning Analyst

Comparison of resolution



Difference in resolution of 18nm width



Realizing Comfortable Driving with a Reduction of Squeaks in Vehicles

Suppressing Abnormal Noises in Automobiles with HUSHLLOY™ Anti-squeak Material

EVs are spreading around the world at an accelerated pace on the back of stricter regulations to stop global warming and prevent air pollution. On the other hand, this has led to the problem that the quietness of these vehicles means that even slight abnormal noises in them cause annoyance.

JSR Group's HUSHLLOY™ anti-squeak material reduces the squeaks generated from the joints of plastic parts; obtaining a permanent effect that contributes to ensuring a safe and comfortable driving environment. Not only that, it also lightens the workload in terms of applying grease and affixing non-woven fabric which have been taken as measures by hand up to now.



Points where squeaks are effectively suppressed by using HUSHLLOY™



Quality of Life and Happiness

a Healthy and Long-Living society

Preservation of the Global Environment

Providing Value to Society through Our Business Activities

Contribution to a Healthy and Long-Living Society

Providing Advanced Medical Care to Patients Faster



Contributing to Shortening the Period and Improving the Success Rate of Pharmaceutical Development for Clients

Enhancing Efficiency of Pharmaceutical Development

We develop and provide various pre-clinical efficacy evaluation models including the industry's largest PDX* collection and screening services to select effective drug candidates from many such candidates. These efforts are contributing to improving the efficiency of pharmaceutical development for pharmaceutical companies. We also provide pre-clinical services using organoids known for having an extremely high similarity with organs. Tumor organoids reflect the tumor characteristics specific to patients. Therefore, it is possible to even more accurately predict the response to drug candidates. It is expected this will improve clinical success rates.

* Patient-derived xenografts (PDX): This is a model in which tumor tissue derived from a patient is transplanted into an immunodeficient mouse. It is effective in selecting drug candidates because it allows an evaluation in an environment similar to that of humans.



**CROWN
BIOSCIENCE**

Shortening the Period of the Pharmaceutical Manufacturing Process

We have advanced technologies relating to analysis, cell line development and manufacturing process development in the development and manufacturing of biopharmaceuticals. With that technology, we also support the process development and manufacturing of molecules with complex structures. Furthermore, we provide an integrated service called "Gene to GMP in 9 months." It covers the processes from cell line development to manufacturing process development, analysis and manufacturing. This contributes to shortening the period to establish manufacturing processes in biopharmaceutical development.



Providing Bioprocess Materials

We provide process materials used in biopharmaceutical manufacturing such as particles for purification of antibody pharmaceuticals. Our Amsphere™ A3, a protein A carrier for antibody pharmaceutical purification with its industry-leading performance, is being used in the manufacturing of more than 95 investigational new drugs around the world. It started to be used in the commercial production of antibody pharmaceuticals approved by the U.S. Food and Drug Administration (FDA) in March 2022.



Contribution to
Quality of Life and Happiness >

Contribution to
a Healthy and Long-Living Society

Contribution to
Preservation of the Global Environment >

Providing Value to Society through Our Business Activities

Contribution to Preservation of the Global Environment

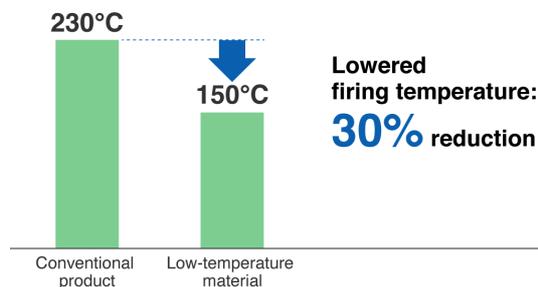
Developing Products That Reduce the Environmental Impact of Our Customers



Contributing to Energy and Resource Saving with Display Materials

Lowering the Firing Temperature with Low-temperature Materials Reducing Energy Consumption in the Manufacturing Process

Conventionally, the technological development of liquid crystal display materials was focused on the aim of reducing power consumption of the display panel itself such as by improving luminance (brightness) and the display response speed. However, we have been working on the development of a low-temperature material aiming to reduce the environmental impact in the manufacturing process of display panels. The low-temperature material we have developed allows the conventional firing temperature of 230°C to be lowered to 150°C. The material is designed to have the same performance as before. Accordingly, using this material leads to an approximately 10% reduction in energy consumption in display panel manufacturing. We will strive to further spread this low-temperature material in the future to contribute to building an even richer society and reducing power consumption.

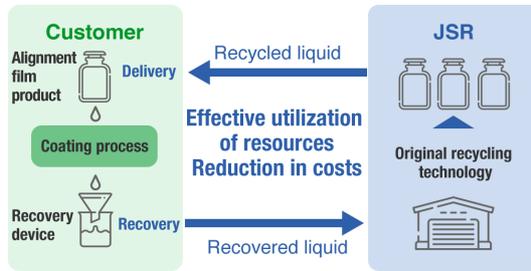


Launch of an Alignment Film Recycling Business

Alignment film is one of the important materials used to control liquid crystal behavior in liquid crystal displays. We have supported the progress of liquid crystal displays as a leading company in the development and sale of alignment films over many years.

Leftover chemical material and used waste liquid is generated in the process of forming alignment films for displays. There is a risk that material and liquid will leak during transportation or storage. In addition, great care must also be taken in handling when disposing of them. Accordingly, we have launched an alignment film recycling business to support our customers in efficiently using materials and to reduce their environmental impact. We will work to reduce the environmental impact and improve customer satisfaction by widely providing materials we have recycled based on the extensive knowledge in alignment films we have accumulated over time.

Recycling Process

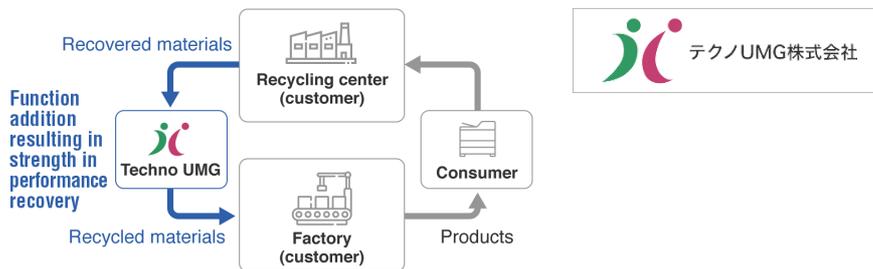


**Toward Automobile Plastic
Material
Resource Circulation**

Aiming to Eliminate Painting and Promoting the Recycling of Automobile Parts with VIVILLOY®

VIVILLOY® highly colorable and highly weather resistant materials are materials which express high color development even without painting. We developed these materials based on our unique polymer development technologies we have cultivated through our track record in the global sale and supply over many years of weather-resistant materials (DIALAC® series) and alloy products (composite materials with other resins). VIVILLOY® also contributes to energy saving and an improvement in work efficiency in addition to cutting costs with the omission of the painting process. Moreover, JSR Group is implementing the closed recycling of plastic parts with the cooperation of our customers in office automation equipment applications. We will utilize this knowledge to also consider the recycling of unpainted parts of automobiles.

Recycling Process



Application Examples



Radiator grills



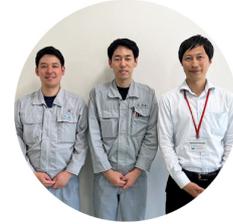
Side mirror covers

Utilizing Paintless Applications to Reduce GHG Emissions by over 40% and Contribute to Environmental Conservation with Highly Recyclable Parts

Materials used in automotive exterior parts, such as plastics and ABS resin, undergo secondary processing such as plating and painting to maintain their aesthetics and functionality even in harsh environments. However, this process is very costly and also emits a large amount of GHG emissions.

VIVILLOY[®] helps to solve these problems. In addition to the excellent weather resistance and scratch resistance required for exterior parts, the coloring is comparable to that of painting, which eliminates the need for secondary processing. Therefore, switching materials to VIVILLOY[®] can reduce costs by about 30% and GHG emissions by more than 40%. Furthermore, when recycling materials, conventional products require paint stripping, a process that VIVILLOY[®] does not require. Moreover, VIVILLOY[®] is exceptionally durable, retains the same performance as virgin material even after long-term use, and has been proven to offer excellent recyclability.

With these features, we are developing a system to accelerate VIVILLOY[®]'s adoption and have it recognized as a paintless highly colorable material not only for use in the automotive sector but also in a wide range of other fields such as office automation equipment. Our research laboratory is reviewing the polymer design and developing a new product with even greater coloring, which is scheduled to be launched in FY2024. Going forward, we will carefully examine the needs and market potential of new applications such as EVs and autonomous driving, and not only strengthen VIVILLOY[®]'s performance, but also develop new high-performance products and build a stable supply system. Furthermore, by strengthening cooperation with overseas subsidiaries and expanding this business overseas, we hope to contribute widely and deeply to global environmental conservation.



From left:

H.A.

R&D Headquarters
Techno-UMG Co., Ltd.

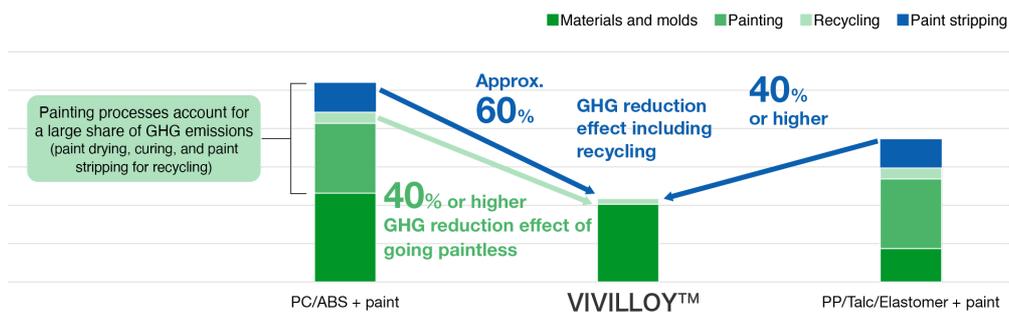
K.H.

R&D Headquarters
Techno-UMG Co., Ltd.

Y.S.

Sales and marketing headquarters
Techno-UMG Co., Ltd.

GHG reduction effect from elimination of paint*



* GHG emission intensity quoted from databases is used to calculate GHG reduction effects.

Contribution to
Quality of Life and Happiness >

Contribution to
a Healthy and Long-Living Society >

Contribution to
Preservation of the Global Environment

Environmental Management



Governance and Management Framework ▾

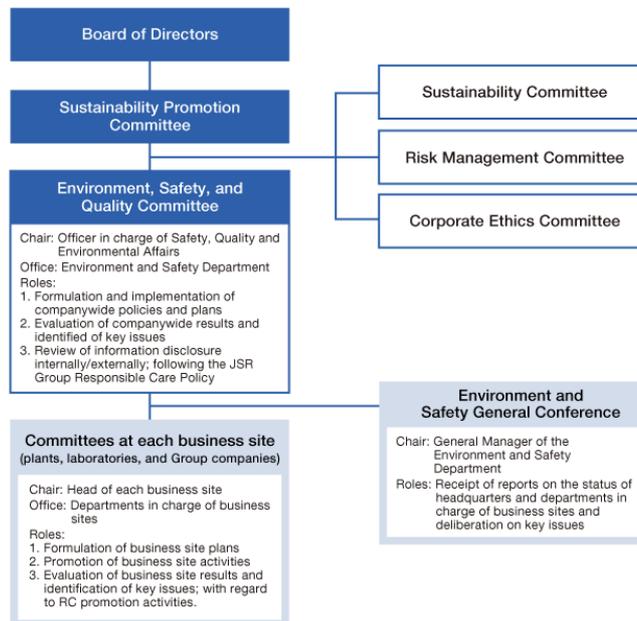
Policy and Basic Approach ▾

Metrics and Targets ▾

Initiatives ▾

Governance and Management Framework

JSR Group formulates environmental targets under our basic policy of Responsible Care to advance environmental activities integrated with our management. The Environmental Supervisory Department drafts the environmental targets. The Environment, Safety and Quality Committee, chaired by the officer in charge of environment, safety and quality, then deliberates and approves those targets. After that, the committee reports the targets to the Sustainability Promotion Committee.



- > Responsible Care Management
- > Sustainability Philosophy and Advancement Structure

Policy and Basic Approach

JSR Group recognizes that it is our duty to contribute to the realization of a sustainable global environment and society as a company which handles chemical substances.

Therefore, we consider reducing the environmental impact arising from our business activities and appropriately managing chemical substances to be priority issues. Accordingly, we are striving to reduce GHG* emissions and to appropriately manage waste. In particular, it is expected that climate change will have a big impact on our business due to the risks from an increase in natural disasters and environmental regulations. Therefore, we are working to reduce GHG emissions as a mid- to long-term management issue.

* GHG: greenhouse gas

Metrics and Targets

Environmental Metrics and targets by category are available here.

- > Addressing Climate Change
- > Conservation of Water Resources
- > Waste Reduction
- > Biodiversity Conservation
- > Pollution Prevention
- > Chemical Management

Initiatives

1.Environmental Management System

As an environmental management system that supports our environmental management, JSR Corporation Yokkaichi Plant obtained ISO 14001 certification in 1999 and has kept this certification up to date each year since.

JSR Group companies, mainly manufacturing bases, have also obtained ISO 14001 certification, and are promoting environmental conservation activities using a management system that complies with this standard.

ISO 14001 Certification (Manufacturing Bases)

(As of March31,2025)

Business site/Group company	Certification no.	Certification date
JSR Corporation Yokkaichi Plant	JQA-E-90119	March 6, 1998
Emulsion Technology, Co., Ltd.	NQE-0082A	June 28, 2002
Techno-UMG Co., Ltd. Yokkaichi Plant	JCQA-0700	May 15, 2000
Techno-UMG Co., Ltd. Ube Plant	JQA-EM0920	June 30, 2000
Techno-UMG Co., Ltd. Otake Plant	10408692	March 30, 2016
Japan Coloring Co., Ltd.	NQE-0004A	July 27, 1998
UBE JYUSHIKAKOU, LTD.	02842-2016-AE-KOB-JAS-ANZ	May 1, 2006
JSR Micro Kyushu Co., Ltd.	JQA-EM0882	June 2, 2000
JSR Micro N.V. (Belgium)	BE04/1440.EM	May 5, 2005
EUV Resist Manufacturing & Qualification Center N.V.	BE04/1440.EM	May 5, 2005
JSR Micro, Inc. Sunnyvale CA (United States)	EN13339	April 27, 2010
JSR Micro, Inc. Hillsboro OR (United States)	21554	March 3, 2022
JSR Micro Korea Co., Ltd. (Korea)	EMS 501671	December 21, 2005
JSR Micro (Changshu) Co., Ltd. (China)	122208009	September 3, 2019

2.Environment Merit Award

At JSR Corporation, to further encourage environmental protection activities, we created the Environment Merit Award for employees who have made important contributions to environmental protection through a range of activities that include environmental product and technology development, environmental impact reduction, and assisting local communities with environment-related issues. In FY2024, a total of seven individuals received awards for three distinct achievements.

Business site	Description
Yokkaichi Plant	Reduction of CO ₂ emissions through optimization of cleanroom operating conditions
Yokkaichi Plant	Advancement of resource recycling by changing the cleaning solvent for used plastic drums
JSR BiRD	Risk reduction through enhanced monitoring of research wastewater management systems

Addressing Climate Change



Governance and Management Framework ▾

Policy and Basic Approach ▾

Metrics and Targets ▾

Initiatives ▾

Governance and Management Framework

JSR Group utilizes a supervisory structure, overseen by the Board of Directors, to examine and carry out appropriate responses to issues that could potentially pose business risks or represent business opportunities.

Furthermore, JSR Group has established the Sustainability Promotion Committee, chaired by the CEO and President, as a cross-functional meeting body to advance the implementation of sustainability activities.

In particular, with regard to climate change response, the Sustainability Planning Committee, which is responsible for planning overall strategies on sustainability, sets the direction of company-wide activities, while the Environment, Safety and Quality Committee is responsible for approving the action plan related to climate change of the entire organization and evaluating and verifying the results of activities. The Risk Management Committee is responsible for managing the implementation of and improving response policies and response plans with regard to apparent and latent risks and opportunities identified through assessments. The Sustainability Promotion Committee supervises and guides the activities of these three committees and strives to strengthen management and advance activities through regular meetings held four times a year and extraordinary meetings.



Policy and Basic Approach

As a company that manufactures chemical products, JSR Group considers response to climate change issues faced by the society as one of its top priority issues, and that it is the Group's responsibility to contribute to the realization of a decarbonized society.

Our chemical products are ultimately used in various products. Therefore, we believe it is necessary to work to reduce greenhouse gas (GHG) emissions throughout the lifecycle of our products.

We will contribute to the reduction of GHG emissions in society as a whole by promoting the calculation and understanding of GHG emissions throughout the Group and working to reduce energy consumption in the various processes of producing and providing products.

Metrics and Targets

JSR Group continuously reviews and enhances its reduction targets to achieve "Net Zero" GHG emissions by 2050.

Toward the realization of "Net Zero" by 2050, we set the reduction targets for FY2030 in 2021. In FY2025, considering external situations, we set the new targets aligned with the 1.5°C goal and are working to further reduce GHG emissions.

1. GHG Emissions Reduction Targets Toward Net Zero GHG Emissions in 2050

JSR Group announced in March 2021 that it aims to achieve net zero GHG emissions in 2050. In December 2021, we set a milestone for achieving this target: reducing GHG emissions by 30% for the entire JSR Group by FY2030 (base year: compared to FY2020).

Target 1			Reduce greenhouse gas emissions (Scope 1 + Scope 2) by 30% by FY2030 (compared to FY2020)				
Metrics	Boundary	Unit	Base Year	Result			
			FY2020 ^{*1}	FY2021 ^{*1}	FY2022	FY2023	FY2024
Scope 1	JSR Group	1,000 tons-CO ₂ e	35	35	34	34	34
Scope 2			205	195	180	186	169
Scope 1 + Scope 2 total			240	230	214	220	202
Progress (base year: compared to FY2020)		%	—	-4	-11	-8	-16

*1 Numerical values exclude the Elastomers Business, which was business transferred in April 2022.

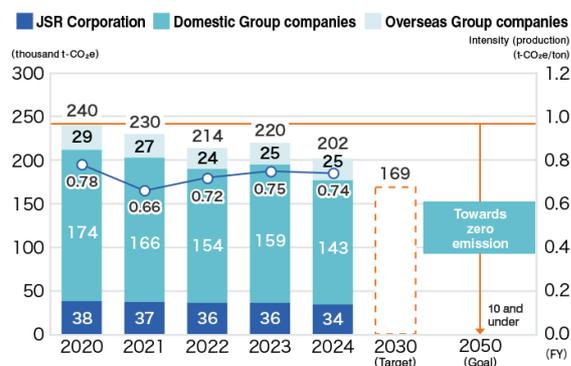
*2 Scope 3 emissions are shown in the ESG Data Book.

> ESG Data

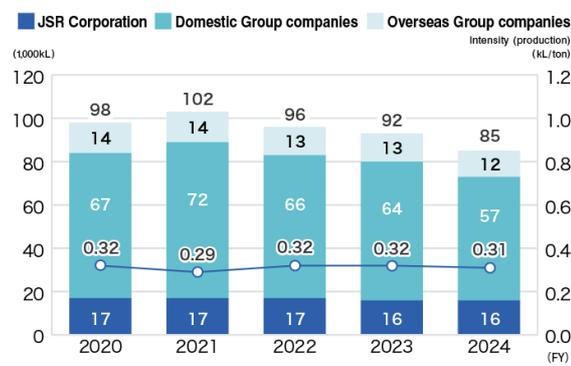
In FY2024, our GHG emissions decreased by 8% from the previous year to 202,000 t-CO₂e, and by 16% from FY2020, the base year, as a result of continued implementation of energy conservation advancement activities and switching to renewable energy for purchased electricity.

our energy consumption in FY2024 was 85,000 kL, 8% decrease from the previous fiscal year.

GHG emissions



Energy consumption



2. GHG Emissions Reduction Targets Consistent With the 1.5°C Target

In FY2025, JSR Group reviewed its GHG emissions reduction targets to align them with the 1.5°C target of the Paris Agreement, and obtained certification under the Science Based Targets initiative (SBTi).

Category		Target2
Scope1	Direct GHG emissions from the company	JSR Corporation commits to reduce absolute Scope1 and 2 GHG emissions 42% by 2030 from a FY2023 base year.
Scope2	Indirect emissions resulting from the use of electric power, heat, and steam supplied by other companies	
Scope3	Indirect emissions other than Scope1 and Scope2(emissions from other companies relating to business operators' activities)	JSR Corporation also commits that 85% of its suppliers by emissions covering purchased goods and services, capital goods and upstream transportation and distribution, will have science-based targets by FY2029.

We will continue to advance the reduction of the environmental impact of our business activities by setting these goals as the new GHG emissions reduction target for JSR Group.

> JSR Corporation's greenhouse gas emissions reduction targets have been approved by Science Based Targets initiative (SBTi) | 2025 | News | JSR Corporation

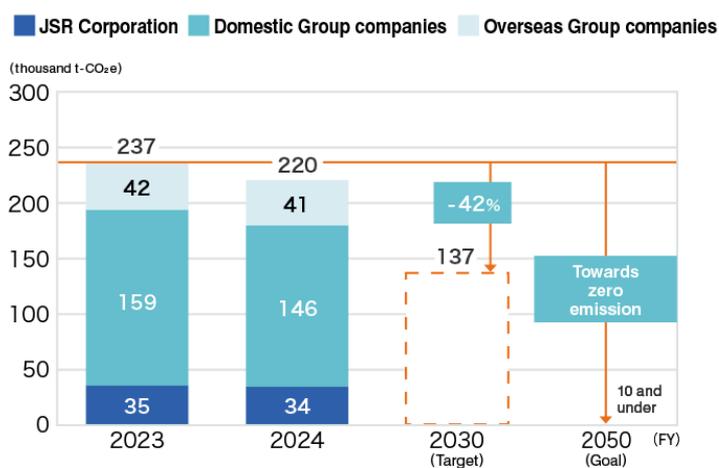
Scope 1 and Scope 2 GHG emissions in FY2024 were 220,000 t-CO₂e, 7% decrease from the base year of FY2023.

Metrics	Boundary ^{*3}	Unit	Base Year	Result
			FY2023	FY2024
Scope 1	JSR Group	1,000 tons-CO ₂ e	37	37
Scope 2			200	183
Scope 1 + Scope 2 total			237	220
Progress (base year: compared to FY2023)		%	—	-7

*3 In accordance with the acquisition of SBTi certification, the boundary for FY2023 and FY2024 has been changed from the calculation of Target 1, and Group companies over which JSR Corporation has financial control are included in the scope of calculation.

*4 Scope 3 emissions are shown in the ESG Data Book.

> ESG Data



Initiatives

1. Response to the TCFD Recommendations

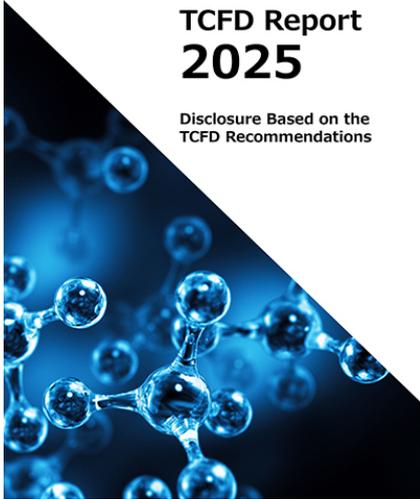
JSR Group expressed its support for the TCFD recommendations in October 2020 and conducts information disclosure based on the TCFD framework. For more information, please refer to the TCFD Report.

> TCFD Report (PDF: 1.08MB) [PDF](#)



TCFD Report 2025

Disclosure Based on the TCFD Recommendations



2. Third-Party Verification of GHG Emissions

To ensure transparency and accuracy of certain the GHG emissions data (Scope 1 and 2) disclosed by JSR Group, we obtain third-party verification.

- > Verification Opinion by a third party(FY2023) (PDF: 721KB)
- > Verification Opinion by a third party(FY2022) (PDF: 733KB)

3. Introduction of Renewable Electricity

To achieve the previous target of reducing GHG emissions by 30% for the entire JSR Group by FY2030 (compared to FY2020) and the new target of reducing GHG Scope 1 and 2 emissions for the entire JSR Group by 42% by FY2030 (compared to FY2023), we are introducing renewable electricity at all or part of the following sites / companies.

Through these initiatives, the share of renewable electricity in JSR Group's total electricity use reached 14.5% in FY2024.

<Renewable Electricity Installation Locations/Companies in FY2024>

JSR Corporation	Domestic Group Companies	Overseas Group Companies
<ul style="list-style-type: none"> ■ Headquarters ■ Yokkaichi Plant and Research Laboratories ■ Tsukuba Site 	<ul style="list-style-type: none"> ■ JSR ARTON Manufacturing Co., Ltd. ■ Emulsion Technology Co., Ltd. ■ JSR Micro Kyushu Co., Ltd. ■ Techno-UMG Co., Ltd. ■ Ube Jushi Kako Ltd. ■ JSR Life Sciences Corporation ■ MEDICAL & BIOLOGICAL LABORATORIES CO., LTD. 	<ul style="list-style-type: none"> ■ Crown Bioscience Inc. ■ JSR Micro N.V. ■ JSR Micro, Inc. ■ KBI Biopharma, SA

4.JSR BiRD Adoption of Geothermal Heat Utilization System

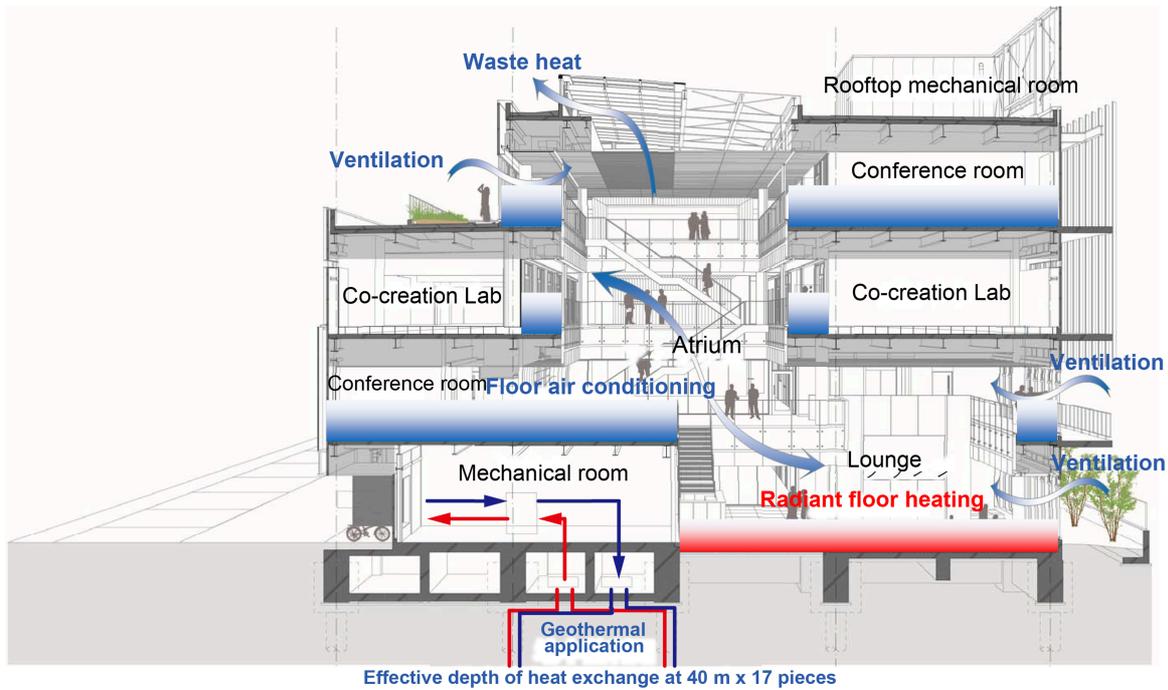
JSR BiRD^{*5}, which started operation in 2021, has adopted a cooling and heating system which uses geothermal heat (geothermal heat utilization system).

The temperature in the ground is lower than the outside temperature in the summer and higher than in the winter. We have built an effective cooling and heating system using this temperature difference. This system has reduced CO₂ emissions resulting from the generation of cold and hot water further than with conventional air conditioning systems. That has led to a reduction in the environmental impact.

<Facility features>

- (1) Incorporating natural ventilation that blends with the atrium shape
- (2) Floor-ducted air conditioning and radiant floor heating to the atrium and work areas
- (3) Geothermal heat pump system that takes advantage of the 50 m pile length

*5 This stands for JSR Bioscience and informatics R&D center. It is a JSR research facility we newly established in 2021 for the creation of new business.



5. GHG Emissions Reduction by Optimizing Cleanroom Operating Conditions at the Yokkaichi Plant of JSR Corporation

At the Yokkaichi Plant of JSR Corporation, energy conservation efforts are focused on cleanroom air conditioning, which accounts for the majority of energy consumed in the plant.

Specifically, the load on the cleanroom is controlled by optimizing the temperature, humidity, and other operating conditions of the outside air treatment air conditioner and adjusting the balance between supply and exhaust air.

In addition, in FY2023, the inverter control was introduced for circulating pumps. By switching to a system that supplies only the necessary flow rate, we have reduced inefficient operation and power consumption.

Through these initiatives, we achieved a reduction of approximately 10% in GHG emissions in FY2024 compared to the FY2022 level before the initiatives were implemented.

We will continue to work on sustainable business operations by further reducing our environmental impact and improving energy efficiency.

6. Collaboration With Specialized Networks on Climate Change

We participate in organizations including the Japan Chemical Industry Association, the Semiconductor Climate Consortium (SCC), and the Japan Climate Leaders' Partnership (JCLP) to collect information and improve our awareness that climate change will bring about both risks and opportunities for JSR Group. Accordingly, we formulate and implement strategies based on scenario analysis.

Conservation of Water Resources



Governance and Management Framework ▾

Policy and Basic Approach ▾

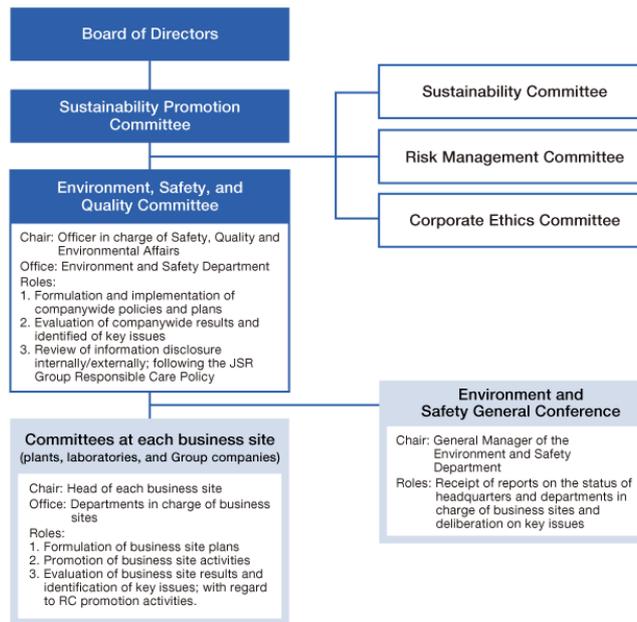
Metrics and Targets ▾

Initiatives ▾

Governance and Management Framework

Based on the concept of Responsible Care, JSR Group positions the conservation of water resources as a priority issue and has established an advancement structure for company-wide efforts. The Environment, Safety and Quality Committee, which plays a central role in this initiative, is chaired by the officer in charge of environment, safety and quality, and the decisions of this committee are also reported to the Sustainability Promotion Committee, chaired by the CEO and President.

Furthermore, the decisions made by this committee are disseminated to each business site, and Group-wide RC advancement activities are implemented. The status of activities is periodically confirmed by the headquarters environment and safety division, which is the secretariat of this committee, through the Environment and Safety General Conference and the headquarters environmental and safety audits.



Policy and Basic Approach

Water is an essential resource for living beings. Globally, freshwater, in particular, is an extremely valuable resources. Since water resources are being affected by natural disasters caused by abnormal weather events resulting from climate change, we recognize that our mission as a manufacturer of chemical products is to conserve and preserve water resources.

JSR Group uses such water resources as a raw material, cleaning solution, in treatment facilities for chemicals, and coolant in its manufacturing processes. To this end, we advance the recycling of water resources within our manufacturing processes and implement purification treatment and water quality testing as appropriate when discharging wastewater outside a plant.

We work to conserve water resources through appropriate management and treatment.

Metrics and Targets

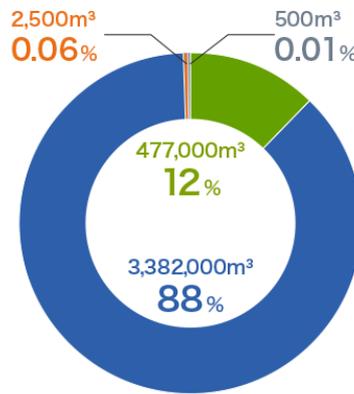
In FY2024, JSR Group consumed 3,862,000 m³ of water (down 2% year on year) and the total discharge was 3,634,000 m³ (down 2% year on year). We will continue to strive to appropriately manage increasingly important water resources in the future.

Various data on water are available in the ESG Data Book.

> ESG Data



■ Tap water ■ Industrial water ■ Ground water ■ Rainwater



Initiatives

1. Water Risk Assessments

JSR Group uses the Aqueduct Water Risk Atlas of the World Resources Institute (WRI) as a tool to assess water risks. In FY2022, we conducted "water stress" assessments of our production bases in and outside of Japan from now up to 2040 and identified areas with high water stress, making progress with assessing the current state of overall water risks.

In FY2023, we expanded the scope to include all domestic and overseas sites and conducted another water stress and overall water risk assessment from the present to 2040.

We are taking measures to reduce the respective risks at our bases with relatively high water risks, including conducting further detailed studies.

2. JSR Micro N.V. Water Risk Reduction

JSR Micro N.V., based in Belgium, is located in an area of high water stress and considers water risk reduction as one of its key issues.

<Introduction of rainwater harvesting system>

We introduced a rainwater harvesting system in 2018. By utilizing rainwater on site, the system reduces the use of water for production and ensures efficient use of water.

<Introduction of Water Treatment and Reuse Facilities>

A water treatment and reuse facility was constructed on site over the period 2021-2022. This facility will purify and reuse used water generated in the production process, and is expected to reduce the amount of water withdrawal. In addition, the facility contributes to the reduction of GHG emissions that were generated in the process of transporting and treating wastewater offsite before the facility was installed.

<Development of Water Withdrawal Reduction Targets>



JSR Micro N.V. has incorporated water into its sustainability strategy for 2023. Based on this Strategy, they have set a target of a 70% reduction in water withdrawal, processed in the wastewater treatment by 2030 compared to 2022 levels. We are working to achieve this goal by utilizing the above initiatives.

> Reference: P. 33 of JSR Micro N.V. Sustainability Report 2024 [PDF](#)

Waste Reduction

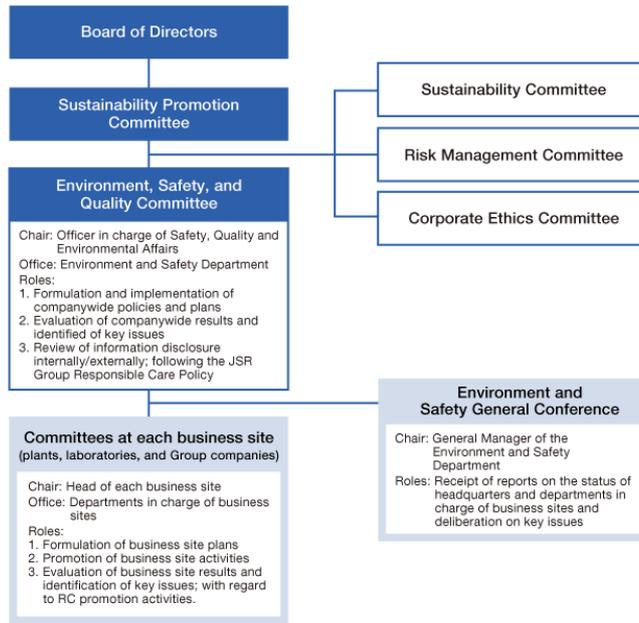


Governance and Management Framework ▾	Policy and Basic Approach ▾	Metrics and Targets ▾
Initiatives ▾		

Governance and Management Framework

Based on the concept of Responsible Care (RC), JSR Group considers waste reduction to be an important issue and has established an advancement structure for the 3Rs (Reduce, Reuse, Recycle). The Environment, Safety and Quality Committee, which plays a central role in this initiative, is chaired by the officer in charge of environment, safety and quality, and the decisions of this committee are also reported to the Sustainability Promotion Committee, chaired by the CEO and President.

Furthermore, the decisions of the committee are disseminated to each business site, where specific RC activities are implemented. The status of activities is regularly confirmed by the Environment and Safety Department at JSR headquarters, which serves as the committee's office, through the Environment and Safety Management Council and headquarters environmental and safety audits.



Policy and Basic Approach

As a manufacturer of chemical products, JSR Group understands that addressing the problem of marine plastic litter facing society is one of our most important issues. We recognize that it is our duty to contribute to the realization of a recycling-based society.

In addition to initiatives related to the 3Rs (Reduce, Reuse, and Recycle) of waste, we advance the efficient use of resources (circular economy) throughout the life cycle from raw materials procurement to product manufacturing, while also contributing to the customers through business activities and the achievement of related SDGs.

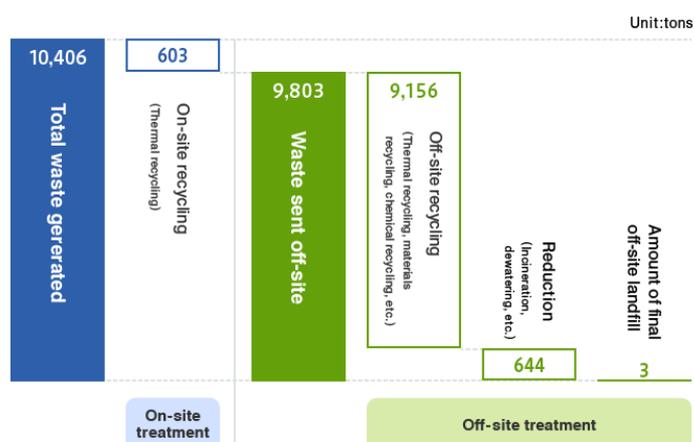
Metrics and Targets

1. Final Off-site Landfill Rate of Waste

In FY2021, JSR Group set KPIs for identified materiality. In the “Environmental conservation and impact reduction” section of materiality in the Management Foundation, “Final landfill amount” is set as the KPI. We have also set an annual target of “reduce the amount of final off-site landfill to 0.1% or less of the total waste generated.” In FY2024, we achieved this target.

> JSR Group’s Materiality (Priority Issues)

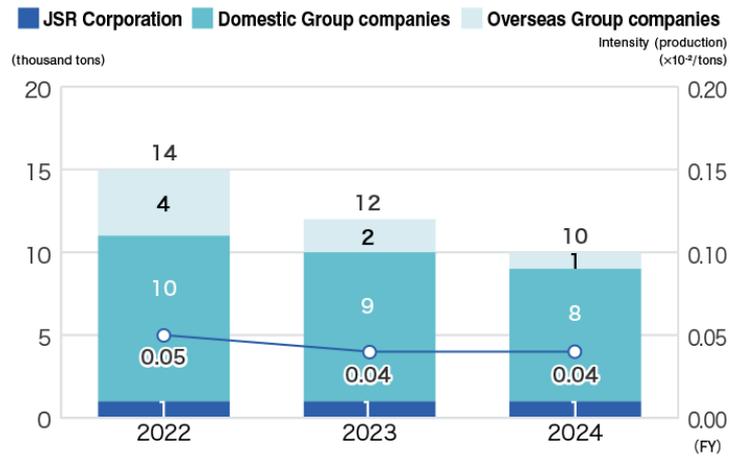
Target		Final off-site landfill rate : 0.1% or less of amount of waste generated			
Metrics	Boundary	Unit	Result		
			FY2022	FY2023	FY2024
Amount of final off-site landfill	JSR Group	tons	5	4	3
Final off-site landfill rate	JSR Corporation and Domestic Group Companies	%	≦0.1	≦0.1	≦0.1



2. Amount of Industrial Waste We Generate and Recycling Rate

In FY2024, the amount of industrial waste we generated was 10,000 tons (down 11% from the previous year), and the recycling rate was 94%. Although the amount of industrial waste we generate fluctuates along with production volume, we will continue our efforts to curb the amount while promoting recycling and taking a long-term perspective in our activities.

Metrics	Boundary	Unit	Result		
			FY2022	FY2023	FY2024
Waste generated	JSR Group	tons	14,482	11,667	10,406
Recycling rate		%	92	90	94



Initiatives

1. Used Plastics Recycling Advancement

JSR Group regards the advancement of recycling as one of its key initiatives to reduce the amount of waste generated. For example, in response to the government's Resource Circulation Strategy for Plastics, JSR Corporation has established the following FY2030 targets in FY 2019 to advance recycling.

- ① Achieve 100% used plastics recycling rate (including heat recovery) by 2030
- ② Achieve 60% used plastics recycling rate (not including heat recovery) by 2030

Initially, waste plastics were targeted, but in FY2023 the target was revised to end-of-life plastics.

The FY2024 used plastics recycling rate was 99% when including heat recovery and 55% when not including heat recovery.

As future initiatives, in Step 1, we will promote the conversion from "simple incineration" to thermal recycling (heat recovery) for industrial waste that needs to be incinerated due to its characteristics, and also promote higher-level recycling as Step 2.

Advancing Material Recycling to Reduce Waste Volume



Used Plastics Recycling by JSR Corporation and Domestic Group Companies

Boundary	Used plastics			
	Amount generated (1,000 tons)	Amount recycled (1,000 tons)	Recycling rate (including heat recovery) (%)	Recycling rate (not including heat recovery) (%)
JSR Corporation and Domestic Group Companies	3.6	3.6	99	55

2. Promotion of "3R" (Reduce, Reuse, Recycle) for Packaging Materials in Logistics

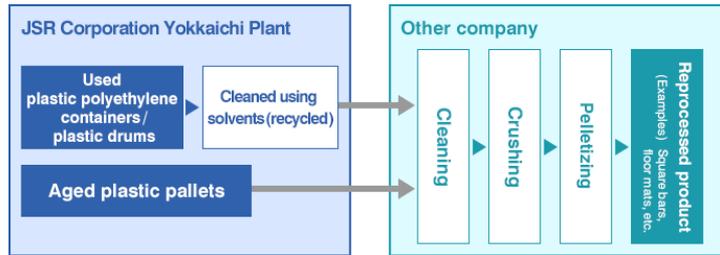
JSR Corporation has always been serious about environmental measures in its logistics. Therefore, we promote "3R" (Reduce, Reuse, Recycle) to effectively utilize waste-free packaging materials and packaging containers.

We are working to reduce the weight of outer cardboard boxes (from a two-layer to a one-layer structure), as well as simplify packaging and streamline transport (palletizing) for our efforts to reduce packaging materials.

In addition, we are newly working on blank product labels, and our goal is to achieve zero waste of labels generated when product labels are reprinted. We continue to achieve zero waste with the blank labels now in use.

We are striving to use links for product containers^{*1} and to reuse containers used in processes for our efforts to reuse packaging materials. Moreover, we are working to recycle various packaging materials, such as plastic drums, metal drums, pails and glass bottles, generated at our business sites for our efforts to recycle packaging materials.

For example, used plastic polyethylene containers and plastic drums at the Yokkaichi Plant are cleaned using recycled solvents and supplied to other companies. They are recycled at these companies and transformed into new products such as square bars and floor mats. We contribute to waste reduction by recycling materials that are no longer needed and by using recycled products in the recycling process.



Also, we are making efforts to select label base materials made from recycled raw materials (foamed PET).

We will actively engage in the above 3R activities for packing materials to promote recycling and effective use of resources.

*1 Use of links: Links are returned or collected from customers for reuse.

3. Initiatives for Hazardous Waste

JSR Corporation and Domestic Group Companies properly stores and manages low-concentration PCB^{*2} waste in accordance with the Act on Special Measures concerning Promotion of Proper Treatment of PCB Wastes in Japan. We will also systematically carry out detoxification treatment in accordance with treatment deadlines.

*2 PCB stands for polychlorinated biphenyl

Biodiversity Conservation



Governance and Management Framework ▾

Policy and Basic Approach ▾

Initiatives ▾

Governance and Management Framework

The Sustainability Committee plays a central role in studying and advancing biodiversity conservation activities as part of the sustainability activities to be undertaken by JSR Corporation.



Policy and Basic Approach

JSR Group regards biodiversity conservation as one of the important pillars of its management policies. As a company that handles chemical substances, it is our duty to contribute to the realization of a sustainable global environment and society, and through actions to reduce environmental impacts in areas such as climate change mitigation, conservation of water resources, waste reduction, initiatives to prevent pollution, and chemical management, we are actively contributing to biodiversity preservation through actions to reduce environmental impact.

Initiatives

JSR Group continues to conduct resource conservation activities at each business site and clean-up activities in local communities, beaches and rivers. These activities also foster good relationships with local communities and residents.

1. Ube Plant of Techno-UMG Co., Ltd. Water Source Conservation Activities

The Ube Plant of Techno-UMG Co., Ltd. participates in the Water Conservation Forest Creation Experience Activity held in Yamaguchi Prefecture every year as a corporate member of the Kotou River Industrial Water Users Council. Through the thinning of trees and bamboo, we deepen our understanding of the role of forests and the necessity of forest upkeep, and contribute to watershed conservation in the Kotou River Dam basin.

We also participate in the Activity to Protect and Nurture the Grasslands of Akiyoshidai in Mine City, Yamaguchi Prefecture (traditional events of himichi-kiri and yama-yaki [controlled burning of mountains]) every year. This activity is a traditional event with the participation of related organizations and local people, as well as companies and their families in the prefecture.



The Water Conservation Forest Creation Experience Activity



The activity to Protect and Nurture the Grasslands of Akiyoshidai

We will continue to assist with these events and contribute to the community.

2. JSR Corporation Headquarters Contribution to Forest Thinning

JSR Corporation Headquarters uses paper from the Forest Neighborhood Association* when creating printed materials.

In FY2024, we used 1.6 tons of paper and contributed to the thinning of 0.11 hectares of forests in Iwate Prefecture.

* Forest Neighborhood Association (Morino Chonai-Kai): A system in which companies purchase and use paper made from thinned wood as an environmental contribution to compensate for the shortfall in thinning costs. Thinning helps maintain healthy forests and contributes to the prevention of global warming and landslides and conservation of biodiversity.

> [Forest Neighborhood Association](#) 

Pollution Prevention

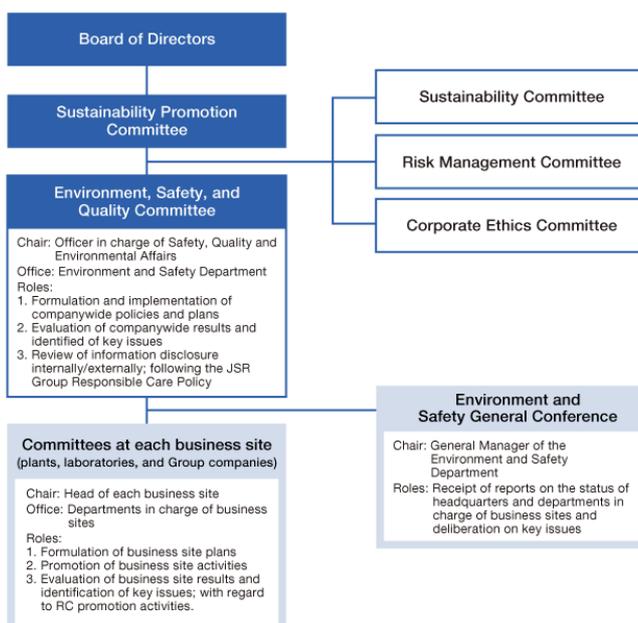


- Governance and Management Framework ▾
- Policy and Basic Approach ▾
- Metrics and Targets ▾
- Initiatives ▾

Governance and Management Framework

Based on the concept of Responsible Care, JSR Group has established an advancement structure to address pollution prevention. The Environment, Safety and Quality Committee, which plays a central role in this initiative, is chaired by the officer in charge of environment, safety and quality, and the decisions of this committee are also reported to the Sustainability Promotion Committee, chaired by the CEO and President.

Furthermore, the decisions made by this committee are disseminated to each business site, and specific RC advancement activities are implemented. The status of activities is periodically confirmed by the headquarters environment and safety division, which is the secretariat of this committee, using the Environment and Safety General Conference and the headquarters environmental and safety audits.



Policy and Basic Approach

JSR Corporation and its domestic Group companies endeavor to protect the environment by complying with laws such as the Air Pollution Control Act in Japan, Water Pollution Prevention Act in Japan, and Soil Contamination Countermeasures Act in Japan and thereby avoid polluting the air, water or soil (including groundwater).

Metrics and Targets

1. VOC^{*1} Reduction

JSR Corporation has set a voluntary target even higher than that of the government and industry groups to reduce VOC^{*1} emissions by 75% compared to the FY2000 level. Under that aim, we are making large-scale capital investments and taking other actions to reduce emissions. We achieved the target in FY2014

and maintained these levels ever since.

From FY2022, we revised the target to “maintain the current emission level” for JSR Corporation and its domestic Group companies.

VOC emissions of JSR Corporation and its domestic group companies in FY2024 totaled 35 tons.

Going forward, we will continue to implement various emission control measures and management activities to maintain the current level of emissions.

*1 VOCs: Volatile Organic Compounds.

Target		VOC emissions : Maintain the current emission level					
Metrics	Boundary	Unit	Result				
			FY2020 ^{*2}	FY2021 ^{*2}	FY2022	FY2023	FY2024
VOC emissions	JSR Corporation and Domestic Group Companies	tons	483	607	39	49	35

*2 Numerical figures up to FY2021 include the Elastomers Business.

2. Protection of the Atmospheric Environment

JSR Corporation and its domestic Group companies keep SOx and NOx emissions below regulatory values by implementing various measures, including the use of low-nitrogen fuels (LNG, city gas, etc.) and the introduction of low-NOx burners.

Metrics	Boundary	Unit	Result				
			FY2020 ^{*3}	FY2021 ^{*3}	FY2022	FY2023	FY2024
SOx emissions	JSR Group	tons	11	11	5	6	7
NOx emissions		tons	287	290	32	33	32

*3 Numerical figures up to FY2021 include the Elastomers Business.

3. Protection of Water Quality and Environments

JSR Corporation and its domestic Group companies comply with total emission controls in terms of water quality for COD, total nitrogen and total phosphorus in wastewater. We have strived to maintain and improve water quality through rigorous wastewater management at all of our plants.

We will continue to strictly monitor water quality. At the same time, we will work to reduce the burden caused by the wastewater discharged from our plants into enclosed coastal seas.

Metrics	Boundary	Unit	Result				
			FY2020 ^{*4}	FY2021 ^{*4}	FY2022	FY2023	FY2024
COD emissions	JSR Corporation and Domestic Group Companies	tons	401	486	53	47	49
Total nitrogen emissions			112	148	9	11	9
Total phosphorous emissions			1	1	< 1	< 1	< 1

*4 Numerical figures up to FY2021 include the Elastomers Business.

4. Protection of Soil Environments

JSR Corporation regularly conducts fixed-point surveys of soil and groundwater (observation wells) at its plants. As in previous years, no problems in the soil environment at our plants were found in FY2024.

Additionally, whenever we plan construction that involves changing the soil's form and nature over an area exceeding 900 m², we voluntarily conduct a soil survey beforehand.

1. Measures Targeting Substances Subject to PRTR^{*5} System

Based on the Act on the Assessment of Releases of Specified Chemical Substances in the Environment and the Promotion of Management Improvement (Chemicals Management Act) in Japan, JSR Corporation and its Group companies in Japan aggregates for each business site the amount of designated chemical substances emitted into the environment (Air, water and soil), transferred by manufacturing, or used in the previous year, and notifies the government of Japan of the results.

Together with this, we have systematically implemented a range of measures primarily for substances that are highly hazardous or are emitted in significant amounts and that have a great impact on the environment. Such measures include enhancing the airtightness of substance release sources, rendering substances harmless (scrubbers, activated carbon absorption, and RTO, etc.), and improving manufacturing processes.

As a result of our initiatives, atmospheric emissions of designated chemical substances were reduced from 44 tons in FY2023 to 32 tons in FY2024, achieving a reduction of approximately 27%.

We will continue to maintain atmospheric emissions at the current level through full implementation of the above-mentioned measures.

^{*5} PRTR: Pollutant Release and Transfer Registers. This is one of the systems stipulated by the Chemicals Management Act.

Past results are available in the ESG Data Book.

[> ESG Data](#)

2. Management of Fluorocarbons

JSR Corporation and its Group companies in Japan work to control fluorocarbon leaks when using Class-1 Specified Equipment, including industrial air conditioners, refrigerators, and freezers, based on the Act on Rational Use and Proper Management of Fluorocarbons in Japan.

In addition to introducing a system for batch electronic management of forms and other documents at each JSR Corporation site, we are expanding the system to other Group companies.

Our fluorocarbon leaks in FY2024 amounted to 129 t-CO₂ after CO₂ conversion (reporting to the government is mandatory for leaks of 1,000 t-CO₂ or more). We will continue to appropriately manage fluorocarbon leaks and link our efforts to control leaks.

Past results are available in the ESG Data Book.

[> ESG Data](#)

3. Asbestos Measures

JSR Corporation and its domestic Group companies conducted a survey of locations sprayed with materials containing asbestos. For those places that were identified as a result, we undertook removal and enclosure work in accordance with the Ordinance on Prevention of Health Impairment due to Asbestos. This work was completed in FY2006.

In addition, whenever we demolish structures, we take suitable measures based on the Air Pollution Control Act in Japan and Ordinance on Prevention of Health Impairment due to Asbestos to ensure that no workers or others nearby suffer health problems due to exposure to asbestos.

4. Improving the Local Environment

JSR Corporation values the opinions of people living near its business sites, and considers high transparency of plant operations to be the key to improving the local environment. With this in mind, we strive to improve the local environment based on the opinions we receive through monitoring and tours of environmental equipment at regular intervals.

The number of environmental complaints filed for JSR Corporation and its domestic Group companies in FY2024 was 0.

We will continue striving to maintain our basic policy of improving the local environment.

Past results are available in the ESG Data Book.

[> ESG Data](#)

Chemical Management



Governance and Management Framework ▾

Policy and Basic Approach ▾

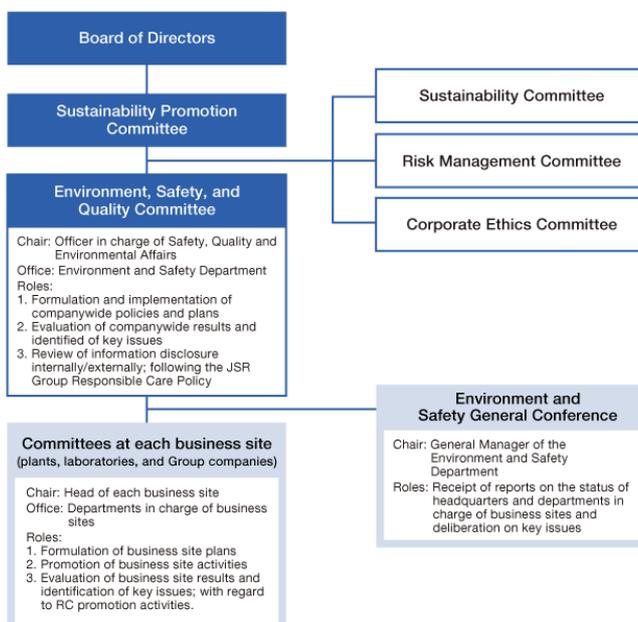
Initiatives ▾

Governance and Management Framework

Under the Responsible Care advancement structure, in Japan, the dedicated chemical product management team deals with matters relating to legal compliance, SDS, and customer outreach for exported goods. Overseas, we have established a structure to promote chemical management with local subsidiaries playing a central role. Under this structure, we quickly identify and respond in a planned manner to changes in the environment and trends in the relevant laws/regulations in Japan and overseas.

In 2019, we launched an overseas legal management organization to broadly collect legal information from overseas, such as from industry organizations, and promptly share information with all of JSR, including Group companies and local subsidiaries, to support the rapid tightening of regulations abroad and new legislations in various countries.

Going forward, we will continue to flexibly review our structures based on our Group's business and trends in Japan and overseas.



Please refer to the two pages below for the details of our structures.

> [Responsible Care Management](#)

Policy and Basic Approach

In light of recent global trends in chemical management, JSR group has established the following three policies in its environment and safety management organization by which chemical management is implemented.

1. Instead of hazard-based management^{*1}, we will endeavor to implement risk-based management^{*2}.
2. We will strive to manage our entire supply chain by utilizing a globally standardized method.
3. To ensure product safety, we will advance self-motivated initiatives to systematically reduce hazardous chemicals in addition to complying with regulations.

*1 Hazard-based management: Management based solely on the hazardous properties of substances

*2 Risk-based management: Management based on exposure to the hazardous properties of substances

1. Voluntary Approaches to Systematically Reduce Toxic Chemicals

JSR group systematically implements approaches to reduce and eliminate toxic chemicals starting in the product design stage. The chemicals subject to management are those listed in laws and regulations of various countries and customers' management standards as well as general chemicals not included in those lists. For all of these chemicals, specialists implement reviews during each step – from raw materials procurement to design, development, trial manufacture, customer evaluation, and commercialization. In this way, we are striving to minimize the risks that JSR products have on people's health and the environment.

(1) Response to Regulations of Various Countries and Customer Management Standards

Substances of which the manufacture and use are prohibited or restricted in the laws of major countries are investigated in detail starting with the raw materials selection stage, and their use, byproducts and mixing in products is strictly managed. The lists of substances covered are as shown below. Among these, ① to ⑥ are those for which use in JSR group materials/products is prohibited. Those in ⑦ to ⑩ are those for which risks are evaluated by intended use when reviews are conducted in the development stage, and for which the possibility of use and necessity of review of alternative substances are confirmed.

In recent years, regulatory laws on chemicals have been legislated/amended in various countries across the world. As such, JSR confirms the regulated substances in applicable countries and checks their usage restrictions in a framework for reviewing commercialization in response to the expansion of countries to which our products are exported.

— List of major chemical substance regulations subject to survey

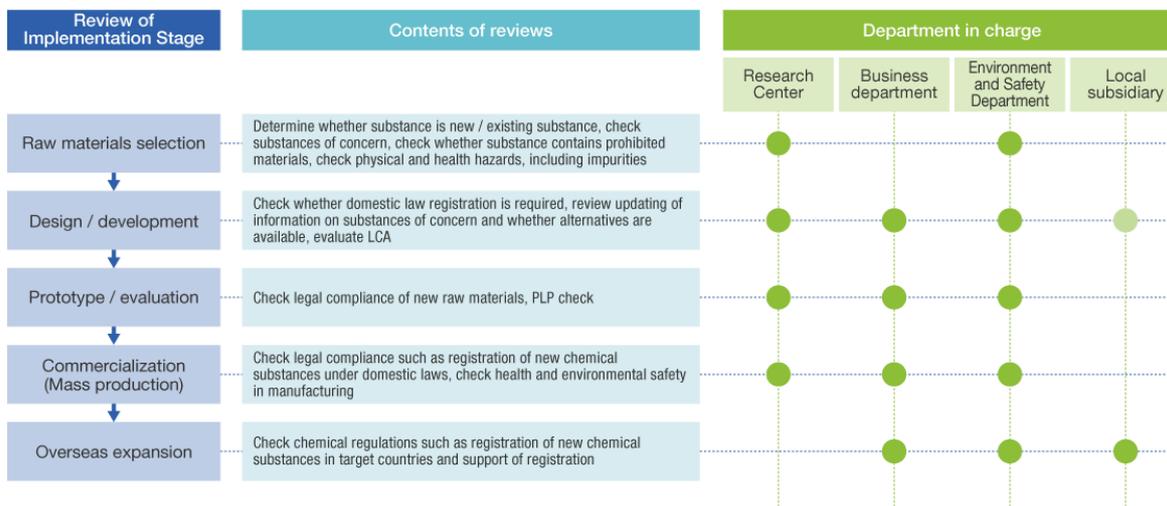
- ①(Japan) Act on the Regulation of Manufacture and Evaluation of Chemical Substances Class I Specified Chemical Substances
- ②(Japan) Article 55 of Industrial Safety and Health Act and Article 16 of Enforcement Order of the Industrial Safety and Health Act (Harmful Substances, etc., Prohibited for Manufacturing, etc.)
- ③(Japan) Article 2 of Act on Special Measures against Dioxins
- ④(Japan) "Specified Poisonous Substances" as specified in the Poisonous and Deleterious Substances Control Act and Cabinet Order for the Designation of the Poisonous and Deleterious Substances
- ⑤(UN) Annexes A, B, and C of Stockholm Convention on POPs
- ⑥(US) Toxic Substances Control Act (TSCA) Prohibited or Restricted Substances in Section 6
- ⑦(Japan) Act on the Regulation of Manufacture and Evaluation of Chemical Substances Class II Specified Chemical Substances and Monitoring Chemical Substances
- ⑧(EU) ELV Directive
- ⑨(EU) RoHS Directive Annex II
- ⑩(EU) POPs Regulation Annex I
- ⑪(EU) REACH Regulation Candidate List of SVHC for Authorization and Annex XIV (Authorization List)
- ⑫(EU) REACH Regulation Annex XVII (Restricted Substances)
- ⑬(EU) Medical Devices Regulation (MDR) Annex I 10.4 Chemical Substances
- ⑭(China) Administrative Measures for the Restriction of the Use of Hazardous Substances in Electrical and Electronic Products
- ⑮(Global) Automotive Declarable Substance List (GADSL)
- ⑯(IEC 62474) DB Declarable substance groups and declarable substances

2. Approaches to Reducing and Eliminating Toxic Substances and Substances of Concern Across All Chemicals

Even for chemical substances not regulated by law, JSR group implements verifications of toxicity during reviews in the raw materials selection stage, design and prototype stage, regardless of whether it is an existing chemical substance or new chemical substance. In cases where it is judged as being necessary, JSR also takes measures such as limiting use. In recent years in particular, JSR has been implementing investigations and analyses of substance information, safety information and country registration information for impurities found in existing chemical substances in the raw materials selection stage. This is part of an effort to strengthen checks to make sure that raw materials containing toxic substances and substances of concern are not used erroneously.

For substances where there are concerns regarding continuity of future use due to the chemical structure of the substance or trends in risk evaluations of each country, our Chemical Products Management Dept. regularly gathers information and makes the business departments and R&D Dept. aware that such substances are toxic substances and substances of concern for which substitution and elimination should be examined starting in the design stage. We examine their elimination in reviews leading up to commercialization. (See diagram below⁷³)

Scheme for Confirming/Removing Toxic Substances and Substances of Concern Applied to All Chemical Substances Starting in the Design Stage



*3 This diagram features only contents of support related to chemical products. In each review, however, quality, specifications, manufacturing techniques, etc. are also checked simultaneously.

3. Compliance with Laws / Regulations and Standards

(1) Response to Chemical Product-related Domestic Laws and Regulations

In 2017, the Law concerning Pollutant Release and Transfer Register in Japan^{*4} was amended, and the revised portion of this Act which is concerned with the confirmation system used for low volume new chemical substances came into effect in 2019. JSR group has been responding without problem since the revision to the act. This includes dealing with requirements such as for usage certificates for each substance as newly needed due to this revision.

In addition, in preparation for the expansion of substances subject to risk management following the enforcement of the revised Industrial Safety and Health Act in 2024, we have been taking measures such as system modifications for the revisions to SDS^{*5}. For substances subject to addition in 2024 and 2025, we began including them in SDS at the same time as their respective enforcement dates. We will also continue to systematically implement measures for this Act, including measures for substances subject to enforcement in 2026 and after.

*4 Act on the Regulation of Manufacture and Evaluation of Chemical Substances in Japan

*5 Safety Data Sheet: Documentation listing the names, respective hazards and toxicities, etc., of substances contained in chemical products in order to ensure their safe handling

(2) GHS Compliance and Provision of SDS for All Products

① Provision of SDS for All Products

JSR group has voluntarily adopted a policy of providing customers with environmental and safety information by preparing SDS not only for products subject to legal obligations and products containing hazardous substances, but for all products which contain polymers. All SDS prepared by JSR group are in compliance with JIS Z 7253, the Industrial Safety and Health Act in Japan, the Law concerning Pollutant Release and Transfer Register in Japan, and the Poisonous and Deleterious Substances Control Act in Japan.

Furthermore, in order to provide customers with SDS that contain the most accurate information possible, we were early adopters of an SDS electronic data management system, which we have operated since its creation in 2002. This system includes user management, chemical substance database management, creation support, and publication (revision) history, and it allows us to accurately and quickly provide environmental and safety information related to JSR group products.

② GHS Compliance

GHS^{*6} is an international standard for (i) classification of chemical products according to hazard and toxicity; (ii) labeling on product packaging and containers; and (iii) documentation and provision of details in the SDS.

In Japan, the Industrial Safety and Health Act and the Law concerning Pollutant Release and Transfer Register stipulate mandatory application of GHS on the labels and SDS of products containing GHS-designated chemical substances, with GHS classification stipulated with JIS Z 7252 and SDS and other communicated information stipulated with JIS Z 7253. At JSR group, we perform GHS-based hazard and toxicity classification and create appropriate labels, as well as provide SDS, for all of our domestic products that contain applicable substances. We will also promote the gradual switch to the GHS in line with the laws being enacted in each country for when we export products we have manufactured in Japan.

*6 Globally Harmonized System of Classification and Labeling of Chemicals

(3) Education on Chemical Substance Regulations

JSR Corporation provides in-house training on chemical substance regulations in Japan and abroad every year.

In FY2024, we implemented training on new chemical substance control laws and regulations in Japan and abroad, the latest information on revisions to the

Industrial Safety and Health Act, and global PFAS regulatory trends.

In addition, we launched an in-house portal site for chemicals in FY2021, and with that, we have established an environment where it is possible to refer to the latest information on laws/regulations and training materials up to the previous fiscal year when needed from the Intranet environment.

4. Response to Overseas Regulations Concerning Exported Chemicals, etc.

Countries around the world strengthened their chemical products laws and regulations in advance of 2020 as this was the target year for the WSSD 2020 Goal^{*7}. This global trend to strengthen regulations will continue beyond 2021.

Following the EU's enactment of the REACH Regulation in 2007, JSR group has confirmed regulatory trends such as substance registration each time they have been strengthened in countries. We respond to these without omission based on the business areas and structure of local subsidiaries. We describe our response to laws and ordinances in the major manufacturing and importing countries of JSR group below. In addition to these, we appropriately comply with chemical products laws and ordinances in many other countries including ASEAN nations.

*7 WSSD 2020 Goal :long-term goal for chemical substances management that was adopted by the 2002 World Summit on Sustainable Development. Currently, the Global Framework on Chemicals (GFC), adopted in 2023, is the new international framework for chemical substance management.

(1) EU (REACH Regulation compliance)

The REACH^{*8} Regulation is an EU law relating to the registration, evaluation, authorization and restriction of chemical products. It was enacted in June 2007. Under REACH, all chemical products whose total production or import volume within the EU is one ton or more must register safety testing results and other data for the chemical substances contained in them, regardless of whether they are new or existing substances, every year.

In order to ensure there is no disruption to our manufacture and import of products in Europe, we regularly check whether or not the substances JSR group utilizes require registration. In addition, we have also prepared for risks with respect to usage restrictions which may arise from future substance evaluations. Accordingly, we are sharing information with development departments and taking other steps to anticipate risk once evaluations commence.

*8 Registration, Evaluation, Authorization and Restriction of Chemicals

(2) United States

In the United States, new chemical substance reporting is overseen by the Environmental Protection Agency under the Toxic Substances Control Act (TSCA) and other related federal laws and regulations. JSR follows all the required legal procedures with regard to the manufacture and importation within the United States of substances not included on the list of existing chemical substances. Moreover, we work in conjunction with our local subsidiaries to flexibly respond to the new legal requirements in relation to the amended TSCA enforced in 2016. In addition, we ascertain regulatory trends accompanying the start of risk assessment and respond to them.

(3) China

Since the enactment of the Measures for Environmental Management of New Chemical Substances to govern the reporting of new chemical substances in China, JSR group follows the required legal procedures if exporting to China a substance not included in the "Inventory of Existing Chemical Substances in China." The amended Measures for Environmental Management of New Chemical Substances went into effect from January 2021. We are working to ensure we will not make any omissions in registering new chemical substances based on this amended law in the future.

(4) Korea

In Korea, reporting of new chemical substances is governed by the Act on Registration and Evaluation of Chemical Substances (REACH)^{*9} and the Occupational Safety and Health Act (OSHA)^{*10}. JSR group follows the procedures based on these laws in advance when manufacturing and importing within Korea substances not included on the list of existing chemical substances.

In addition, pre-reporting in the preliminary stage for the registration of existing chemical substances in accordance with the 2019 revisions to the Korean REACH Act has been completed through coordination between our business departments and local subsidiaries. We will advance measures to systematically register substances according to the amount of them we manufacture and import, which is being phased in from now on.

*9 Act on Registration and Evaluation of Chemical Substances

*10 Occupational Safety and Health Act

(5) Taiwan

In Taiwan, a registration system for new chemical substances was introduced based on the Toxic Chemical Substances Control Act^{*11} enacted in 2014. JSR follows the required legal procedures established in line with this system, including registration of existing chemical substances. Also, Taiwan instituted "Existing Chemical Substance Nomination," with 106 target substances designated for registration in 2019. The registration deadline was the end of 2024, and JSR has completed its compliance in a structure according to each business with our Taiwan subsidiary playing a central role in this.

*11 (old) "Toxic Chemical Substances Control Act." Amended in January 2019 to expand the scope of controlled chemical substances; the name was also changed to "Toxic and Concerned Chemical Substances Control Act" in order to reflect this expansion.

5. Chemical Management within Supply Chain Management

JSR group incorporates processes for chemical management in CSR procurement, green procurement and other areas of the implementation flow as part of our supply chain management. In particular, from the standpoint of toxic chemicals management, we have introduced chemSHERPA as part of our green procurement, as it is the industry standard format for communicating toxic substances information, and this has helped ensure that we are able to smoothly and reliably relay information to suppliers and in-house handling departments, as well as to customers. Please refer to the following links for more information.

- > [CSR / Sustainable Procurement](#)
- > [Green Procurement, Green Purchasing](#)

6. Industrial and International Measures

JSR Corporation is a member of the Japan Chemical Industry Association (JCIA). In addition to participating in the association's working groups, we contribute by providing a part of research funding to the activities of the Long-range Research Initiative (LRI)^{*12} which is being promoted by the association as voluntary effort of the chemical industry.

*12 LRI (Long-range Research Initiative):

This is a long-term, international initiative supporting research into chemical substances that have an impact on the environment, and human health. It was begun as a voluntary global research grant initiative of the International Council of Chemical Associations (ICCA), and it is currently being advanced through the cooperative efforts of the chemical industries associations of Japan, the United States, and the EU. In Japan, the Japan Chemical Industry Association is advancing research with the following three objectives.

- (1) Expansion of scientific knowledge of chemical substances and health and the environment
- (2) Promotion of the improvement of safety management capabilities for chemical substances through the advancement of new testing methods and screening tools
- (3) Support for public policy decisions based on scientific evidence

Occupational Safety, Security and Accident Prevention

Governance and Management Framework ▾

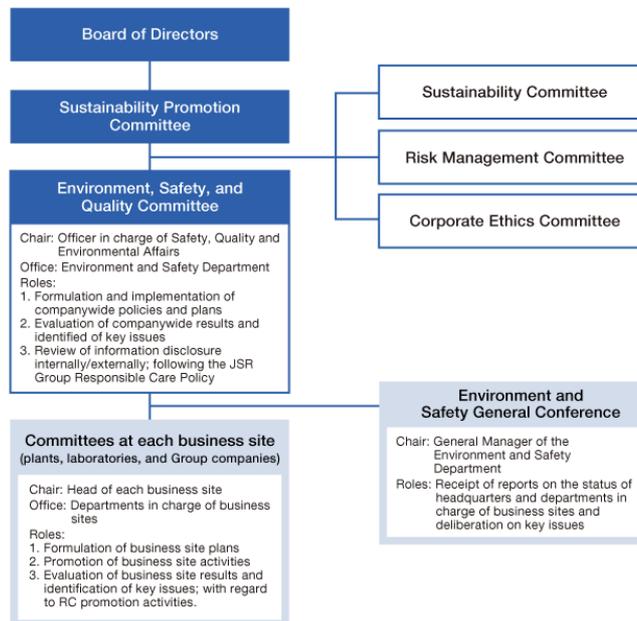
Policy and Basic Approach ▾

Metrics and Targets ▾

Initiatives ▾

Governance and Management Framework

JSR Group has established an Environment, Safety, and Quality Committee as part of the Sustainability Promotion Committee to formulate the Group's safety policy and advance related activities. The chair of the committee is the officer in charge of Safety, Quality and Environmental affairs. Under the Environment, Safety, and Quality Committee, the Environment and Safety General Conference and Promotion Committees at each business site serve to advance safety activities on a company-wide and business site-specific basis.



Policy and Basic Approach

JSR Group has established a safety management system (OHSMS) at each company and business site, and it operates the system in accordance with the ISO 45001 framework. Some of our production and development sites have obtained ISO 45001 certification. Please refer to the ESG Data Book for more on certification status.

> ESG Data Book

JSR Corporation has established a Safety Philosophy, a Safety Policy based on the Philosophy, and Course of Action of Safety to achieve the aims of the Philosophy and Policy. Our Philosophy defines our safety concept and value system, two core components that will never change. Our Policy lays out the direction and goals of our safety activities, and our Course of Action specifies the standards and guidelines shaping the way we conduct ourselves.

— Safety Philosophy

At JSR Corporation, safety is our highest priority and the foundation of all of our activities.

Accordingly, we will create safe worksites and strive to maintain physical and mental health, with the goal of ensuring workers happily take it for granted that they will return home safely at the end of each workday.

— Safety Policy

■ Extremely Safe Behavior

The Safety Policy has penetrated through the organization, the Course of Action is established as applying to everyone, and safety competency is

improving through proactive safety activities.

■ **Enhanced Human Resources and Organizational Strength**

High personal skills, organizational ability, and a healthy organizational culture are being maintained with the establishment and execution of the education and training programs needed for organizational management.

■ **Optimal Risk Management and Security Measures**

Security measures corresponding to risk importance are being efficiently and effectively implemented using new technologies.

— **Course of Action of Safety**

- No matter the situation, we will act with safety foremost in mind.
- We will comply with established rules and never fail to act in accordance with safety basics.
- We will maintain safety by identifying and eliminating both actual and potential hazards.
- We will strive to create comfortable work environments and promote physical and mental health.
- Through communication and ingenuity, we will aim to achieve 100% employee participation in all safety activities.

In addition to the safety philosophies and policies at each of its companies, JSR Group formulated JSR Group's Shared Safety Concept in 2023 with the aim of improving safety levels across the entire Group. The Shared Safety Concept defines safety as "a state in which risk is at an acceptable level, with a safety infrastructure and safety culture in place." In line with this concept, we are evaluating the safety infrastructure and safety culture of each JSR Group company and business site on a steady, continuing basis and feeding the results back into our improvement activities.

Metrics and Targets

JSR Group has set the numbers of occupational accidents and facility accidents as key performance indicators (KPIs) for safety.

Target	Fewer than 2 occupational accidents leading to 4 or more days of absence from work and 0 major facility accidents						
			Result				
Metric	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of occupational accidents ^{*1}	JSR Group	Cases	4	3	4	4	4
Number of facility accidents ^{*2}	JSR Group	Cases	9	1	0	0	0

*1 Occupational accidents that resulting in four or more days of lost time

*2 Explosions, fires, leakages, any of the following that are recognized as accidents by the government:

- Accidents or disasters that cause health hazards to employees or local residents
- Accidents or disasters with estimated damages exceeding 100 million yen
- Accidents or disasters that shut down a part of the plant for more than a month or the entire plant for more than a week

Initiatives

1. JSR Group's Shared Safety Concept

Through e-learning, we are working to disseminate JSR Group's Shared Safety Concept. The effort focused on sites in Japan in FY2023 and expanded to include locations in other countries in FY2024.

FY	Boundary	Attendance rate	Correct response rate
2023	Japan (including some locations in other countries)	89%	89%
2024	34 locations in other countries	82%	87%

2. Establishment and utilization of safety level evaluations system

In FY2023, JSR Group has established an evaluation system for "safety infrastructure and safety culture" based on questionnaires, in order to visualize the safety level of each company and site, identify trends and issues, and turn those insights into improvements. In FY2024, we applied similar metrics to conventional environmental and safety audits to confirm that the safety-level assessment results are consistent with actual on-site conditions.

3. Centralized management of information on equipment and occupational accidents

JSR Group has a centralized framework for managing and evaluating information on equipment and occupational accidents that occur at its companies and sites. For accidents that exceeding a certain scope or level, JSR Corporation's Headquarters provide enhanced guidance to sites where such accidents have occurred and apply that effort horizontally across the company. Through these activities, we work to prevent the occurrence of similar accidents.

4. JSR Safety Day

Every July, JSR Group observes "JSR Safety Day"—an opportunity for the entire Group to look back on serious accidents, reaffirm the importance of safety, and renew its determination to prevent tragic accidents from happening again.

In FY2024, the "JSR Safety Day" event at JSR Corporation's Yokkaichi Plant on July 23 was livestreamed online to all Group companies. The event consisted of two parts: a ceremony and the Safety and Health Activities Forum. The ceremony included a message from the president, introduction of the Safety Philosophy, and introduction of company-wide safety activities. The Safety and Health Activities Forum, meanwhile, featured presentations of outstanding initiatives by Group companies. We have also put videos of the events online so that those who were unable to attend could also view them.

Safety and Health Activities Forum FY2024: Presentation topics

- JSR Group's adaptation to safety
- Improvement activities to eradicate hazardous work at ARTON plants
- Enhancement of in-house training for thorough confirmation of environmental compliance

Product Safety and Quality



Governance and Management Framework ▾

Policy and Basic Approach ▾

Initiatives ▾

Governance and Management Framework

The Environment, Safety and Quality Committee, which is chaired by the officer in charge of safety, quality and environment, formulates JSR Group's policies and plans on quality. The committee also evaluates the results of activities and deliberates on information disclosure. For details about the Environment, Safety and Quality Committee, please see below.

> Responsible Care Management

Policy and Basic Approach

JSR Group aims to continue to deliver customer satisfaction by providing what customers want (good products and services). Our Management Policies lay out our commitment to continuously improving customer satisfaction. We believe that an important role of JSR is to supply innovative materials and excellent products that meet customer needs and contribute to a better society. Going forward, we will continuously implement initiatives to enhance quality from the standpoints of expanding business globally and into broader fields, diversifying the supply chain as a result, and addressing more sophisticated customer needs.

Initiatives

1. Quality Management System

JSR Group's main plants and business sites have obtained ISO 9001 certification, the international standard for quality management systems. For information on the status of our quality management system certification (as of September 2025), please refer to the ESG Data Book.

> ESG Data Book

2. Quality Guidelines

JSR Group shares its basic approach to quality management in terms of design and development, purchasing, production and sales with the entire Group and strives to ensure consistency in the application of this approach by all employees. Toward this end, we established and enforce the Quality Guidelines, which serve as a guideline for quality control at JSR Group.

— Main Areas of Quality Guidelines

- Commercialization meetings
- Design reviews for planning^{*1}
- Manufacturing and process management
- Responses to quality issues

^{*1} Design review: A system for quality evaluation between multiple related departments during the design and development phases of new products to determine whether the quality meets customer requirements.

3. Quality Assurance

JSR Group conducts quality verification using quality management methods in each stage of design and development, manufacturing, and quality assurance. We eliminate quality risks at each stage in advance to mass produce products that meet the customers' quality requirements.

— Examples of quality control methods

- Quality control at the time of product manufacturing using QFD (Quality Function Deployment^{*2})
- Identification of risks in advance at the time of starting new product manufacturing or process changes using FMEA (Failure Mode and Effect Analysis^{*3})

^{*2} Quality Function Deployment (QFD): A design approach aimed at making quality assurance possible by bring the design quality of a supplied product to the manufacturing process.

^{*3} Failure Mode and Effect Analysis (FMEA): A Method for assigning priority to countermeasures after estimating risks in case an abnormality were to occur in design, process development and/or manufacturing.

4. Product Liability Prevention (PLP)

(1) PLP Guiding Principles

Maintaining respect for humanity, JSR does business with based on the following PLP Guiding Principles

Social mission:

The company's social mission is to pursue safety in the products it supplies and to ensure the safety and health of those who use them.

Customer trust:

Activities that unflinchingly execute PLP and continually supply safe products lead to customer trust.

Prevention:

The essential point of PLP is to take all possible preventative measures to ensure that product accidents do not occur.

Company-wide activities:

PLP activities are executed through collaboration among concerned departments and with the combined strength of JSR.

Established April 1, 1994

(2) PLP Activities

JSR has enacted Product Liability Prevention (PLP) Standards as the foundation for conducting its product safety efforts. We are implementing ongoing PLP activities to prevent PL incidents by establishing standards for design and development, manufacture, and sales.

— Examples of Utilization of PLP Check Sheet

Using the PLP Check Sheet, we have built a system that checks the safety of products that will be newly brought to market from multiple aspects from the design stage and commercializes them after obtaining approval from department heads.

— PLP Training

We regularly provide training on PLP, including the Product Liability Act, our PLP system, and the prevention of PL incidents, to improve employees' knowledge and awareness of PLP.

5. Quality Management Review

Quality management reviews are conducted annually by factory managers and the management personnel at JSR Group's ISO-certified business sites. In addition, quality audits check quality control activities and the quality control mechanisms within the quality management system using the PDCA cycle^{*4}

— Main Matters Reported at the Quality Activities Forum

- Report on results of customer satisfaction survey
- Presentations and commendations on quality improvement activities

^{*4} PDCA cycle: A method of improving business operations by repeating the four steps of Plan, Do, Check and Act.

6. Quality Education

JSR Group provides stratified training on quality control and product liability prevention. In addition, an intranet site containing quality training materials and videos is set up for employees to always have access to these quality-related training materials. Through these training programs, we are working to increase the level of quality companywide and transform the way employees think about quality.

— Examples of quality education

- Communication training (e-learning, group training)
- Compliance education (e-learning)

Human Rights



- Governance and Management Framework ▾
- Policy and Basic Approach ▾
- Metrics and Targets ▾
- Initiatives ▾

Governance and Management Framework

JSR Group has established the Sustainability Planning Committee to advance initiatives to cultivate respect for human rights. The Sustainability Planning Committee, chaired by the officer in charge of Sustainability Promotion, is responsible for formulating, implementing, and checking the progress of related initiatives. Particularly important matters are reported to the Board of Directors through the Sustainability Promotion Committee, chaired by the Representative Director, CEO, and President, to ensure respect for human rights in JSR Group.



Policy and Basic Approach

JSR Group recognizes the importance of such international norms as the Universal Declaration of Human Rights, the UN Global Compact, and the UN Guiding Principles on Business and Human Rights. We agree with the thinking they represent and will respect human rights accordingly. We also understand that we must fulfill our responsibility to respect human rights in all of our business activities.

Based on this awareness, JSR Group has formulated and published its Human Rights Policy. It is based on JSR Group's "Code of Conduct for Respecting Human Rights," which is established in the "JSR Group Principles of Corporate Ethics". We position it as the prevailing policy of all documents and norms associated with actions concerning respect for human rights in JSR Group's business activities.

The policy is based on the concepts of international norms, such as the UN Guiding Principles on Business and Human Rights, the UN Universal Declaration of Human Rights, and the UN Global Compact.

JSR Group's Human Rights Policy expresses its approach to respecting human rights and its commitment to human rights initiatives. To ensure that employees understand and embody respect for human rights, we continue to share our policy on the company intranet and conduct human rights training on a regular basis. To fulfill our responsibility to respect human rights in all our business activities, we continue to take a precautionary approach in line with the concept of human rights due diligence. We comply with the relevant laws and regulations of each country and region. In cases where there is a conflict between laws and regulations and international norms, we seek ways to respect the international norms.

JSR Group believes that it is important to ensure respect for human rights not only within the Group but also throughout the supply chain. This policy applies to all officers and employees of JSR Group, and we ask our business partners and suppliers to agree with the policy and pursue similar initiatives.

Main pillars of the Policy (overview)

- Respect the dignity and human rights of all persons and eliminate discrimination and all forms of harassment

- Prohibit child labor and forced labor, comply with labor-related laws and regulations, respect the right to organize and collective bargaining, and strive to ensure equal opportunity
- Prevent and lessen negative effects on human rights that are tied to JSR Group businesses and business relationships (initiatives based on the concept of human rights due diligence)
- Promptly and suitably remedy and correct any negative impacts, and encourage proper responses in the supply chain

JSR Group's Human Rights Policy (PDF, multilingual)

- > Japanese version (PDF: 199KB) 
- > English version (PDF: 184KB) 
- > Chinese (Simplified) version (PDF: 137KB) 
- > Chinese (Traditional) version (PDF: 441KB) 
- > Thai version (102KB) 

Metrics and Targets

JSR Group has introduced the Corporate Ethics Hotline and JSR Group Supplier Hotline, both internal reporting systems, in order to identify and correct violations or suspected violations of laws and corporate ethics within the organization at an early stage and to ensure sound operations. In FY2024, the year we began aggregating data on a global basis, there were 43 reports in total. We also received one report via the JSR Business Partner Hotline in FY2024.

Initiatives

1. Compliance with human rights laws and regulations

(1) Prohibition of child labor and forced labor

In accordance with its Human Rights Policy, JSR Group prohibits child labor and forced labor. We ensure that employees are age-verified at the start of employment to prevent these problems from occurring.

(2) Respect for the right to organize and collective bargaining

In accordance with its Human Rights Policy, JSR Group respects the right of employees to organize and bargain collectively. Each JSR Group company has established a framework for dialogue with labor unions or employee representatives in accordance with the laws and regulations of their respective countries and regions. JSR Corporation strives to maintain and strengthen sound labor-management relations through regular exchanges of opinions and question-and-answer sessions with the JSR Workers' Union.

Please refer to the JSR ESG Data Book for the numbers and ratios of union members.

> ESG Data Book

2. Promote understanding of respect for human rights among employees

For JSR Group to fulfill its responsibilities regarding respect for human rights, we believe that each employee of the Group must deepen their understanding of human rights. To this end, we continuously conduct e-learning programs on human rights with the aim of systematically enabling our employees to develop their human rights knowledge. In FY2022, 82% of JSR Group employees took the e-learning program course (although there was some variation among sites). In the future, we will continue to make improvements so that all JSR Group employees, regardless of location or position, can take the course and deepen their understanding.

3. Respect for human rights throughout the supply chain

To ensure respect for human rights throughout its supply chain, JSR Group includes a section on respect for human rights in the JSR Group CSR/Sustainable Procurement Policy. We also provide our suppliers with two policies: JSR Group's Human Rights Policy and CSR/Sustainable Procurement Policy.

Furthermore, we ask companies that agree with the two policies to submit a Statement of Endorsement. In 2022, 90% of the Group's procurement partners submitted a Statement of Endorsement.

4. Access to remedy

JSR Group has established a Corporate Ethic Hotline to provide remedy to employees who have been subjected to harassment or other harm that constitutes a violation of human rights. In Japan, we have also established the JSR Group Business Partner Hotline. The hotline, a reporting system for business partners with which we have ongoing business relationships, serves to identify suspected cases of corporate ethics violations at an early stage. To promote the use of the JSR Group Supplier Hotline, we provide information on the contact point for JSR Group Supplier Hotline at the start of each transaction.

All the hotlines place the highest priority on the protection of complainants, rigorously ensure the confidentiality of their reports, and prohibit any disadvantageous treatment (e.g. retaliation) for reporting or cooperating in investigations. In addition, we strive to remedy and correct any damage that may occur.

> [Compliance](#)

5. Human rights due diligence (human rights DD)

JSR Group began work on human rights DD in FY2024. With the advice of experts in the field, we conducted literature and data research and workshops to identify possible human rights risks in the supply chain and create organized lists of the issues. Going forward, we will continue to confirm and assess the actual status of human rights issues in our value chain, including our own company, and work diligently to take the necessary action.

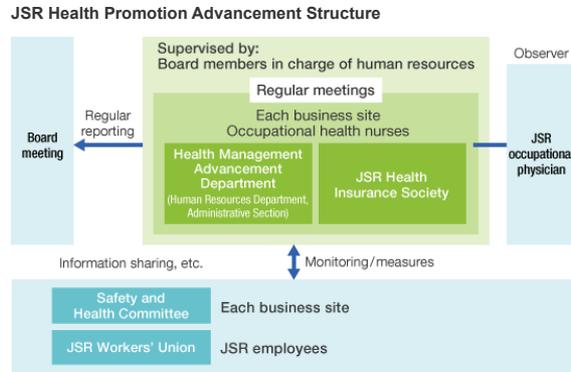
Health and Productivity Management



- Governance and Management Framework ▾
- Policy and Basic Approach ▾
- Metrics and Targets ▾
- Initiatives ▾

Governance and Management Framework

JSR Group, recognizing the physical and mental health of its employees as an important foundation of management, promotes health and productivity management across the organization. JSR Corporation holds the Health Promotion Committee, which is overseen by the officer in charge of human resources. At each business site, industrial physicians, industrial nurses, and health management promotion departments play central roles in monitoring and implementing relevant measures. Management communicates the significance of health advancement through messages from top executives, receives regular reports from the Health Promotion Committee, and supervises relevant activities.



Policy and Basic Approach

1. Basic Approach

The physical and mental health of our employees is essential to the well-being of the employees themselves, their families, workplace productivity, and a vibrant working environment. JSR Group provides multifaceted support so that employees can work in good mental and physical health.

— Code of Conduct

We shall strive to maintain and improve safety and hygiene levels for all relevant parties, based on our belief that “safety is of utmost importance to everyone working in manufacturing and the bedrock of business activities.” Additionally, we shall pay sufficient attention to the maintenance of the mental and physical health of ourselves and those we work with.

2. External Commitments

JSR and some locations formulated a Health Declaration, which describes the policy on active initiatives to promote health. The Mie National Health Insurance Organization, which is part of the National Federation of Health Insurance Societies, has designated JSR and these locations as business establishments that promote health.

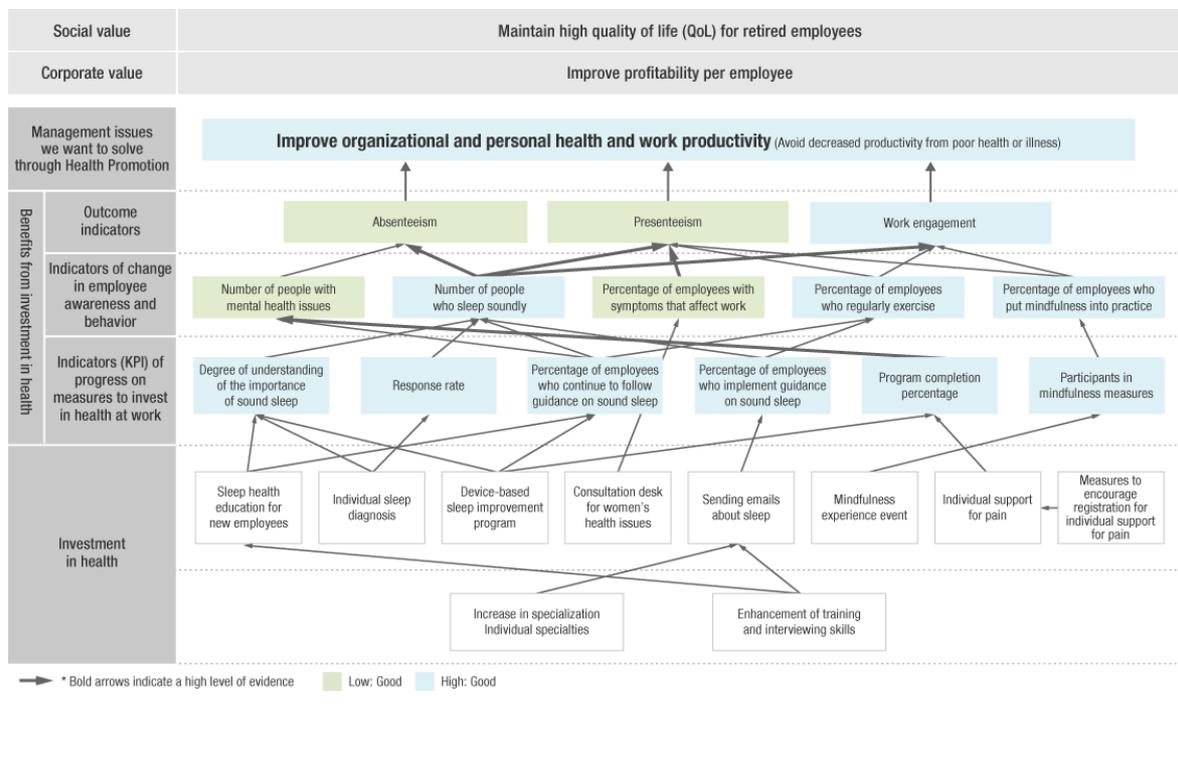
JSR Group companies with a Health Declaration

- JSR Corporation
- JSR Logistics & Customer Center Co., Ltd.
- JSR Micro Kyushu Co., Ltd.

- Techno-UMG Co., Ltd.
- JAPAN COLORING Co., Ltd.
- JSR Health Insurance Society

3. Strategy (JSR Health Promotion)

JSR Corporation promotes "JSR Health Promotion", which aims to improve engagement and labor productivity by fostering an organization where all employees can think and act on their own about their health. The company provides and supports viable health maintenance and improvement measures that meet the needs of each employee, such as measures for improving sleep, exercise, mental health, preventive medicine, and infectious disease control.



Metrics and Targets

Firm in its belief that achieving both employee health and productivity is an important management issue, JSR Corporation pursues initiatives in hopes of obtaining Outstanding Organizations of KENKO Investment for Health White 500 certification by around FY2025. Please refer to the ESG Databook for detailed data (e.g. medical checkup rates.)

> ESG Data Book

Target	Obtain certification as Outstanding Organizations of KENKO Investment for Health White 500	
Metric	Boundary	Result
External accreditation	JSR Corporation	FY2024
		The Certified Organizations of KENKO Investment for Health in 2025 (Large Enterprise Category)

The Certified Organizations of KENKO Investment for Health in 2025 (Large Enterprise Category)

- JSR Corporation

The Certified Organizations of KENKO Investment for Health in 2025 (Small and Medium-sized Enterprise Category, Next Bright 1000)

- JSR Micro Kyushu Co., Ltd.

The Certified Organizations of KENKO Investment for Health in 2025 (Small and Medium-sized Enterprise Category)

- JSR Health Insurance Society
- JSR Logistics & Customer Center Co., Ltd.

Initiatives

1. Improving mental health

(1) Checks and organizational analysis

JSR Group in Japan has conducted a mental health survey since FY1998. Since FY2015, we have implemented yearly stress checks in accordance with the Industrial Safety and Health Act and distributed organizational analysis reports to managers in each organization. Each manager analyzes and utilizes the reports for organizational improvement, which takes place through utilization seminars and follow-up by industrial health staff members at each business site. In addition, in FY2024, we initiated monthly mental self-checks in cooperation with the JSR Health Insurance Society. The self-checks play a valuable role in sustaining daily mental care.

(2) Consultation

To support the mental health of employees, JSR Group in Japan has established the Human Frontier Counseling, an external consultation service, to provide employees with opportunities to receive counseling at a location of their choice. In a survey of post-consultation satisfaction, the Human Frontier Counseling received an average score of 4.79 out of 5, showing that it has become a trusted source of mental health care.

(3) Education and management

JSR Corporation provides mental health training for self-care and line-care in a grade level-based training. We also take steps to help employees avoid feeling lonely and isolated in remote-work conditions and other new work styles. When an employee shows signs of changes in behavior or begins to miss work more frequently, supervisors work together with occupational health and human resources to intervene at an early stage.

2. Improving physical health

(1) Prevention, medical examinations and follow-up

In managing the health of employees, JSR Corporation adopts the concept of the population approach, which focuses on overall risk reduction and prevention, in addition to the high-risk approach, which involves separate, targeted responses to address individual illnesses and other conditions. In accordance with this concept, in addition to statutory general and special medical checkups, subsidies are provided for lifestyle-related disease checkups, physical examinations, brain examinations, and cancer examinations specific to women (e.g. breast cancer and gynecological cancer) in accordance with regulations. To ensure that employees receive the legally required medical checkups, we take a proactive approach that involves coordinating with medical institutions to inform and communicate effectively. In addition, the company's benefit services subsidize the cost of vaccinations, help employees quit smoking, and provide other assistance.

(2) Lifestyle improvements (sleep, exercise, and other elements)

JSR Corporation implement a sleep-improvement program that uses smartwatches. The program has been in place since FY2022, with a cumulative total of 227 participants through FY2024. The ratio of low sleep-satisfaction ratings has decreased by 34.3 percentage points (from 72.4% to 38.1%) over that span. Along with changes in sleep satisfaction, we also measured the degree of work dysfunction caused by health problems based on WFun. * According to the data, the percentage of those reporting health problems of a "moderate" degree or higher decreased by 9.7 points (from 30.6% to 20.9%), highlighting the benefits of improved sleep.

We have also formulated "JSR's 12 Sleep Guidelines" for day workers and shift workers to ensure a good night's sleep, which we use to raise awareness. As ways of further improving health and stimulating communication, JSR Corporation provides access to its own sports facilities, allows employees to use sports clubs through employee benefit, holds sports tournaments (e.g. softball, bowling) at business sites, and offers online health and fitness classes.

* WFun: A survey developed by the University of Occupational and Environmental Health for the purpose of measuring the degree of occupational impairment caused by health problems. A score of "moderate" or higher is likely to require some form of intervention.

(3) Public health and responses to infectious diseases

JSR Corporation continues to implement preventive measures and health management that align with conditions at each business site, such as the use and distribution of hand sanitization, non-contact thermometers, masks, and antigen test kits. In addition to subsidizing vaccinations against widespread conditions such as COVID-19 and influenza, the company also covers the cost of necessary vaccinations for expatriate employees and their accompanying family members in accordance with company regulations.

If you would like to receive information on how we implement our health management initiatives, please contact us at the email address below.

Email: jsr_jinjiroumu@jsr.co.jp

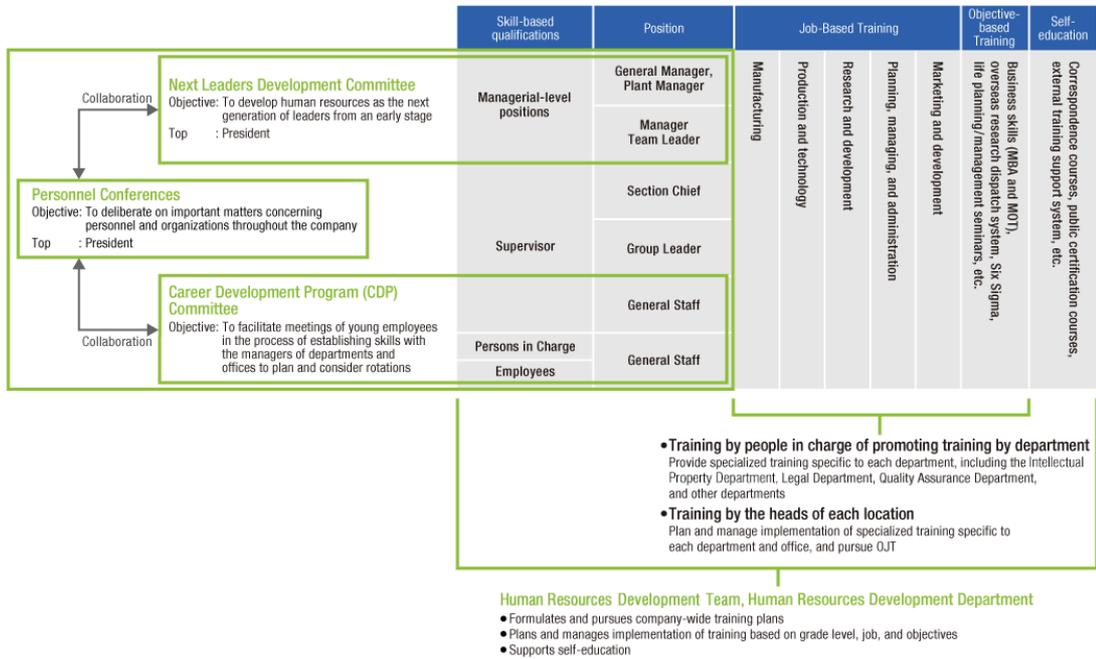
Human Resource Development



- Governance and Management Framework ▾
 - Policy and Basic Approach ▾
 - Metrics and Targets ▾
- Initiatives ▾

Governance and Management Framework

JSR Corporation's Human Resource Management Team in the Human Resource Development Department takes the lead in planning company-wide training programs and advancing human resource development in close alignment with various personnel systems and management-level personnel meetings. In addition, departmental education advancement officers and the personnel responsible in each department plan, implement, and manage specialized education tailored to their departments and sections.



Policy and Basic Approach

JSR Group believes employee growth to be corporate growth, the foundation for the realization of its Corporate Mission and medium- to long-term management strategies, and the basis for the creation of value company-wide. To encourage self-led career development* by every employee, enhance each individual's value, and enable employees to fully utilize their abilities, the JSR Group has established the following elements as its human resource development policy.

— Human Resource Development Policy

1. Provide sufficient support for employees, including supervisors, subordinates and team members, to focus on their own desire to grow and take the initiative in improving their own skills and building their careers.
2. Developing and cultivating the abilities of employees is the foundation of the company. The greatest priority is growth through work. Structured, systematic, ongoing training tailored to the career vision of each and every employee is provided to supplement this from a company-wide, long-term perspective.

* Self-Led Career Development

JSR Group defines Self-Led Career Development as "developing a career vision of work and life, growing and increasing one's value through sustained efforts to achieve that vision and the experience that comes with it, all for the betterment of one's life."

Metrics and Targets

JSR Group's purpose of human resource development are to establish mechanism and corporate culture in which the company and individuals grow together and to develop human resources who can realize our Corporate Mission of "Materials Innovation." To achieve these purpose, JSR Group aims to develop human resources who embody the following "ideal personnel traits."

Ideal personnel traits

- Human resources able to take on the challenge of new value creation utilizing various experiences using unconventional approaches
- Human resources who can think from a global perspective in everything they do
- Human resources who can grow together and actively collaborate/cooperate internally and externally while emphasizing two-way communication
- Human resources who embrace each other and different ways of thinking transcending differences in terms of gender, culture, generation and age, etc.
- Human resources with their own career vision who can contribute to the company/society and their own self-actualization by taking action proactively.

Initiatives

1. OJT

JSR Corporation places the highest priority on "growth through work" via OJT, and have produced formulated "Seven Articles of OJT" (Trainer's Edition) and "Three Articles of OJT" (Trainee Edition) to advance human resource development through work at each workplace.

2. OFF-JT (training and seminars)

JSR Corporation offers the following OFF-JT (training and seminars) to supplement OJT.

Skill-based Qualifications	Position	Grade level-based Training	Job-based Training					Objective-based Training				
			Manufacturing	Production and technology	Research and development	Planning, managing, and administration	Marketing and development	Promoting internationalization	Business skills	Career support	Compliance	Audience to applicants for career transfer
Managerial-level positions	Plant Manager	Training for the next-generation leaders (JSR Business School, JSR courses for managers)				Specialized knowledge courses: External courses on management strategies, accounting and finance, etc.	Specialized knowledge courses: Marketing and other external courses, etc.	Overseas research dispatch system, trainee program, short-term study abroad for language training	MBA and MOT programs, etc.	Career design seminars and life planning / management seminars	Training on various laws and ordinances, information security, corporate ethics, and intellectual properties, etc.	Career-development seminars and public education assistance benefits
	General Manager											
Supervisor	Manager, Team Leader	Training for new managerial-level positions (Leadership, Facilitation skills, Organizational human resource management training)										
	Section Chief	Mid-level supervisor training (Developing subordinates, Managing assessments)	Management technology training (Safety, environmental preservation, facility management, financial accounting, cost accounting, management accounting, logistics, purchasing)			Motivation leadership training (Improving organizational motivation)	External courses (for graduates) (External courses on accounting and finance, marketing, etc.)	Motivation leadership training (Improvement of motivation and self-control)	Correspondence courses (for graduates) (Correspondence courses on English, accounting and finance, marketing, legal affairs, etc. Technical Skill courses conducted by individual department)			
	Group Leader		Health and safety education for foreperson, etc. (External courses / workshops)									
Chief Staff	New supervisor training (Human resource development, Organizational Management, Improvement of followership skills)	Motivation leadership training (Improving organizational motivation)										
Persons in Charge	General Staff	Training for 3rd year after graduation (Career planning, Improved issue proposal capabilities)	Safety experience (safety experience using VR) Instructor briefing									
		Person in charge follow-up training (for high school graduates) (Improvement of management skills for work)	Motivation leadership training (Improvement of motivation and self-control)									
Employees	General Staff	New employee follow-up training (Career planning, operational improvement, improved issue proposal capabilities)	Quality control training	Programming training		Specialized knowledge courses: External courses on management strategies, accounting and finance, etc.	Specialized knowledge courses: Marketing and other external courses, etc.	Overseas research dispatch system, trainee program, short-term study abroad for language training	MBA and MOT programs, etc.	Career design seminars and life planning / management seminars	Training on various laws and ordinances, information security, corporate ethics, and intellectual properties, etc.	Career-development seminars and public education assistance benefits
			Basic knowledge of manufacturing plants	Quality control (Levels: Introductory / Intermediate) - Minitab	Intellectual property, and contracts							
		New employee training	Basic technical knowledge course (basic semiconductor course, basic display course, basic process course)									
		New employee training	JSR Safety and environmental training									

(1) Grade level-based training

JSR Corporation conducts grade level-based training, optimized for different professional qualifications or job classifications.

Grade level-based training provides the knowledge and skills required for each job level, with both in-house lecturers (section personnel) and outside guest lecturers handling the instruction.

Participants from JSR Group companies also attend the lectures to enhance knowledge and skills of the group as a whole.

(2) Job-based training

JSR Corporation provides employees with the necessary specialized knowledge and skills for their respective job groups to cultivate career development and improve operational efficiency.

Education on specialized skills:

Technical staff members participate in plant-wide skills training, safety training, quality control training, management technology training, and R&D environment and safety training, while administrative staff members participate in external training courses on management strategy, accounting, finance, and other topics. These training sessions are taught by outside instructors.

Programming training:

In their first year of employment, employees in technical fields receive programming training to help them learn how to utilize Python in data analysis and data science.

(3) Objective-based training

JSR Corporation identifies key issues throughout the company, clarifies objectives, and then implements training that addresses the practical needs that emerge through that process.

Language training:

To develop language skills and the mindset for global response, JSR Corporate support short-term language study abroad in English and Chinese, and hold conversation classes in English and Chinese.

Overseas research dispatch:

Employees can conduct research at a university or research institute of their choice in another country for a period of up to two years, serving to help them improve their research capabilities and learn groundbreaking, forward-looking technologies and approaches that will be effective in creating new business and technological innovations. In FY2024, JSR Corporate sent five employees on research assignments.

MBA/MOT dispatch:

Employees can obtain an MBA or MOT at a graduate school in Japan while engaging in normal business operations.

Career support:

We believe that creating a workplace where employees can proactively develop their careers requires the understanding of upper management. Therefore, we provide a series of training sessions for officers, general managers, and section managers so that they can support the careers of their members with actual experience thinking about their own careers. In addition, we work to create a workplace where supervisors and employees can share in the same experiences, foster an awareness of career development, and encourage each other to develop their careers. We also provide training programs to employees at ages 45, 51-52, and 58-59 to address the specific career issues that emerge at those life stages, giving employees support to help them continue to develop their careers in a self-motivated way.

3. Self-education support

JSR Corporation has established the following systems to support self-development.

Distance learning program:

If an employee completes any of the approximately 200 distance learning courses that the company has selected, the company reimburses the employee for approximately 50% of the course fee as a subsidy in accordance with company regulations.

Official Certification Support Program:

If an employee acquires qualifications required for work, the company reimburses the employee for all examination fees, training session fees, and training session textbooks in accordance with company regulations.

External Training Support Program:

If an employee takes an external training course required for work, the company reimburses the employee for a portion to all the course fees in accordance with company regulations.

Online learning site:

We offer a learning environment integrated with an online learning site—covering a wide range of offerings that go beyond topics with direct connections to work—to meet and broaden the interests of each individual.

4. Developing the Next Generation of Leaders

As globalization and digitalization progress, the demands made of leaders are changing. At JSR Corporation, we have been providing the “Training the next generation of leaders” course with external cooperation since 2007. This course is focused on development of the next generation of leaders. The training teaches participants established management practices, the essentials of digital management, and other necessary business skills through discussions based on actual cases. Participants also expand their perspective by imagining that they are in the position of a superior, thinking about what is important from a management perspective, and outlining a vision for their own departments. The program also incorporates action learning, in which teams work together to envision the creation of new businesses. Those who have taken this training include people who are already officers and the training is steadily generating diverse human resources who are equipped to look beyond the present and spur innovation themselves.

5. Career Development Program (CDP)

As part of its nurturing and career development for young employees, JSR Corporate and some of JSR group companies established and runs the Career Development Program (CDP). CDP is a job rotation program for university graduates on the management track. Since introducing the program in 1988, we have continued to improve and refine this method of training.

The program is for employees up to their 10th year with the company who can work for a number of different departments. This program not only produces employees with diverse and broad horizons, but also leads to increased inter-departmental communication. In terms of career development, CDP gives participants the opportunity to think about their own careers and facilitates autonomous career building for the future.

To consider transfers under CDP, CDP Committee members individually interview employees who will enter CDP before discussing individual rotation plans at a general CDP meeting, which are also based on a comprehensive view toward the employee's desires and aptitude. The Human Resources Department runs the CDP Committee, and each General Manager is a committee member.

6. Self-evaluation System

JSR Corporation established a self-evaluation system in which individuals report frankly on how they view the status of the work they are currently responsible for and their future vision and career ambitions for themselves. This system plays a role in the career development of participating employees and increasing engagement. Skill development objectives are set for the coming year through discussion between the individual and his or her superior based on feedback from wage assessment results, skill development results during the past year, and the individual's self-evaluation. As a result, using this system, we conduct

systematic and efficient skill development to achieve self-realization, skill improvement, and autonomous career development, as well as human resource development that is important for both the individual and the company.

Employee Engagement



- Governance and Management Framework ▾
- Basic Approach and Policy ▾
- Metrics and Targets ▾
- Initiatives ▾

Governance and Management Framework

JSR Group conducts employee engagement surveys under the leadership of the Human Resource Development Department, which is managed by the CHRO. Survey results are fed back to employees through the corresponding company, site, and department head. Furthermore, the Human Resource Development Department relays report of factor analyses of the survey results and corresponding improvement activities at each company, site, and department to the officer in charge.

Basic Approach and Policy

JSR Group believes that improving employee engagement is the key to sustaining its business activities and increasing corporate value. To this end, we strive to measure engagement through regular surveys that allow us to glean input from employees. Based on the results of the surveys, each of our organizations take initiatives accordingly. Furthermore, the Group as a whole is striving to expand systems and measures to improve job satisfaction and make it easier for employees with diverse ideas and backgrounds to flourish.

Metrics and Targets

1. JSR Corporation has developed the JSR Action Plan for the Advancement of Women in the Workplace (4th phase: April 1, 2023 - March 31, 2026) based on the Act on the Promotion of Women's Active Engagement Participation and Advancement in Professional Life.

> JSR Action Plan for the Advancement of Women in the Workplace (PDF: 93.6KB)

Target	Result							
	Metric	Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
By March 31, 2026, achieve a 7% ratio of female managers and, among new graduate career-track hires, a 50% ratio of females in administrative positions and 30% in technical positions	Ratio of woman hired annually per position (College graduates, engineering positions)	JSR Corporation	%	26	30	17	11	16
	Ratio of woman hired annually per position (College graduates, administrative positions)	JSR Corporation	%	55	60	100	40	75
	Ratio of woman in managerial positions	JSR Corporation	%	4.2	4.7	5.8	6.3	6.9

2. JSR Corporation have developed the Next Generation Development Action Plan (9th phase: April 1, 2023 - March 31, 2026) based on the Act on Advancement of Measures to Support Raising Next-Generation Children,

> JSR Next Generation Development Action Plan (PDF: 93.3KB)

Target	
Achieve a percentage of male employees taking childcare leave of 80% and ensure that they take an average of 20 or more days during the ninth phase period; in addition, maintain the acquisition rate of annual paid leave of employees at 80% or higher during the ninth phase period	

Metric	Boundary	Unit	Result				
			FY2020	FY2021	FY2022	FY2023	FY2024
Percentage of male employees taking childcare leave	JSR Corporation	%	50.9	72.7	81.3	89.2	85.5
Average number of days of childcare leave taken by male employees	JSR Corporation	Days	19.6	19.2	20.7	33.7	39.5
Percentage of annual paid leave taken	JSR Corporation	%	81.0	87.4	87.4	91.1	84.1

Initiatives

1. Employee Engagement Survey

JSR Group conducts employee engagement surveys to visualize engagement conditions and issues in each organization at the company and department levels. Understanding that situations differ from organization to organization, we promptly feed survey results back to the individual organizations and outline priority issues that they should formulate and implement action plans for. We also design and review company-wide measures to reflect trends and issues common to all Group companies, with the JSR Corporation Human Resource Development Department playing a central role.

2. Efforts to make work environments more employee-friendly

JSR Corporation strives to improve the work environment by both developing systems and infrastructure and fostering a healthy corporate culture.

(1) Development of measures and programs

— Advancement of women's activities

We continuously encourage the advancement of women by expanding opportunities, supporting their growth, and improving their environment. Ongoing measures include management support for managers (e.g. understanding of unconscious bias, prevention of microaggressions), dispatch to external training programs such as J-Win and so on, lectures by role models, and interviews with employees and supervisors to identify issues and reflect the findings in measures. Please see the PDF of Programs related to the advancement of women's activities for details.

> Programs related to the advancement of women's activities (PDF: 115KB) 

— Support for different life stages

We have programs and infrastructure in place to help employees achieve balance amid diverse life events, such as childcare, nursing care, and medical treatment. For childcare, we provide maternity leave before and after childbirth, childcare leave around the time of birth, special paid leave for a spouse's childbirth, childcare leave, and shortened working hours until the end of grade 6, among other offerings. For family and nursing care, we provide family/nursing care leave and extended nursing care leave, respectively. During leave from work, employees who wish to do so may access company information, such as PR magazines posted on the company intranet and details of benefit programs, through a company-loaned PC or a dedicated app. Please see the PDF of Program related to support for different life stages for details.

> Program related to support for different life stages (PDF: 150KB) 

— Career support

We are developing programs and measures that support the expansion of employment opportunities and career continuity in line with each individual employee's career stage. For those who have taken a leave of absence or resigned, we offer a career resumption program and a leave of absence program for spousal transfers to other countries, allowing them to be reemployed at JSR Corporation. We have also introduced mentoring for younger employees, providing opportunities for discussing concerns through the formation of relationships with senior employees outside their own departments. Please see PDF for other programs and details.

> Career-related systems (PDF: 105KB) 

(2) Cultivation of a mindset and culture

JSR Corporation takes steps to deepen understanding of the various programs so that employees can make effective use of them. In our efforts to highlight diverse human resources and work styles, for example, we post interviews with male employees who are balancing work with childcare leave and nursing care/treatment on the company intranet. In addition, through internal training efforts such as stratified training and e-learning, we are working to broaden

understanding of the program's purpose, improve knowledge of expected behavior, and encourage awareness and behavioral change among both labor and management.

Supply Chain Management



Governance and Management Framework ▾

Policy and Basic Approach ▾

Initiatives ▾

Governance and Management Framework

JSR Group operates three businesses: Digital Solutions, Plastics, and Life Sciences. In order to achieve procurement that aligns with their respective characteristics, we have established a department in charge of procurement logistics for each business and building a sustainable supply chain accordingly.

Policy and Basic Approach

1. JSR Group Purchasing Guidelines

Based on the JSR Group Purchasing Guidelines, JSR Group advances fair, transparent, and open procurement; selection based on economic rationality; compliance with laws and regulations and their spirit; strong ethics; respect for information management and intellectual property; and sustainable procurement with consideration for safety, human rights, resource conservation, environmental protection, and biodiversity.

2. JSR Group CSR/Sustainable Procurement Policy

JSR Group established the JSR Group CSR/Sustainable Procurement Policy in the belief that supply chain sustainability leads to mutual prosperity between our company and our business partners. The CSR/Sustainable Procurement Policy stipulates compliance with six areas (36 items) at all JSR Group sites. Furthermore, we require all business partners to comply with the policy. The main areas of focus are as follows:

- Establishing and Maintaining a CSR Advancement Structure
- Fair Corporate Activity
- Human Rights and Labor
- Environmental Conservation
- Health and Safety
- Information Security

We also review the policy from time to time in response to changes in society and regulations.

Please see below for the full text of the policy.

> [JSR Group CSR/Sustainable Procurement Policy \(PDF: 122KB\)](#) 

Initiatives

1. Assessment of Business Partners

JSR Corporation regularly confirms that our business partners conform to our procurement assessment standards. This happens when starting business with a new partner as well as during ongoing business with existing partners. When assessing potential new business partners, we evaluate their financial status and quality control and conduct onsite audits of safety, environmental, and quality concerns before starting trade. We also reassess as needed business partners with whom we have a continuing business relationship following the same criteria as when starting new trade. Some raw materials are difficult to procure in an emergency due to poor availability or scarcity. For them, we conduct regular audits, making onsite checks of matters having a bearing on supply continuity, and offering suggestions and improvements for quality reliability.

2. CSR/Sustainable Procurement Survey

JSR Corporation has been pursuing sustainable procurement initiatives since fiscal 2010. By fiscal 2013, it had completed its first CSR/Sustainable Procurement Survey of business partners that, together, accounted for approximately 99% of the total purchasing value. Subsequently, considering risks associated with the globalization of supply chains (such as forced and child labor, environmental destruction, and corruption), we updated the survey in FY2017. In FY2022, we surveyed our business partners with the revised version. We also feed the results back to each of our business partners. In addition, we provide assistance with re-qualification surveys and advice as needed at the time of quality audits.

3. Statement of Endorsement of JSR Group's CSR/Sustainable Procurement Policy and Human Rights Policy

To ensure that JSR Group shares the intent of its CSR/Sustainable Procurement Policy and Human Rights Policy, we ask each of our business partners to submit a Statement of Endorsement of these policies. As of the end of FY2022, 90% of our business partners had submitted their Statements of Endorsement. We are continuously striving to improve the collection rate of Statement of Endorsement by encouraging our overseas business partners, whose submission rates are relatively low, to submit statements to us.

4. Compliance with responsible minerals procurement

In accordance with the OECD Due Diligence Guidance and the RMI framework, JSR Group continues its initiatives to confirm the non-use of minerals (tin, tantalum, tungsten, gold, cobalt, and mica) likely to be involved in human rights abuses. Using RMI's CMRT (3TG) and EMRT (cobalt and mica), we collect information from applicable business partners to verify that the materials are sourced through smelters that demonstrate their responsibility through RMAP compliance or other means. In fiscal 2022, JSR Group collected responses from 88% of the total number of surveyed business partners and confirmed that the respondents either do not use the corresponding minerals or procure them from responsible smelters with no relevant issues. We will continue to encourage some of our business partners who have not cooperated in the collection to understand the purpose of this initiative and to respond to us, and we will continue to promote the continuous collection rate.

5. Green procurement of Raw Materials

JSR Group aims to manage chemical substances throughout the supply chain to minimize risks that chemical substances pose to human health and the environment.*1 In terms of our procurement of raw materials, we have been taking initiatives in green procurement, which prioritizes the purchasing of raw materials with low environmental impact, in line with the Green Procurement Guidelines that we established in 2000. Furthermore, in line with the growing industry trend of managing chemicals in the supply chain, we joined the Joint Article Management Promotion-consortium (JAMP)*2 in 2008 and conformed operations to the JAMP MSDSplus management format. In 2018, we revised our guidelines to comply with chemSHERPA (a new format for communicating chemical substance information developed at the initiative of the Ministry of Economy, Trade and Industry). We continue to practice green procurement based on the latest list of hazardous substances. To effectively manage the risk of chemical substances in our supply chain, we will continue to engage actively in green procurement with an emphasis on communicating information with our business partners.

*1 [Chemical Substance Management](#)

*2 Joint Article Management Promotion-consortium (JAMP): Established in September 2006 as a cross-industry organization to advance cross-industry activities for the purpose of properly managing information on chemical substances contained in articles (components and molded products) and facilitating the broader establishment of a concrete system for smooth disclosure and communication in the supply chain. JSR conducts activities that contribute to the practice of these principles through its participation in JAMP.

6. Green purchasing (office equipment and supplies)

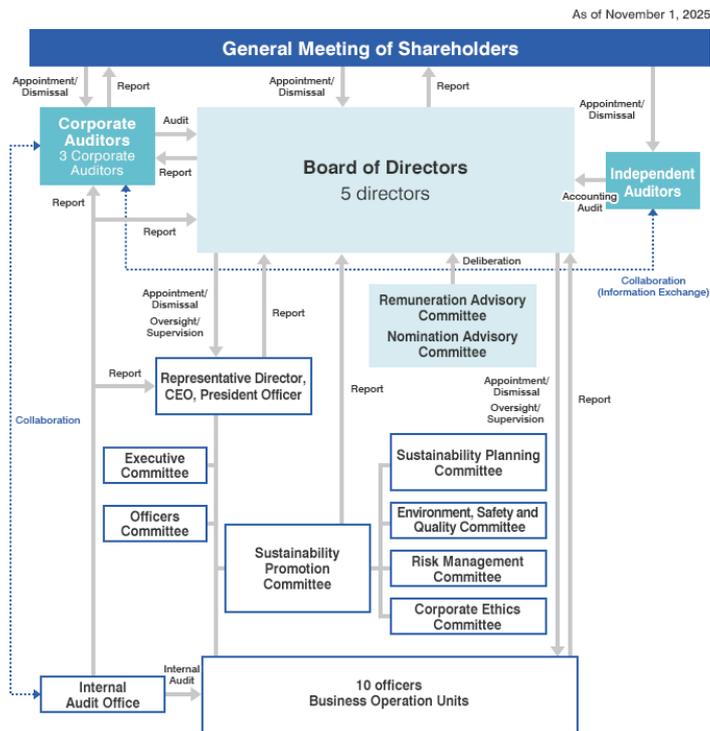
Separate from its green procurement of raw materials for products, JSR Group is also committed to eco-conscious purchasing of office equipment and supplies that are not directly related to manufacturing. In Japan, we give priority to the purchase of products with high energy efficiency and recycled content, referring to the latest basic policy of the Act on Promoting Green Procurement. In FY2024, the green purchasing rate at our domestic business sites was 89% (68,057,000 yen out of 76,744,000 yen in purchases). We will continue to strive to maintain and improve our high standards.

Corporate Governance



Governance and Management Framework

Corporate Governance Structure Diagram



1. Board of Directors

The Board of Directors establishes JSR's Corporate Mission and makes important decisions including those of JSR's business strategies. Through our performance-based director remuneration framework, we have created an environment that encourages appropriate risk-taking and entrepreneurship by management. JSR also supervises directors and management through the assessment of business performance and appointment of directors. The Board of Directors consists of five directors and holds meetings once monthly, in principle. The Board discusses and makes decisions on important business matters, including the direction of JSR's business strategy, and also supervises directors' and officers' execution of their business duties. Shogo Keuchi serves as the Board's chairperson. In addition, all three Corporate Auditors regularly attend the Board of Directors meetings to state their opinions.

2. Executive Committee

In order to speed up the decision-making process and improve the efficiency of business operations, the Executive Committee, consisting of the CEO/President Officer and officers or managers designated by the CEO/President Officer, meets once a week as a rule to discuss and give direction to matters relating to the Group's fundamental management initiatives, management policies, management issues, and management plans, along with important matters concerning the execution of business activities at each business division, or to receive reports. Of the matters deliberated by the Executive Committee, important items are passed to the Board of Directors, while the rest are decided on by the CEO/President Officer after deliberation by the Executive Committee. The Standing Corporate Auditor also participates in the meeting.

3. Officers Committee

This committee, consisting of the CEO/President Officer and all officers, aims to ensure members' thorough understanding of business conditions and important business matters. The Standing Corporate Auditor also attends the meeting.

4. Remuneration Advisory Committee

JSR established the Remuneration Advisory Committee to ensure the objectivity and transparency of its directors' remuneration framework, and it meets at least once a year, in principle. The Remuneration Advisory Committee shall consist of at least three members, a majority of whom shall be non-executive directors. The chairperson of the Remuneration Advisory Committee is selected by resolution of the Board of Directors from among the members who are non-executive directors to ensure effective committee operation from the perspective of strengthening independence, objectivity, and the ability to fulfill accountability. The Remuneration Advisory Committee also includes outside compensation consultants as observers from time to time. The Remuneration Advisory Committee deliberates the basic policy of remuneration, the remuneration structure, the mechanism of performance-based remuneration, the setting of targets, and assessment of performance, and submits its findings to the Board of Directors.

5. Nomination Advisory Committee

JSR established the Nomination Advisory Committee to ensure the transparency of policies and procedures for the selection of directors and officers, and it meets at least once a year, in principle. The Nomination Advisory Committee consists of five members, including two outside directors and the CEO/President Officer. The chairperson of the Nomination Advisory Committee is selected by resolution of the Board of Directors from among the members who are non-executive directors to ensure effective committee operation from the perspective of strengthening independence, objectivity, and the ability to fulfill accountability. The Nomination Advisory Committee deliberates on the knowledge, experience and capabilities required for the Board of Directors, diversity such as gender, international background, work history and age, the size (number of members) of the Board, and criteria and procedures for appointing officers, as well as successors to management, directors, executive officers, and other positions, then submits its findings to the Board of Directors.

6. Sustainability Promotion Committee

Based on its Corporate Mission, JSR Group has established a Sustainability Promotion Committee to contribute to the realization of a sustainable global environment and society by creating value through its corporate activities. The Committee is a cross-functional meeting body chaired by the CEO/President Executive and attended by the executive officer in charge of each department to discuss JSR Group's sustainability policy and other important matters. In addition, four committees – the Sustainability Planning Committee, the Environment, Safety and Quality Committee, the Risk Management Committee, and the Corporate Ethics Committee – have been established under the umbrella of the Committee, which oversees and guide the activities of these four committees. In addition to regularly scheduled meetings held four times a year in principle, extraordinary meetings are held as necessary to strengthen and advance management and report regularly to the Board of Directors.

7. Internal Audit

JSR has established the Corporate Audit Department to improve the effectiveness of JSR Group's internal control system. In accordance with the audit plan, the Corporate Audit Department regularly conducts internal audits such as compliance audits and business operation audits at divisions and departments as well as Group companies both in Japan and overseas and reports the audit results to the CEO/President Executive, related departments, and the standing Corporate Auditor. It also regularly reports internal audit plans and reports of internal audit results to the Board of Directors and Corporate Auditors.

8. Corporate Auditors

There are three Corporate Auditors in place (one of whom is a full-time Corporate Auditor) and they hold liaison meetings once monthly in principle, in which they receive reports on important matters, hold discussions, and make decisions. In accordance with standards for audits by Corporate Auditors, the Corporate Auditors attend meetings of the Board of Directors, and other important meetings including Executive Committee meetings, to monitor how important decisions are reached and business activities are executed. Corporate Auditors also receive reports from the independent auditors, directors, and employees. Through these activities, the Corporate Auditors form auditing opinions.

9. Independent Auditors

JSR's independent auditor is KPMG AZSA LLC. The Corporate Auditors work closely with the independent auditors. The Corporate Auditors interview the independent auditors about the audit plan and receive reports on the audit results. Furthermore, the Corporate Auditors and independent auditors exchange information and opinions as necessary in the course of each fiscal year.

It is JSR Group's goal to make steady progress in realizing its Corporate Mission (Materials Innovation — We create value through materials to enrich society, people and the environment). This shall be done through efficient and transparent business management, by sustaining sound and healthy business practices. The Group also continuously strives to create new corporate value with the hope of becoming an attractive corporation that can earn the trust of and satisfy the interests of all our stakeholders. JSR therefore has been and will continue pursuing initiatives on the enhancement of corporate governance as an important management challenge.

Under the above policy, as a company with Corporate Auditors, JSR principally monitors and oversees the execution of duties by directors and the management through its Board of Directors and Corporate Auditors, and will strengthen its function of management supervision through measures such as establishing the Remuneration Advisory Committee and Nomination Advisory Committee. This will maintain management transparency and soundness while continuously striving to accelerate and enhance the efficiency of decision-making and business execution aimed at improving corporate value over the medium to long term.

Initiatives

In FY2024, the tender offer for JSR Corporation's common stock and other securities conducted by our company (formerly known as JICC-02, Ltd.) was successful, and our company became the parent company and major shareholder of JSR Corporation. As a result, JSR Corporation was delisted from the Tokyo Stock Exchange Prime Market. Furthermore, as of December 1, 2024, our company and JSR Corporation executed an absorption-type merger, whereby our company took over all of JSR Corporation's business operations and changed its trade name to JSR Corporation. As a result of this absorption-type merger, our company has taken over all the businesses of the former JSR Corporation. Therefore, the status of activities of the former JSR Corporation is included and reported here.

Since the composition of each meeting and the participants differ before and after the shareholders' meeting held immediately after the delisting of the former JSR Corporation, the information is divided into two categories: before the shareholders' meeting (April to June 26, 2024) and after the shareholders' meeting (after June 27, 2024).

The following tables show the status of Board of Directors, Remuneration Advisory Committee and Nomination Advisory Committee in FY2024.

1. Board of Directors

[April 2024 to June 26, 2024] Meetings were held six times, and all directors and Corporate Auditors attended each meeting.

Position	Name	Attendance
Representative Director, CEO and President	Eric Johnson	100% (6 / 6)
Representative Director, Managing Officer	Koichi Hara	100% (6 / 6)
Director and Managing Officer	Seiji Takahashi	100% (6 / 6)
Director and Senior Officer	Ichiko Tachibana	100% (6 / 6)
Director and Officer	Kenichi Emoto	100% (6 / 6)
Outside Director	Tadayuki Seki	100% (6 / 6)
Outside Director	David Robert Hale	100% (6 / 6)
Outside Director	Masato Iwasaki	100% (6 / 6)
Outside Director	Kazuo Ushida	100% (6 / 6)
Standing Corporate Auditor	Tomoaki Iwabuchi	100% (6 / 6)
Outside Auditor	Junko Kai	100% (6 / 6)
Outside Auditor	Takaaki Tokuhira	100% (6 / 6)

• From April 2024 to the conclusion of the 79th Ordinary General Meeting of Shareholders held on June 27, 2024, meetings of the Board of Directors were held six times.

[June 27, 2024 to March 2025] Meetings were held fifteen times, and all directors and Corporate Auditors attended each meeting.

Position	Name	Attendance
Representative Director, CEO and President	Eric Johnson	100% (15 / 15)
Director	Shogo Ikeuchi	100% (15 / 15)

Position	Name	Attendance
Director	Tetsuro Hori	100% (4 / 4)
Director	Osamu Itabashi	100% (15 / 15)
Outside Director	Takatoshi Ishikawa	100% (15 / 15)
Outside Director	Masao Hirano	100% (15 / 15)
Standing Corporate Auditor	Yasufumi Fujii	100% (15 / 15)
Outside Auditor	Kenichi Minami	100% (11 / 11)
Corporate Auditors	Hiroshi Matsuyuki	100% (15 / 15)
Corporate Auditors	Yo Inomata	100% (4 / 4)

- Our company took over all the businesses of the former JSR Corporation on December 1, 2024. Therefore, the status of activities of the same company are included and reported here.
- From June 27, 2024 to March 2025, meetings of the Board of Directors were held fifteen times.
- Yo Inomata, who resigned from the position of Corporate Auditor at the conclusion of the Extraordinary General Meeting of Shareholders held on September 9, 2024, attended all four meetings of the Board of Directors held until his resignation. Kenichi Minami, who assumed the position of Corporate Auditor at the same General Meeting of Shareholders, attended all eleven meetings of the Board of Directors held following his appointment.
- Tetsuro Hori, who assumed the position of Director at the Extraordinary General Meeting of Shareholders held on December 18, 2024, attended all four meetings of the Board of Directors held following his appointment.

2. Remuneration Advisory Committee

[April 2024 to June 26, 2024] One meeting was held and all committee members attended.

Position	Name	Attendance
Chairperson	Independent Outside Director Tadayuki Seki	100% (1 / 1)
Committee Member	Independent Outside Director David Robert Hale	100% (1 / 1)
Committee Member	Independent Outside Director Masato Iwasaki	100% (1 / 1)
Committee Member	Independent Outside Director Kazuo Ushida	100% (1 / 1)
Committee Member	Representative Director, CEO and President Eric Johnson	100% (1 / 1)
Committee Member	Representative Director, Managing Officer Koichi Hara	100% (1 / 1)

[June 27, 2024 to March 2025] Meetings were held eleven times, and the attendance of the committee members at each meeting was as follows.

Position	Name	Attendance
Chairperson	Director Shogo Ikeuchi	100% (11 / 11)
Committee Member	Director Osamu Itabashi	100% (11 / 11)
Committee Member	Outside Director Takatoshi Ishikawa	100% (11 / 11)
Committee Member	Outside Director Masao Hirano	100% (4 / 4)
Committee Member	Representative Director, CEO and President Eric Johnson	91% (10 / 11)

- From July 2024 to March 2025, meetings of the Remuneration Advisory Committee were held eleven times, and meetings of the Remuneration Advisory Committee were held four times following the appointment of Masao Hirano as a committee member.
- Meetings were held in writing three times, on September 6, 2024, November 7, 2024, and February 25, 2025.

3. Nomination Advisory Committee

[April 2024 to June 26, 2024] Two meetings were held and all committee members attended each meeting.

	Position	Name	Attendance
Chairperson	Independent Outside Director	Tadayuki Seki	100% (2 / 2)
Committee Member	Independent Outside Director	David Robert Hale	100% (2 / 2)
Committee Member	Independent Outside Director	Masato Iwasaki	100% (2 / 2)
Committee Member	Independent Outside Director	Kazuo Ushida	100% (2 / 2)
Committee Member	Representative Director, CEO and President	Eric Johnson	100% (2 / 2)

[June 27, 2024 to March 2025] Meetings were held ten times, and all committee members attended each meeting.

	Position	Name	Attendance
Chairperson	Director	Shogo Ikeuchi	100% (10 / 10)
Committee Member	Director	Osamu Itabashi	100% (10 / 10)
Committee Member	Outside Director	Takatoshi Ishikawa	100% (3 / 3)
Committee Member	Outside Director	Masao Hirano	100% (10 / 10)
Committee Member	Representative Director, CEO and President	Eric Johnson	100 % (10 / 10)

- From July 2024 to March 2025, meetings of the Nomination Advisory Committee were held ten times, and meetings of the Nomination Advisory Committee were held three times following the appointment of Takatoshi Ishikawa as a committee member.
- Meetings were held in writing five times, on September 6, 2024, October 18, November 7, November 22, 2024, and February 5, 2025.

4. Training Policy for Directors and Corporate Auditors

JSR provides opportunities for newly appointed officers to participate in outside seminars for newly appointed directors from the perspective of their future potential as director candidates. Newly appointed directors and Corporate Auditors receive introductory training and plant and laboratory tours to deepen their understanding of JSR's business.

Compliance

Governance and Management Framework ▾

Policy and Basic Approach ▾

Metrics and Targets ▾

Initiatives ▾

Governance and Management Framework

JSR Group's Corporate Ethics Committee, chaired by the officer in charge of compliance, plays a central role in advancing corporate ethics activities across all Group companies in Japan and overseas. We are working to disseminate the JSR Group Principles of Corporate Ethics, to grasp and improve corporate ethics-related issues through the Corporate Ethics Awareness Survey, and establish and properly operate a Corporate Ethics Hotline. The Committee is also responsible for advancing Group-wide legal compliance initiatives.

Structure Diagram



Policy and Basic Approach

JSR Group has been endeavoring, by building up and maintaining good relationships with all our stakeholders, to become a trustworthy and indispensable corporate citizen. We have been vigorously executing our Code of Conduct in order to fulfill "Our Responsibility to Our Stakeholders," an essential part of our Management Policies, as well as to ensure compliance with relevant laws and regulations during the course of our business.

Metrics and Targets

JSR Group has introduced the Corporate Ethics Hotline and Business Partner Hotline as internal reporting channels in order to detect and correct violations of laws and corporate ethics or suspected violations at an early stage within the Group and to ensure sound management of the Group.

We began aggregating data on a global basis in FY2024, and there were 42 reports in total made to the Corporate Ethics Hotline in FY2024. In addition, the number of reports made to the JSR Group Business Partner Hotline in FY2024 was one.

Initiatives

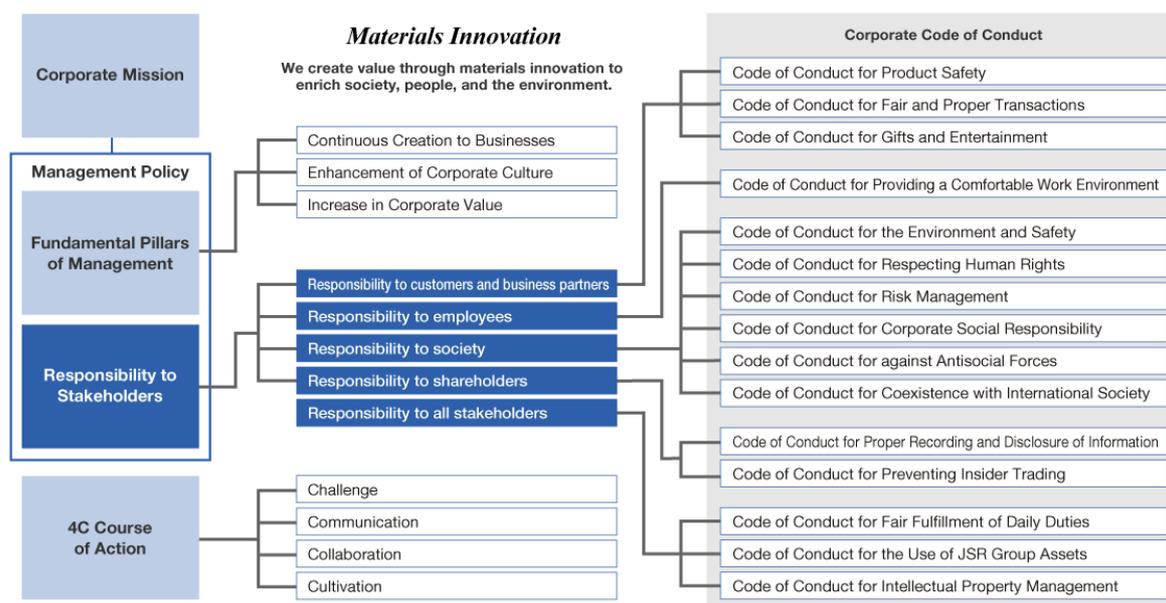
1. Corporate Ethics Activities

<Principles of Corporate Ethics>

JSR Group is advancing corporate ethics activities together with all of its Group companies, both in Japan and overseas. To achieve this, we have formulated JSR Group Principles of Corporate Ethics as concrete and globally shared guidelines that reflect our Essential Elements.*

The Principles represent a Code of Conduct that all officers and employees (full-time, contract, part-time, and temporary employees as well as employees on short-term contracts) of JSR companies should comply with to develop our corporate activities while fulfilling the management policies spelled out in "Our Responsibility to Our Stakeholders." The Group shall never require officers and employees of Group companies to violate this Code of Conduct. Additionally, JSR Group shall not disadvantage any officer or employee who refuses to execute an order to violate the Code of Conduct because of that refusal.

* JSR Group's "Essential Elements": The Essential Elements consist of the Corporate Mission, the Management Policies, and Course of Action: 4C action guidelines.



<Initiatives>

JSR Group has been pursuing the following three major corporate ethics activities.

— (1) Publication and Education of JSR Group Principles of Corporate Ethics

JSR Group has formulated JSR Group Principles of Corporate Ethics to serve as a globally shared Code of Conduct, and we are now working to make these principles known to all. By preparing English, Simplified and Traditional Chinese, Korean, and Thai versions in addition to the Japanese version, we are ensuring that officers and employees at all Group companies can access and fully comprehend JSR Group Principles of Corporate Ethics in their native language or in a language in which they are proficient.

We provide an e-learning program on JSR Group Principles of Corporate Ethics for all employees of JSR Group companies. For domestic Group companies, themes for FY2024 include the prevention of abuse of power, prevention of quality fraud, prohibition of bribery, and prohibition of conflicts of interest, while for overseas Group companies, the Code of Conduct and internal reporting channels were made known again. The attendance rate for the Group overall was 90%. We also conduct corporate ethics training for each stratum, such as new recruits and newly promoted managers.

Principles of Corporate Ethics

(Japanese version: revised on July 1, 2025; other languages: revised on July 1, 2025)

> [Japanese \(PDF: 4.7MB\)](#) 

- > English (PDF: 4.6MB) 
- > Simplified Chinese (PDF: 4.91MB) 
- > Traditional Chinese (PDF: 5.39MB) 
- > Korean (PDF: 5.11MB) 
- > Thai (PDF: 7.13MB) 

— (2) Corporate Ethics Awareness Survey

JSR Group works to grasp and improve corporate ethics-related issues by conducting annual surveys on corporate ethics awareness that target the officers and employees of JSR Group companies in Japan and overseas. The results are reported at the Corporate Ethics Committee and then to the Executive Committee. They are subsequently fed back to employees as a post on our company intranet and containing a message from the assigned officer summarizing the results and explaining issues and other matters extracted from the results. Overseas Group companies also strive to build awareness of corporate ethics and legal compliance among their employees, including their locally hired employees, using methods that are appropriate for the local culture.

— (3) Hotline (Internal Reporting Channels)

JSR Group has introduced the JSR Group Hotline (internal reporting channels) as a mechanism for employees to report problems that occur within the organization that are difficult to resolve in the workplace, such as acts in violation of laws and regulations or internal rules, to an appropriate contact person within the company. We place the highest priority on the protection of reporters, rigorously ensure the confidentiality of their reports, and prohibit any disadvantageous treatment (retaliation) for reporting or cooperating in investigations.

Three types of hotlines have been established for employees: an internal hotline operated by the Corporate Ethics Committee of the Company and each Group company, an external hotline operated by an outside law firm or a professional organization, and a business partner hotline for companies and individuals who do business with the Group. A structure has been established where each contact point allows anonymous or name-based reporting, with users being able to choose according to the situation.

When a report is received, the content of the report is organized by the internal or external contact point and shared with the JSR Corporate Ethics Committee (or the Corporate Ethics Committee of each business site or Group company). If necessary, the Committee will conduct interviews with the consent of the reporter to ascertain the facts and obtain additional information, and will instruct the relevant department to investigate and take corrective action. Based on the results of the investigation, the relevant department will implement corrective actions and recurrence prevention measures, and the progress and results will be confirmed by the Corporate Ethics Committee. The final result will be communicated to the reporter through the contact point (internal or external) used at the time of reporting. The establishment and operation of the hotline will be advanced under the leadership of the Corporate Ethics Committee chairperson and executive director, in cooperation with the Corporate Ethics Committees of JSR's head office, business sites, and Group companies.

To advance the use of this hotline, we have established a structure with the external hotline available in sixteen languages, including Japanese, English, Korean, Chinese, and Thai, making it easily accessible to overseas business sites. In addition, the access points and usage details are posted on our company intranet, and we provide regular updates and notices about the usage status of the hotline.

In Japan, we have also established the JSR Group Business Partner Hotline, which is available not only to our purchasing business partners but also to a wide range of companies and individuals doing business with JSR Group. The objective of this contact is to promptly detect and resolve violations of laws or corporate ethics, or suspicious activities in transactions. We are working to promote its use, including providing information about the contact point at the start of transactions. Operation is entrusted to the same external specialized agency that operates the external hotline for employees, and by strictly enforcing the confidentiality of reports and prohibiting any treatment that could disadvantage the reporter, this achieves highly reliable operation.



— (4) System on the Management and Audit of Public Research Funds and Response to Misconduct in Research

JSR Corporation has established a management accountability structure based upon the Guidelines on the Management and Audit of Public Research Funds at Research Institutions established by the Ministry of Education, Culture, Sports, Science and Technology and the Ministry of Health, Labour and Welfare, as well as the Guidelines for Responding to Misuse of Public Research Funds and the Guidelines for Responding to Misconduct in Research established by the Ministry of Economy, Trade and Industry. JSR has also put into place a whistleblowing desk regarding the management and audit of public research funds. Specifically, under a structure where the Chief Management Officer serves as the Executive Officer in charge of Compliance, the General Management Officer serves as General Manager of the Compliance Department, and the Compliance Promotion Officer and Research Ethics Education Officer serve as head of the organization implementing research and development using public research funds, we properly manage and administer public research funds, prevent misconduct by researchers, and engage in fair research activities.

Whistleblowing Desk

2. Compliance

<Compliance Regulations>

Every JSR Group member defines a legal compliance structure that forms the basis of its legal compliance. Each company then uses this structure to solidify its compliance through regular review and improvement as well as legal training to increase awareness of laws and regulations and instill commitment to compliance. JSR Group establishes specific structures and executes other priority approaches to ensure compliance with laws and regulations that are particularly relevant to the execution of business.

<Initiatives>

— (1) Initiatives for Preventing Bribery and Unfair Competition of Business

JSR Group has formulated a Policy for Bribery Prevention, Rules on Complying with Anti-Corruption Laws, and Standards for Gift-Giving and Entertaining that specify necessary items for all officers and employees to comply with the Unfair Competition Prevention Act in Japan, the US Foreign Corrupt Practices Act, the UK Bribery Act, and other anti-corruption laws when performing their tasks. In addition, JSR has also formulated Rules on Antimonopoly Law (Japan), Rules on Complying with US Antitrust Laws, Rules on Complying with the EU's Antitrust Laws, and Rules on Complying with Korean Fair Trade Laws that specify items necessary for complying with each country's antimonopoly (antitrust) laws.

With regard to due diligence of third parties, such as an important proxy, in preventing bribery, JSR has specified Due Diligence Guidelines for Proxies, etc. In line with this, JSR strives to reduce the risk of bribery by conducting surveys through self-checks and external databases.

> JSR "Policy for Bribery Prevention" (PDF: 31.3KB) 

In addition, JSR participates in the Corruption Prevention subcommittee of the Global Compact Network Japan (GCNJ), a local network for the UN's Global Compact. In this subcommittee, various activities are carried out, such as lectures with invited experts, exchanges of information related to measures for preventing corruption among participating companies, etc. Through these activities, JSR explores, examines, and implements effective and ideal anti-corruption measures that are suitable for JSR Group.

Anti-corruption measures have a strong compliance structure advancement aspect of complying with relevant laws of each country. At the same time, the foundation of such measures is closely linked to global social issues related to human rights, labor, and the environment. In addition to continuing to implement effective anti-corruption measures, JSR searches for ideal forms of such measures.

— (2) Reviewing and Improving Legal Compliance Status

Based on legal compliance regulations, JSR Group designates laws and regulations that are important in the execution of business as Overall Significant Laws and Legal Regulations. Each year, the Group regularly verifies its compliance by self-checking whether the business operations of all Group companies conform with the Overall Significant Laws and Legal Regulations, and if any issues are identified, improvements are made. The regular sharing of information on cases of non-compliance within JSR Group is useful in preventing legal violations and quickly detecting and improving situations of non-compliance.

— (3) Training and Increasing Awareness

① Compliance Handbook

JSR Group is thoroughly publicizing important points that demand legal compliance among employees in Japan, South Korea, China, and Taiwan by issuing versions of JSR's Compliance Handbook localized for each country. These Compliance Handbooks are distributed not only to Group companies in each country but also to departments and Group companies that have business relationships with the countries concerned, such as those that sell products and provide samples to customers in those countries. This ensures thorough understanding and practice of legal compliance in each country.



Compliance
Handbook

② Seminars and E-Learning

We hold periodic seminars and provide e-learning programs for officers and employees of all JSR Group companies as part of legal education with the objective of ensuring full organizational knowledge of laws demanding compliance along with related company policies and rules. The main seminars held in FY2024 were as follows.

- December 2024: e-learning on the Anti-Monopoly Act, Anti-Corruption Law, and Security Export Control
- February 2025: Seminar on the Subcontract Act
- March 2025: Seminar on Security Export Control

In addition to the above, we provide legal education that has been customized to meet the requirements of individual departments and Group companies. This includes individualized education for employees being sent to new assignments (training on anti-trust laws, anti-corruption laws, etc.).

3. Tax Initiatives

JSR Group understands that compliance with the relevant laws and regulations of each country and region is one of the most important roles a company can play. We will comply with the taxation laws of each country in which we do business, including regarding transfer pricing and tax havens.

4. Bioethics

(1) Initiatives for Medical and Biological Research Involving Human Subjects

JSR Group conducts life science and medical research on human subjects mainly as it relates to the Life Sciences Business. This research fully complies with the laws and regulations of each country where it takes place. Furthermore, we provide training on bioethics to employees involved in this research to advance proper research practices.

The member register, regulations, and summary of meeting minutes of the company's Ethics Review Committee are recorded in the Research Ethics Review Committee Reporting System (Japanese only) of the Ministry of Health, Labour and Welfare.

(2) Ethical Considerations for Animal Testing

Animal testing compliant with laws and regulations is necessary during the development process for chemicals, pharmaceuticals, and medical materials to confirm their safety and efficacy on humans. JSR Group conducts appropriate animal testing compliant with the laws and regulations of each country as part of the process to support the development of pharmaceuticals as well as develop and manufacture diagnostic agents. Each JSR Group company has established internal rules compliant with these laws and regulations and set up an Animal Testing Committee. These committees administer animal testing appropriately based on rigorous screening from the perspectives of science, animal ethics, and animal welfare, including the 3Rs of Replacement, Reduction, and Refinement (Replacement: use of alternative methods; Reduction: reduction of the number of animals used; and Refinement: reduction of suffering), and manage animal experiments appropriately. Additionally, we conduct self-inspections and evaluations of our animal testing at least once a year to ensure compliance with all relevant laws, regulations, and guidelines. Furthermore, JSR Group is working to develop technologies that enable alternatives to animal testing.

Moreover, Group company Crown Bioscience has obtained certification for its sites in the United States and China from AAALAC International, a third-party assessment institution that promotes the humane treatment of animals in science.

(3) Handling of Genetically Modified Organisms

JSR Group uses genetically modified organisms, adult stem cells, and human-derived samples to engage in contract drug development and manufacturing operations, as well as exploratory research on and development and manufacturing of diagnostic agents. JSR Group handles these samples and related applied technologies following the laws and regulations of each country, while also giving consideration to ethical standards.

Risk Management



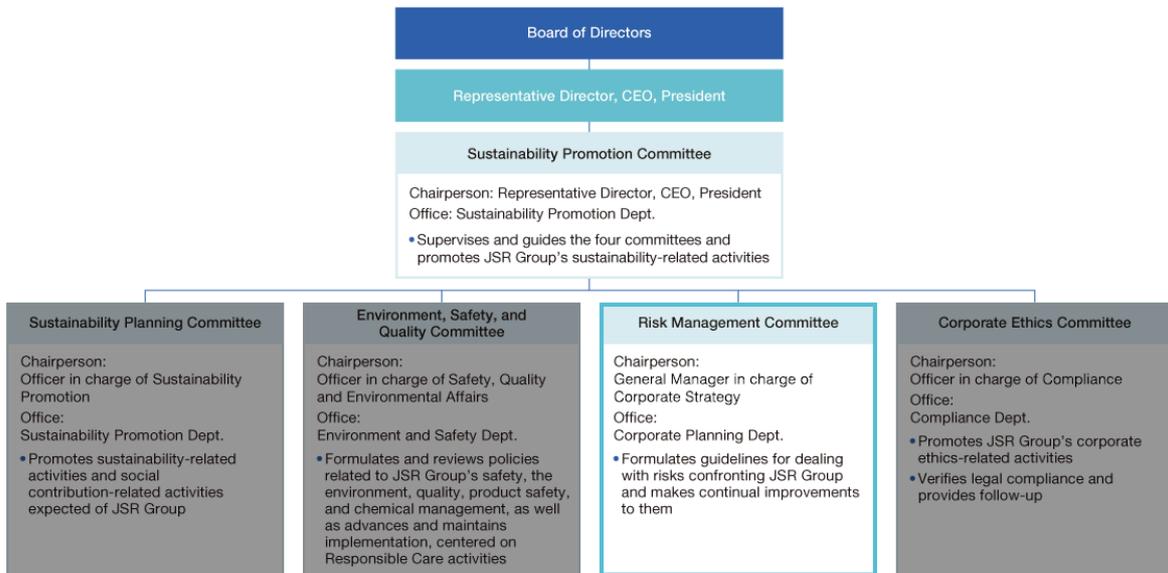
- Governance and Management Framework ▾
- Policy and Basic Approach ▾
- Initiatives ▾

Governance and Management Framework

JSR Group has established a Risk Management Committee under the Sustainability Promotion Committee. We have put into place a structure whereby the Risk Management Committee comprehensively manages important risks that have materialized or could potentially materialize within the Group.

The Risk Management Committee advances the Group's risk management by taking the lead in identifying important risks and supporting the formulation of policies for responding to such risks and the planning and execution of risk management plans by related committees or departments in charge. For important risks that were identified, the progress of countermeasures is reported to the Sustainability Promotion Committee and the Board of Directors.

The risk management system forms part of the Group's internal control system. The status of the internal control system's execution is reported regularly to the Board of Directors. JSR's Corporate Audit Department continuously verifies and evaluates the preservation and operation of internal control for the entire JSR Group as required by the Companies Act and Financial Instruments and Exchange Act. It also ensures that risk in existing business does not exceed permissible levels. Furthermore, the department additionally strives to maintain and strengthen internal control levels for the entire Group and conducts internal audits to ensure the appropriate and efficient execution of operations.



Policy and Basic Approach

JSR Group believes that preventing major crises from occurring and minimizing their impacts on business activities are priority issues for management. In response to these issues, the Group has formulated the JSR Group Risk Management Policies to address risk management.

The JSR Group Risk Management Policies were established in November 2023 after reviewing the current regulations, such as the Risk Management Policies, which define the identification of risk as well as the selection and management of material risks, and the BCM Procedure, which summarizes the BCM/BCP* structure in normal times and emergencies.

Based on these policies, we will advance risk management activities globally by visualizing risks throughout the Group, even for new and increasingly complex risks.

* BCM: Business Continuity Management; BCP: Business Continuity Plan

A BCP defines activities to be conducted in anticipation of emergencies that could threaten a company's survival (such as a large-scale natural disaster, explosion/fire, or terrorist attack), judgment criteria and courses of action that enable business continuity in the event of such emergencies, and other matters necessary for ensuring the continuity and early restoration of important businesses. BCM is a management system that operates and continuously improves the BCP through the PDCA (plan-do-check-act) cycle.

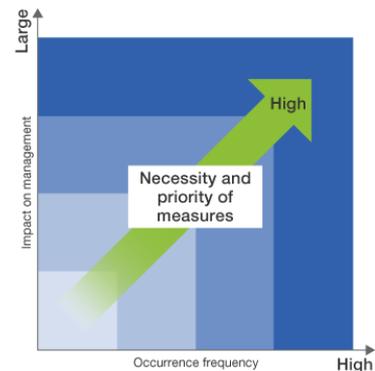
Initiatives

1. Identifying Risks and Selecting Important Risks

Under the initiative of the Risk Management Committee, each division of JSR Group companies in and outside of Japan identifies risks on a regular basis. We strive to comprehensively manage risks, including potential serious risks, by combining the identification of risks related to management strategies and the foundation of business continuity by management along with the identification of operational risks from all divisions using a bottom-up approach.

The identified risks are classified in terms of the degree of impact on management and the frequency of occurrence through the use of the risk map. Key risks that could potentially have a significant impact on business continuity are listed and managed as JSR Group Business and Other Risks. In addition, we have designated a department in charge to lead the planning and implementation of countermeasures for each material risk, while the Risk Management Committee checks the progress of these measures as appropriate to manage risks.

Conceptual diagram of risk map



Click on the following link for information on JSR Group Business and Other Risks.

[> JSR Group Business and Other Risks \(PDF: 222KB\)](#) 

2. BCM (Business Continuity Management)

The JSR Group Risk Management Policies stipulate the umbrella organization and operational structure of BCM/BCP in normal times and emergencies, as well as the criteria for activating and terminating the BCP. In addition, we have formulated a manual for each business for the resumption of business activities after a crisis has been resolved.

3. Enhancement of Initial Response to Emergencies

(1) Conducting Crisis Management Training

In FY2024, we conducted BCP training for JSR Group companies in Japan with the objective of enhancing the response capabilities of the headquarters for accident and crisis control at each Group company in the event of a crisis. Twenty people from five Group companies in Japan participated in the training.

The training was conducted in the format of a simulation assuming the occurrence of a large-scale earthquake. Participants confirmed the actions they should take, such as gathering information and determining response policies, in response to situations that could occur in the event of a disaster. Through this training, the participants reconfirmed the importance of establishing judgment criteria in advance in order to respond appropriately in an emergency, as well as the importance of continually improving the emergency response manual.

We will continue to cooperate with Group companies to reduce damage and improve the business continuity capabilities of JSR Group by conducting training for various crisis scenarios.

(2) Disaster Management Training at Each Plant and Laboratory

JSR Group conducts systematic training on a regular basis for disaster management, fire suppression, evacuation, and notification. Group companies in Japan conduct training in accordance with the Fire Service Act, the Act on the Prevention of Disaster in Petroleum Industrial Complexes and Other Petroleum Facilities, and other laws and regulations. Group companies in other countries conduct training as required by the laws and regulations of each country or region and the actual situation.

(3) Enhancement of Safety Confirmation System

In FY2009, JSR Corporation introduced a safety confirmation system that uses employees' mobile phones and smartphones. The system can promptly ascertain the safety of employees in the event of a large-scale earthquake or other disasters. In FY2011, we began expanding the scope of coverage to include Group companies in Japan and the families of JSR employees.

This system was used to confirm the safety of employees during the Noto Peninsula earthquake in Ishikawa Prefecture and the Hyuga-nada offshore earthquake in Miyazaki Prefecture in 2024.

Information Security


[Governance and Management Framework](#)
[Policy and Basic Approach](#)
[Metrics and Targets](#)
[Initiatives](#)

Governance and Management Framework

At JSR, the Cybersecurity Management Office is the core unit responsible for overseeing information security across the entire JSR Group. The Cybersecurity Management Office continuously works alongside outside experts to maintain and manage information security for the entire Group, educate and raise awareness among employees, and strengthen our ability to respond to incidents such as cyberattacks.

With regard to personal information, we comply with Japan's Act on the Protection of Personal Information and related laws and regulations, such as the GDPR (EU General Data Protection Regulation), and strive to strengthen the proper handling and management of personal information. The officer in charge of General Affairs serves as the Personal Information Management Officer, and the General Affairs Department and the Human Resources Development Department are the departments in charge of protecting personal information and advancing awareness and education of employees.

Policy and Basic Approach

JSR Group regards information security as an important management issue and has established the Information Security Policy. We will ensure proper management of information based on thoroughly disseminating this policy to all employees.

— Information Security Policy

- JSR Group, by complying with laws and regulations and by observing other social norms relating to the handling of information, will handle and protect information that belong to JSR Group, its customers, business partners and other third parties.
- JSR Group will strive to develop and actively use its information assets for the efficient execution of its business. Officers and employees will only use these information assets for the purposes of their work and within the scope of their authority.
- JSR Group will improve organizations and systems, provide education on information security, thoroughly disseminate this policy and related regulations, and implement measures to ensure information security.
- JSR Group will implement appropriate human, organizational, and technological measures and work to prevent unauthorized access to information assets from outside the company, as well as leaks, falsification, loss, theft and destruction of information assets.
- If an information security-related problem occurs, JSR Group will promptly identify the cause and take measures to minimize damage and prevent recurrences.
- JSR Group will periodically assess and review its information security measures to respond appropriately to changes in external environments.

Metrics and Targets

JSR Group annually selects Group companies based on factors such as risk and business scale, and for the selected Group companies, we monitor the operational status of the JSR Group Security Guidelines, which stipulate the security measures required for information systems introduced by JSR Group, and the status of improvements in security levels.

We confirmed the operational status of the Guidelines and the status of improvements in security levels for all JSR Group companies selected this fiscal year, and confirmed steady progress overall. We will continue to advance the establishment of the Guidelines and the implementation of improvement plans.

1. Initiatives Related to Cybersecurity

(1) Technological Measures

JSR Group aims to be able to respond to sophisticated cyberattacks, and we are proactively introducing necessary technological measures. Our initiatives are as follows.

- Installation of firewalls and network intrusion detection and prevention systems to block unauthorized external access
- Implementation of a system to detect suspicious behavior such as cyber-attacks on all company computers and servers to detect and respond to threats in real time.
- Maintenance of system security through regular scanning and prompt application of security patches for system vulnerabilities susceptible to external intrusion
- Monitoring 24 hours a day, 365 days a year with a structure using a Security Operation Center (SOC) operated by an external specialized agency

(2) Human Measures

In addition to publishing the Information Security Handbook, JSR regularly conducts security education for employees through e-learning so that they can further increase their sensitivity to information leakage risks and always act in accordance with the rules. In addition, we regularly conduct cyberattack response drills that simulate large-scale damage from ransomware and other cyberattacks to strengthen our resilience against cyberattacks.



Information Security Handbook

(3) Organizational Measures

JSR conducts security assessments and monitors the status of improvement at JSR Group companies. Based on the assessment results, lists of improvement points are created for sites that require improvement, and monitoring is conducted until the identified issues are resolved. Moreover, due to the increasing importance of risk management in the supply chain in recent years, we also conduct security assessments of our business partners. In addition, information such as the status of security incidents and status of various security audits is regularly reported to the Officers Committee to advance security governance throughout the organization.

2. Initiatives to Protect Personal Information

JSR Group recognizes the importance of protecting personal information in a society with highly advanced information and communications technologies, and we have formulated a Privacy Policy and Rules for Handling Personal Information based on the Act on the Protection of Personal Information in Japan. At the same time, we have established Rules for Handling Specific Personal Information in response to the introduction of Japan's Individual Number system. Within these rules, in accordance with relevant laws and our privacy policy, we ensure appropriate handling of specific personal information by defining precautions and security standards necessary to ensure the proper use and protection of this information at each of the stages of acquisition, storage, use, provision, disclosure, correction, suspension of use, and deletion.

Furthermore, for Group companies that handle personal data covered by the EU's General Data Protection Regulation (GDPR), we are providing support for the construction and operation of a structure to ensure GDPR compliance in data acquisition, processing, and transfer.

For example, in FY2024, following changes in the structure of JSR Group, we revised the Intra-Group Data Processing and Data Transfer Agreement, which had been concluded based on the Standard Contractual Clauses (SCC) established by the European Commission, and some Group companies that had not previously signed the agreement were added as contracting parties to this protection agreement. This ensures that the entire Group's data protection structure is aligned with the latest standards and secures the legality and security of cross-border data transfers. As a result, we have strengthened the foundation for smoothly advancing global data utilization by achieving thorough compliance with laws and regulations, enhancing audit readiness and reducing risks, and standardizing operations through unified operational rules.

ESG Data



JSR Group organizes important data from environment (E), social (S), and governance (G) perspectives and reports them in the ESG Data Book.

[Download \(Excel: 324KB\) ↓](#)

Currently, the most recent data is available for FY2024.
In principle, ESG data is updated once a year.

Sustainability Report Archive



Sustainability Report 2025



In November 2025, the results of JSR Group's sustainability initiatives for FY2024 (April 1, 2024 to March 31, 2025) were disclosed on our sustainability site.

The information at the time of the disclosure on the sustainability site is available in PDF format as Sustainability Report 2025.

[Download \(PDF: 21.7MB\) !\[\]\(00119a2dd5b5387934f5fb6d5763749f_img.jpg\)](#)

The sustainability site is updated as needed to provide the latest information.

Back Number

- > [Sustainability Report 2024 \(PDF : 10.1MB\) !\[\]\(bd5bec7a0a69dab32a8e77a46013f236_img.jpg\)](#)
- > [Sustainability Report 2023 \(PDF : 10.2MB\) !\[\]\(4972be2aaefe41cb345500e430711d58_img.jpg\)](#)
- > [Sustainability Report 2022 \(PDF : 7.64MB\) !\[\]\(1ac301809449a02f26ce32360fb84401_img.jpg\)](#)
- > [Sustainability Report 2021 \(PDF : 13.9MB\) !\[\]\(0f61c5d11266ed9c55ac79ac31b2f8c4_img.jpg\)](#)

Stakeholder Engagement



Basic Approach ▾

Main engagement ▾

Basic Approach

JSR Group understands that fulfilling its responsibilities to stakeholders leads to a sustainable corporate organization, resilient systems, and the creation of value for stakeholders.

In its Management Policies, JSR Group has established “Responsibility to Our Stakeholders” to express its responsibilities as a member of society. We continue to engage in efforts to make a positive impact on all of our stakeholders, including customers, business partners, employees, society, the environment, and shareholders.

We have also established the JSR Group Principles of Corporate Ethics as specific guidelines to fulfill our responsibilities to stakeholders on a global basis. Every JSR Group employee works to resolve issues while emphasizing dialogue with stakeholders based on common basic values such as the Corporate Mission, Management Policies, and Course of Action.

Main engagement

Stakeholder	JSR Group's responsibility	Engagement methods
Customers / Business Partners	<p>When interacting with our business partners and customers, the JSR Group will:</p> <ul style="list-style-type: none"> Never cease to challenge changes and evolve, to support the diverse material needs of the ever-changing times. Aim for sustainable improvement of customer satisfaction. Approach all business partners with sincerity, and always continue maintaining fair and equitable business relations. Continue considering the environment and society in supply chains. 	<ul style="list-style-type: none"> Customer Satisfaction Survey Responding to CSR surveys from clients Exhibitions Quality assurance support Business Partner Hotline CSR/Sustainable Procurement Survey
Employees	<p>All employees should expect:</p> <ul style="list-style-type: none"> Evaluate each employee based on fair standards. Provide opportunities for employees to constantly challenge themselves. Continue providing opportunities for employees to mutually recognize each other's personalities and diversity, and to flourish together. 	<ul style="list-style-type: none"> Labor-Management Council Regular negotiations with labor unions Establishment of an internal reporting system/consultation service Various training programs Town hall meetings by management Employee Attitude Survey/Employee Engagement Survey 1-on-1 interviews/personnel evaluation interviews
Local / Society	<p>All members of the JSR Group will honor our responsibility to both the local and global communities through:</p> <ul style="list-style-type: none"> Responsible and respectful business practices (Responsible Care) that consider the environment and safety Support of environmental conservation by providing eco-friendly products 	<ul style="list-style-type: none"> Community dialogue meetings/plant tours Community volunteer activities

Stakeholder	JSR Group's responsibility	Engagement methods
	<ul style="list-style-type: none"> ■ Reduction of our environmental impact throughout the entire product lifecycle ■ Active contribution to conserving biodiversity throughout its business activities and the entire product lifecycle 	
Shareholders / investors	<p>Group will maintain its responsibility to its shareholders by:</p> <ul style="list-style-type: none"> ■ Aiming to increase corporate value by creating business opportunities through materials ■ Constantly enhancing its management efficiencies ■ Inspiring trust by being highly transparent and conducting sound corporate management practices 	<ul style="list-style-type: none"> ■ Business status briefings

Evaluation by Society



Main Awards, Recognitions and Certifications

1. CDP

In 2024, JSR Group received a B rating for both climate change and water security from CDP, which surveys companies worldwide and evaluates their response to issues such as climate change, deforestation, and water security.



2. Ecovadis

JSR Group was awarded the Bronze Medal in the FY2024 assessment by Ecovadis, a provider of environmental and social assessment services in the supply chain.



3. Responsible Business Alliance (RBA)

Yokkaichi Plant received a Gold rating in the RBA VAP Recognition Program, based on an assessment conducted by an RBA-approved, independent audit firm in 2025. The Responsible Business Alliance (RBA) is an international organization promoting responsible business conduct in global supply chains.



4. Outstanding Organizations of KENKO Investment for Health

JSR Group companies have been certified as Outstanding Organizations of KENKO Investment for Health by the Ministry of Economy, Trade and Industry in Japan.

— 2025 Outstanding Organizations of KENKO Investment for Health (Large Enterprise Category)

- JSR Corporation



— 2025 Outstanding Organizations of KENKO Investment for Health (SME Category)

- JSR Health Insurance Society
- JSR Micro Kyushu Co., Ltd.
- JSR Logistics & Customer Center Co., Ltd.
- Japan Coloring Co., Ltd.



— 2025 Outstanding Organizations of KENKO Investment for Health Next Bright 1000 (SME Category)

- JSR Micro Kyushu Co., Ltd.



5. Green Business Certification

JSR Micro, Inc. (USA) received Green Business Certification from the City of Sunnyvale. This certification demonstrates the company's commitment to environmental sustainability and responsible business practices.

6. D&I AWARD

Recognized by D&I AWARD 2024 as a company with the highest "Best Workplace" rank for the third consecutive year

JSR Corporation was recognized with a "Best Workplace" ranking in the D&I AWARD 2024 (sponsored by JobRainbow Co., Ltd.), which recognizes companies in Japan that are committed to diversity and inclusion (February 12, 2025). This certification is given to advanced D&I companies that promote D&I at a high level not only in Japan but also on a global scale, and where, in addition to fostering a D&I corporate culture, employees are all actively involved in D&I promotion as individuals. JSR has been accredited for three consecutive years since FY2022.



7. Kurumin

JSR Corporation acquired Next Generation Mark certification "Platinum Kurumin" and JSR Micro Kyushu acquired "Kurumin" certification

In August 2007, April 2012, and October 2023, JSR Corporation was certified by the Minister of Health, Labor and Welfare as a company that provides child-rearing support and received Next Generation Mark certification (nicknamed "Kurumin"). JSR Micro Kyushu Co., Ltd. was certified in May 2017.

Furthermore, in October 2023, JSR Corporation acquired "Platinum Kurumin" certification, a special recognition given to leading companies supporting child-rearing with a higher level of initiatives.

This certification is the result of an evaluation of the status of JSR's target achievement in the action plan for FY2020 to FY2022 (action plan announced based on the Act on Advancement of Measures to Support Raising Next-Generation Children) and the content of various measures such as training. The action plan set a numerical target of increasing the percentage of male employees taking childcare leave to 30% or more, and in FY2022 the actual rate reached 81.3%. This figure is much higher than the national average of 17.1% for male employees taking childcare leave in FY2022. In addition, 100% of JSR Corporation's eligible female employees have taken childcare leave, and as a result of heightened awareness among both men and women of the need to balance work and childcare, taking childcare leave is becoming the norm. In addition to childcare-related initiatives, JSR was also recognized for the wide range of initiatives we have put in place to foster a corporate culture that encourages diverse and flexible work styles and career support, including training for key management personnel and dispatch of employees for external training.



8. Tomonin

JSR Corporation has acquired the “Tomonin” mark for promoting the establishment of a work environment that enables employees to balance work and caregiving duties.

JSR Corporation uses this mark (nicknamed Tomonin), which was created by the Ministry of Health, Labor and Welfare for promoting the establishment of workplaces that enable employees to balance work and caregiving duties, to showcase JSR Corporation’s initiatives and create an environment that enables employees to continue to contribute actively while balancing work and caregiving duties.



Participation in Initiatives

Participation in Initiatives ▾

The Sustainable Development Goals (SDGs) ▾

Participation in Initiatives

1. The United Nations Global Compact

JSR Group signed the United Nations Global Compact in April 2009. As a company engaged in business operations globally, we will more proactively fulfill our corporate social responsibilities, recognizing that global businesses must make a greater commitment to the ideals expressed in The Ten Principles of the United Nations Global Compact; namely, human rights, labor, the environment and anti-corruption. As a signatory, we conduct Communication on Progress (COPs) by preparing status reports on our actions for the ten principles.



<https://unglobalcompact.org/>

The Ten Principles of the United Nations Global Compact

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
 2. make sure that they are not complicit in human rights abuses.
 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
 4. the elimination of all forms of forced and compulsory labour;
 5. the effective abolition of child labour; and
 6. the elimination of discrimination in respect of employment and occupation.
 7. Businesses should support a precautionary approach to environmental challenges;
 8. undertake initiatives to promote greater environmental responsibility; and
 9. encourage the development and diffusion of environmentally friendly technologies.
 10. Businesses should work against corruption in all its forms, including extortion and bribery.
2. Japan Chemical Industry Association (an executive officer of JSR serves as a Director of the association)
 3. Semiconductor Climate Consortium (SCC) (joined as a founding member)
 4. TCFD Consortium
 5. SBTi(Science Based Targets initiative)
 6. Circular Partners (Joined by Techno-UMG Co., Ltd.)

The Sustainable Development Goals (SDGs)

“Transforming our World: the 2030 Agenda for Sustainable Development” was adopted at the UN Sustainable Development Summit in September 2015. The SDGs are comprised of 17 goals and 169 targets that all United Nations member states will strive to achieve by 2030 for people, the earth and prosperity. In addition to conventional development goals, such as eradicating extreme poverty and hunger, the SDGs also cover challenges faced by developed countries, among them the promotion of gender equality, creation of a strong employment environment, reexamination of production and consumption, conservation of marine and forest resources, and development of safe communities. JSR Group will do its part to achieve the SDGs by creating value through its corporate activity.

> United Nations Information Centre “What are the Sustainable Development Goals (SDGs)?”

SUSTAINABLE DEVELOPMENT GOALS



JSR Group's Responsible Care



JSR Group promotes Responsible Care (RC) activities according to a detailed action plan following its corporate mission, management policies and Responsible Care Policy. As a chemical manufacturer with close roots in local communities, we strive to ensure environmental protection and safety in an effort to co-exist with our various stakeholders. Below, we provide an update on our detailed RC activities for FY2024.

— Management System

Click on the following link for our advancement structure and initiatives to promote our Responsible Care activities.

- > [Responsible Care Management](#)

— Environmental Conservation

- > [Environmental Management](#)
- > [Addressing Climate Change](#)
- > [Conservation of Water Resources](#)
- > [Waste Reduction](#)
- > [Biodiversity Conservation](#)
- > [Pollution Prevention](#)

— Occupational Safety, Security and Accident Prevention

— Logistics

— Chemical and Product Safety

- > [Chemical Management](#)
- > [Product Safety](#)

— Communication with Society

- > [Stakeholder Engagement](#)

— What is RC?

RC is an acronym for Responsible Care®.

In the chemical industry, each company handling chemical substances is responsible for ensuring that safety, health, and environmental issues are addressed throughout the chemical lifecycle, from development and production to distribution, use, as well as end-of-life disposal and recycling, publishing the results of their activities and maintaining dialogue and communication with society - all voluntarily. This initiative is called "Responsible Care."

Started in Canada in 1985, Responsible Care is practiced in the chemical industries of 63 countries and regions of the world (as of 2021). It has attracted considerable international attention as a unique initiative unseen in other industries, and is even encouraged in an action plan (Agenda 21) for implementation by countries and related international organizations to achieve sustainable development in the 21st century that was adopted at the "Earth Summit" (United Nations Conference on Environment and Development) held in Rio de Janeiro, Brazil in June 1992.

- > [Japan Chemical Industry Association Website What Is Responsible Care?](#) 



Responsible Care Management



Responsible Care Policy ▾	RC Advancement Structure ▾	Environment and Safety Management ▾
Stakeholder Engagement ▾	Disclosure of Legal and Regulatory Violations ▾	

Responsible Care Policy

1. Policy

Seeing occupational safety, security and accident prevention, environmental conservation, and product safety as key foundations for its business activities, JSR Group conducts all business undertakings under the following Responsible Care® (RC) policy.

- ① We strive to ensure the safety of employees and local communities, and to contribute to environmental conservation and a sustainable global environment by ascertaining risks associated with our business activities and executing countermeasures.
- ② We strive to comply with laws, ordinances, and voluntary regulations by gathering information on and ensuring the full development of laws and regulations required for business activity.
- ③ We strive to ensure the safety of our products by developing products with consideration for safety, health, and the environment and providing information about them.

> [What is Responsible Care® \(RC\) according to the Japan Chemical Industry Association website](#)

2. International Initiatives

JSR Signs Declaration Supporting RC Global Charter

The Responsible Care (RC) Global Charter is a voluntary activity policy adopted by the International Council of Chemical Associations (ICCA) and shared by the chemical industry to enhance and reinforce RC activities around the world.

JSR subscribes to this activity policy, and has signed a declaration supporting the RC Global Charter in October 2008. JSR has also signed the revised RC Global Charter in March 2015. By signing this declaration, JSR has committed itself to making even greater contributions to health, safety, and environmental preservation not just in Japan, but around the world.



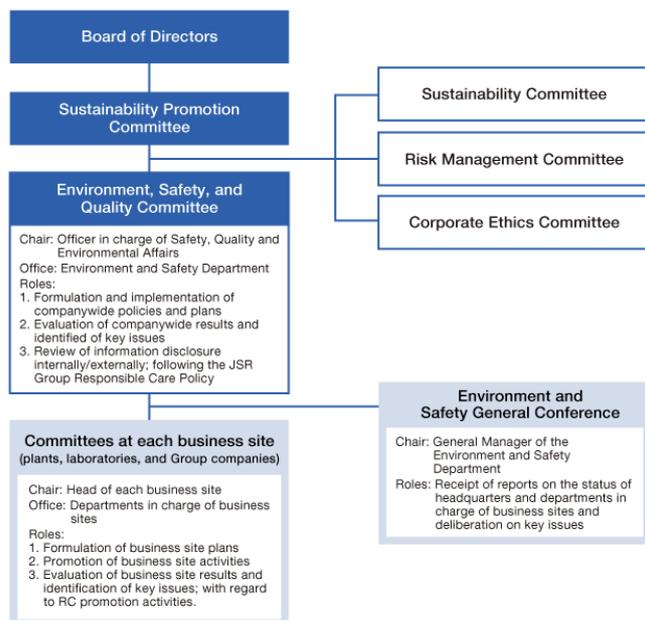
Declaration of support for RC Global Charter

RC Advancement Structure

The Environment, Safety and Quality Committee was established to deliberate and approve JSR Group's policies, plans, activity results, and disclosed information related to the promotion of RC. In principle, the committee meets twice a year and is chaired by the officer in charge of environment, safety and quality. The committee consists of the general managers of JSR business sites and the heads of departments in charge of sustainability, environment, safety, quality, chemicals, procurement and logistics, and manufacturing and technology. The committee's decisions are also reported to the Sustainability Promotion Committee, which is chaired by the CEO, President.

The decisions of the committee are disseminated to each business site, where specific RC activities are implemented. The status of activities is regularly confirmed by the Environment and Safety Department at JSR headquarters, which serves as the committee's office, through the Environment and Safety Management Council and headquarters environmental and safety audits.

Advancement Structure Diagram



➤ Details of the Sustainability Promotion Committee and Four Committees (Sustainability Philosophy and Advancement Structure)

Environment and Safety Management

1. Compliance

When laws concerning the environment and safety are adopted, enacted, or amended, the Headquarters department in charge distributes information to each business site to keep them fully informed.

JSR Group identifies laws and regulations requiring compliance based on compliance regulations and conducts annual self-checks to ensure that business departments conform with these laws and regulations.

2. Environmental Management System

As an environmental management system that supports our environmental management, JSR Corporation Yokkaichi Plant obtained ISO 14001 certification in 1999 and has kept this certification up to date each year since.

JSR Group companies, mainly manufacturing bases, have also obtained ISO 14001 certification, and are promoting environmental conservation activities using a management system that complies with this standard.

ISO 14001 Certification (Manufacturing Bases)

(As of March31,2025)

Business site/Group company	Certification no.	Certification date
JSR Corporation Yokkaichi Plant	JQA-E-90119	March 6, 1998
Emulsion Technology, Co., Ltd.	NQE-0082A	June 28, 2002
Techno-UMG Co., Ltd. Yokkaichi Plant	JCQA-0700	May 15, 2000
Techno-UMG Co., Ltd. Ube Plant	JQA-EM0920	June 30, 2000
Techno-UMG Co., Ltd. Otake Plant	10408692	March 30, 2016
Japan Coloring Co., Ltd.	NQE-0004A	July 27, 1998
UBE JYUSHIKAKOU, LTD.	02842-2016-AE-KOB-JAS-ANZ	May 1, 2006
JSR Micro Kyushu Co., Ltd.	JQA-EM0882	June 2, 2000

Business site/Group company	Certification no.	Certification date
JSR Micro N.V. (Belgium)	BE04/1440.EM	May 5, 2005
EUV Resist Manufacturing & Qualification Center N.V.	BE04/1440.EM	May 5, 2005
JSR Micro, Inc. Sunnyvale CA(United States)	EN13339	April 27, 2010
JSR Micro, Inc. Hillsboro OR(United States)	21554	March 3, 2022
JSR Micro Korea Co., Ltd.(Korea)	EMS 501671	December 21, 2005
JSR Micro (Changshu) Co., Ltd.(China)	122208009	September 3, 2019

3. Safety Management System

JSR Group strives to minimize risks in occupational safety, security and accident prevention by operating the PDCA cycle using a management system configured according to the circumstances of each business.

To verify the effectiveness of this management system, each business site carries out internal safety audits and patrols along with management reviews regularly every year in an effort to achieve continuous improvement.

In addition, in the unlikely event of an accident or disaster, we have compiled a manual to ensure appropriate and effective measures to prevent the spread of damage, and we conduct regular drills to ensure this system operates effectively.

The following Group companies had obtained ISO 45001 certification, a certification which they have kept up to date.

Business Sites with ISO 45001 Certification

(As of March31,2025)

Business site/Group company	Certification no.	Certification date
Techno-UMG Co., Ltd. Ube Plant	JQA-OH0037	March 14, 2003
JSR Micro Kyushu Co., Ltd.	JQA-OH0319	March 27, 2020
JSR Micro N.V. (Belgium)	BE20/819943937	April 25, 2020
JSR Micro, Inc. Sunnyvale CA (United States)	OHS13340	April 27, 2010
JSR Micro, Inc. Hillsboro OR (United States)	18607	March 3, 2022

4. Audits

Headquarters Environment and Safety Audits

The auditing team from the Environment and Safety Department of the JSR headquarters conducts annual audits of JSR Group plants and laboratories. In these audits, we conduct interviews with audited departments in accordance with the audit plan and check sheet for occupational safety and security and accident prevention, environmental conservation, and chemical management, and verify the effectiveness of the management system based on objective facts (evidence, on-site inspections, etc.).

In the effectiveness verification, we not only point out areas for improvement, but also focus on the strengths of each department. We also share the results obtained with each of the Group's business sites in an effort to improve the safety level of the entire Group.

These audits are also used as a forum for sharing and discussing issues faced by audited departments, and the Group is working as a whole to resolve issues in environmental and safety activities.

Furthermore, in audits conducted at JSR, since FY2015, we have been providing opportunities for dialogue between top management and employees to share the thoughts of both management and frontline operations, and to energize environmental and safety activities through greater mutual understanding.

Scope of Headquarters Environment and Safety Audits in 2024

JSR Corporation (2 business sites)	Domestic Group companies (5 companies)	Overseas Group Companies (2 companies)
<ul style="list-style-type: none"> ■ JSR-Keio University Medical and Chemical Innovation Center (JKiC) ■ JSR Bioscience and informatics R&D center (JSR BiRD) 	<ul style="list-style-type: none"> ■ JSR ARTON Manufacturing Co., Ltd. ■ JSR Life Sciences Corporation ■ MEDICAL & BIOLOGICAL LABORATORIES CO., LTD. (Tsukuba Laboratory) ■ MEDICAL & BIOLOGICAL LABORATORIES CO., LTD. (Ina Laboratory) ■ JAPAN COLORING CO., LTD. 	<ul style="list-style-type: none"> ■ JSR Micro Korea Co., Ltd. ■ JSR Electronic Materials Taiwan Co., Ltd.

5. Environment and Safety Merit Award

Environment Merit Award

At JSR Corporation, to further encourage environmental protection activities, we created the Environment Merit Award for employees who have made important contributions to environmental protection through a range of activities that include environmental product and technology development, environmental impact reduction, and assisting local communities with environment-related issues. In FY2024, a total of seven individuals received awards for three distinct achievements.

Business site	Description
Yokkaichi Plant	Reduction of CO ₂ emissions through optimization of cleanroom operating conditions
Yokkaichi Plant	Advancement of resource recycling by changing the cleaning solvent for used plastic drums
JSR BiRD	Risk reduction through enhanced monitoring of research wastewater management systems

Safety and Health Forum

JSR Group holds the Safety and Health Forum every year with the aim of raising the level of safety awareness and safety activities among employees. In 2024, the forum was held at JSR's Yokkaichi Plant, and three business sites selected from the Group in Japan gave presentations on best safety practices.

- JSR Group's adaption to safety(MEDICAL & BIOLOGICAL LABORATORIES CO., LTD. Tsukuba Laboratory)
- Improvement activities to eradicate hazardous work at ARTON plants(JSR ARTON Manufacturing Co., Ltd.)
- Enhancement of in-house training for thorough confirmation of environmental compliance(JSR Corporation Yokkaichi Plant)

Stakeholder Engagement

As a responsible member of the local community, JSR Group participates in the Responsible Care Community Dialogue and exchanges opinions with local residents on safety management and the handling of chemical substances.

- > Communication with Stakeholders

Disclosure of Legal and Regulatory Violations

- > Compliance>Initiatives>2. Compliance

Logistics



Policy ▾

Safety Initiatives ▾

"White Logistics"-Related Initiatives ▾

Policy

Each year, JSR executes activities to manage risks and ensure safety after formulating a health and safety promotion plan at each plant based on the Philosophy and Course of Action for Occupational Health and Safety.

We formulate these plans based on actual results and issues from the previous fiscal year from the standpoint of the PDCA cycle and then implement activities with the aim of eliminating logistics and workplace accidents.

> Philosophy and Course of Action for Occupational Health and Safety, which includes items pertaining to logistics safety.

Safety Initiatives

1. Identification and Improvement of Risks

We strive to improve the safety of our logistics sites by identifying potential sources of logistics/workplace accidents for both people and infrastructure—such as hazardous operations and locations within worksites—and making improvements. One way we do this is through regular patrols by managers.

2. Cultivating and Spreading Safety Awareness

We provide hazard prediction training (KYT) to raise awareness of potential risks without carelessness or overconfidence, even in routine and familiar tasks, and improve sensitivity to hazard prediction. We also broadly solicit safety slogans from logistics partners to cultivate and instill safety awareness in each worker.

3. Enhancing Education and Training

We provide preventive education based on a horizontal approach to logistics accidents and workplace accidents that incorporates examples from other companies. We also conduct various drills jointly with our logistics partners that simulate crises, such as large-scale disasters and logistics accidents, to improve our ability to respond to crises and raise safety awareness. Whenever points requiring improvement arise after training, we enhance the quality of our education and training by revising crisis management manuals, incorporating improvements into subsequent training, and the like.

4. Safety During Transport of Chemicals

JSR outsources the distribution of its products to outside logistics contractors. In addition to providing safety education for drivers through our logistics contractors, we also require drivers to carry a yellow card (emergency contact card) with emergency measures and contact information at all times in case of an accident during transportation.



Example of a Yellow Card

5. Reinforcing Health and Safety Collaboration with Logistics Contractors

We share logistical challenges concerning quality, safety, and the environment and manage the progress of improvement activities by holding quarterly meetings with logistics contractors through our logistics subsidiaries. We also verify, assess, and guide health and safety activities by conducting annual audits

of our logistics contractors.

“White Logistics”-Related Initiatives

JSR endorses the “White Logistics” Movement being advocated by the Ministry of Land, Infrastructure, Transport and Tourism (MLIT); the Ministry of Economy, Trade and Industry (METI); and the Ministry of Agriculture, Forestry and Fisheries (MAFF) of Japan. We submitted a voluntary action declaration for the movement and are currently engaged in the following activities.

The movement seeks to improve productivity and logistics efficiency in truck transportation and create work environments in which female and elderly drivers can work comfortably. In doing so, its goals are to address ever-worsening truck driver shortages, to bring stability to the logistics services needed in daily life and industrial activity, and to contribute to economic growth.

We aim to work with business partners and logistics providers to reduce the burden on drivers, such as by reducing standby times, and raise logistics efficiencies. We are also making efforts to maintain fair and equitable business relationships with logistics operators while building a supply chain that does a better job of considering the environment and society, thereby contributing to the realization of sustainable logistics.

[Click here to learn more about the White Logistics Movement](#)

* Written in Japanese

Initiatives undertaken by JSR Corporation

Item	Description
Proposing and cooperating in logistics improvements	Whenever our business partners or logistics operators present proposals to reduce the burden on drivers and workers or streamline logistics, for example, we discuss those proposals with sincerity and proactively offer our own ideas.
Use of pallets, etc.	We aim to reduce drivers' workload and shorten cargo-handling time by using pallets for transportation.
Separation of non-driving tasks	Whenever we are approached by a transportation company about non-transportation tasks performed by drivers, we engage in earnest discussions with the company to resolve the issue. We also proactively reach out to transportation companies and strive to grasp what is happening at the ground level.
Modal shift to ships and railroads	We aim to mitigate environmental impacts, reduce driver duty periods, and streamline transportation by conducting a modal shift from truck to ship and railroad transportation.
Use of written transport contracts	We promote the use of transport contracts prepared in documentary form.
Safety measures during cargo handling	When handling cargo, we put safety first by implementing such measures as clearly indicating safe work procedures and installing scaffolding. We also strive to eliminate workplace accidents and achieve a safe work environment by identifying the sources of danger and hazardous operations and constantly conducting educational activities using Kiken Yochi Training (KYT).
Reducing long-distance transportation	We shorten the transport distance per trip and alleviate the workload on drivers in long-distance truck transportation by utilizing nearby airports and seaports as well as using ships and railroads.

See ESG Data for CO₂ emissions associated with logistics.

[ESG Data](#)

Product Safety



Philosophy ▾

Advancement Structure ▾

Product Liability Prevention (PLP) ▾

Chemical Management ▾

Philosophy

JSR Group considers product safety assurance as a critical foundation of its business activities. The Group conducts all of its business undertakings following its Responsible Care policy, which states that “we strive to ensure the safety of our products by developing products with consideration for safety, health, and the environment and providing information about them.”

Advancement Structure

Under the basic policy of Responsible Care, the Environment, Safety and Quality Committee, chaired by the officer in charge of safety, quality and environment, formulates policy and action plans related to product safety and chemical management at JSR Group. The committee also oversees related activities and their results.

Agenda items deliberated and approved by the Environment, Safety and Quality Committee are reported to the Sustainability Promotion Committee, which is chaired by the President.

Product Liability Prevention (PLP)

1. PLP Guiding Principles

Maintaining respect for humanity, JSR does business with based on the following PLP Guiding Principles

- Social mission:
The company's social mission is to pursue safety in the products it supplies and to ensure the safety and health of those who use them.
- Customer trust:
Activities that unflinchingly execute PLP and continually supply safe products lead to customer trust.
- Prevention:
The essential point of PLP is to take all possible preventative measures to ensure that product accidents do not occur.
- Company-wide activity:
PLP activities are executed through collaboration among concerned departments and with the combined strength of JSR.

Established: April 1, 1994

2. PLP Activities

JSR has enacted Product Liability Prevention (PLP) Standards as the foundation for conducting its product safety efforts. We are implementing ongoing PLP activities to prevent PL incidents by establishing standards for design and development, manufacture, and sales.

Examples of Utilization of PLP Check Sheet

Using the PLP Check Sheet, we have built a system that checks the safety of products that will be newly brought to market from multiple aspects from the design stage and commercializes them after obtaining approval from department heads.

PLP Training

We regularly provide training on PLP, including the Product Liability Act, our PLP system, and the prevention of PL incidents, to improve employees' knowledge and awareness of PLP.

Chemical Management

JSR Group also puts efforts into chemical management in order to provide safe products. We consider chemical hazards as well as look into legal regulations in Japan and overseas and ensure compliance starting with the design phase of products.

[> Chemical Management](#)

Social Contributions



JSR Group established its Philosophy on Social Contribution, and we are currently implementing the initiatives outlined in this philosophy.

Philosophy on Social Contributions

- ① Our Corporate Mission dictates that we contribute to society through our business activities. We also actively provide solutions to social requirements and issues as a responsible member of society.
- ② We are continuously engaged in positive social contribution activities, capitalizing on the chemical and technical knowledge and skills that form the core of JSR business.
- ③ Every employee is a point of contact between the Company and society, and we actively support our employees in their voluntary participation in social contribution activities.

Established in January 2009

In 2010 we also established standards for making donations for disasters in order to stipulate evaluation standards when making donations for natural disasters. This provides greater clarity to standards and allows contributions to be made promptly and fairly.

Activities



Yokkaichi Children's Science Seminar



[Other activities >](#)

Social Contributions



Yokkaichi Children's Science Seminar



JSR Corporation has exhibited at the Yokkaichi Children's Science Seminar since 2023 as part of its efforts to foster the young generation and advance science education in the region. In this initiative, employees of JSR Corporation's Yokkaichi Plant (Yokkaichi City, Mie Prefecture) serve as teachers, mainly for upper elementary school students, providing an interactive program—not simply “showing and explaining”—that encourages children to be active, vocal participants and learn through actual hands-on activities. Our goal is to join the community in fostering the kind of “exciting learning” that only a science company can provide.

Employees participating in the program have also commented that being able to see the smiling faces of the children was a source of motivation for their daily work. Others have said that it provided a valuable opportunity to take on new challenges from a different perspective. Additional comments voiced employees' intentions to take the learning they gained from the community and give those insights back to their workplace environment. Altogether, these comments indicate that the activities are meaningful for not only the community but also employees themselves.

Outline of activities

- Event: The 13th Yokkaichi Children's Science Seminar
- Audience: Upper elementary school students (grades 4-6)
- Date of the latest gathering: August 7, 2025 (Thu.)
- Venue: Yokkaichi City Cultural Center, Halls 3 & 4, Exhibition Rooms 1 & 3
- Format: Multiple small-group sessions (6 sessions in total)
- Participants at the latest gathering: 90 (children only)

Objective of the initiative

- Contribute to the development of local children and foster their interest and curiosity in science
- Emphasize dialogue and experiences that get participants to ask “why?” instead of simply providing one-way explanations
- Provide high-quality learning opportunities in the region by leveraging the strengths of a scientific company

Experience Program: “Making Things with Light and Shadow! Let's See What We Can Do!”

An exploration of “The Properties of Light,” the program is designed to encourage children to try things, think, and discover for themselves.

- Stopping and bending light
Children experience the magic of using polarizing plates to see how beams of light interact with things, with visual curiosities capturing the participants' interest in the underlying principles of the physics.
- Adding light together, changing light intensity, and separating light by color
Through playful experimentation with the properties of light in an active, browsing-friendly workshop, children get hands-on learning that deepens their understanding of the concepts.

- Finishing up with some craftwork

Using the properties they learned, children try their hand at crafting their very own kaleidoscopes using polarizing plates. The participants take home their crafts as keepsakes, translating the memory of the experience into a "tangible" form.

To keep the event safe, staff members provide explanations and supervise the session carefully.



Improved props for better visibility from children.
(Left: 2025 version, Right: 2023 version)

Event team and operations

- Employee volunteers: 15 (from multiple departments)
- The team enhances the seminar materials every year, making ongoing improvements to slides and props

Learn more

- Yokkaichi Children's Science Seminar (2025)
https://www.y-kodomo-kagaku.com/r7_seminer#part3box
- Yokkaichi City's official Instagram also [featured content on the day's events](#). Feel free to have a look!



Social Contributions (Other Activities)



1. Philosophy ▾

2. Advancement Structure ▾

3. Approaches in FY2023 ▾

1. Philosophy

JSR Group established its Philosophy on Social Contribution, and we are currently implementing the initiatives outlined in this philosophy.

Philosophy on Social Contributions

- 1) Our Corporate Mission dictates that we contribute to society through our business activities. We also actively provide solutions to social requirements and issues as a responsible member of society.
- 2) We are continuously engaged in positive social contribution activities, capitalizing on the chemical and technical knowledge and skills that form the core of JSR business.
- 3) Every employee is a point of contact between the Company and society, and we actively support our employees in their voluntary participation in social contribution activities.

Established in January 2009

In 2010 we also established standards for making donations for disasters in order to stipulate evaluation standards when making donations for natural disasters. This provides greater clarity to standards and allows contributions to be made promptly and fairly.

2. Advancement Structure

The JSR Sustainability Planning Committee plans and executes activities that promote JSR Group's standing as a good corporate citizen.

> Sustainability Philosophy and Advancement Structure

3. Approaches in FY2023

The following section describes some of our main social contributions for FY2023.

(1) Young-Generation Education

JSR Group provides support for young-generation development and education opportunities through continued efforts to provide education and internship opportunities to students both in Japan and abroad. We also provide work experience opportunities.

Awarding Outstanding Physics Students

With the idea of supporting students who will lead the next generation in the field of physics, we have sponsored the Jr. Session organized by the Physical Society of Japan since the 20th session (2024) and presented the JSR Award as a prize for excellence.

The Jr. Session is a long-standing research presentation event that started in 2005, the World Year of Physics. It has been held annually ever since. The 20th session was held on March 16, 2024 with 88 high school teams from across Japan presenting their research results online. The judging results were announced on March 27, and an awards ceremony was held.

[> Jr. Session official website](#)

■ Articles on the JSR Award and Each School

[> Nagoya University Affiliated Upper School](#)

[> Okayama Prefectural Tsuyama High School](#)

Participation in the Human Resources Development Program in Chemistry

The Human Resources Development Program in Chemistry was created by the Japan Chemical Industry Association (JCIA) in October 2010. It is based on a proposal made in a report prepared in April of the same year by the "Kagaku Bijon Kenkyukai" (chemistry vision study group) of the Ministry of Economy, Trade and Industry. The program informs universities of the chemical industry's human resources needs. The industry then supports the university courses that can meet these needs and their students. The program's purpose is to develop the young people who will serve as the foundation for stronger international competitiveness and industrial promotion in Japan's chemical industry. We use the program to support courses engaged in outstanding initiatives and their students.

Acceptance of High School Interns

KBI (U.S.) accepts students from Frederick High School in Colorado for six-week internships. Employee volunteers provide the students with practical experience.

Creation of Educational Opportunities: Participation in Memory School Bag Donations

Since 2014, with cooperation from JSR Group and JSR Labor Union, has participated in the "School bags (Randoseru) for Children in Afghanistan" drive held by JOICFP, an NGO engaged in international cooperation. Through the event, we donate used school bags to underprivileged children in Afghanistan to assist in their education. The event aims to help give children the knowledge and information they need to keep themselves and their families healthy by attending school and learning to read and write. In 2023, we again donated school bags as well as pencils, notebooks, and other stationery. We will remain involved with this event as a form of social contribution in which individual employees can participate.

[> JOICFP \(external site\)](#)

Support for the Non-Profit Organization Supporting Organization for Artists of Tohoku (SOAT)

SOAT is a non-profit organization that carries out support activities for victims of the Great East Japan Earthquake in March 2011 by creating motivation in life through art workshops. JSR agrees with the objective of SOAT's activities and supports these activities.

[> NPO Supporting Organization for Artists of Tohoku \(external site\)](#)

(2) Community Contribution

JSR Group undertakes various activities to build good relationships with local communities and people living nearby. The Group's offices and plants in Japan and abroad continually conduct clean-ups targeting nearby communities.

[> Biodiversity Conservation](#)

(3) Social Welfare and Health

Cooperation with Blood Donation Activities

JSR Group has long been an active participant in blood donation activities at both domestic and overseas offices and plants.

Support for Those in Need

JSR Micro N.V. (Belgium) participates in De Warmste Week, a charity event in the Flanders region every year. This is an event supporting various charitable activities in the Flanders region. This year the company participated in a charity run and collected donations.

KBI (U.S.) supports OUR Center, which helps poor households in Colorado. KBI has been a sponsor since 2016 and engages in volunteer activities, such as donating food and preparing and serving meals.

Women's Affinity Group

KBI (USA) has established a Women's Affinity Group to organize professional development workshops, networking events, and educational initiatives for women.

The Table for Two (TFT) Program

JSR Group's Tokyo and Yokkaichi Districts have participated in the TFT program run by the non-profit organization TABLE FOR TWO since February 2010. We donated 11,759 school lunches in 2023.

TFT is an initiative for sharing meals with children in developing countries. When an employee purchases a meal designated by TFT, 20 yen of its price is donated to buy a school meal for a child in a developing country.

JSR Donations to Help Resolve Global Health Issues

We support activities to prevent illness and donate to the Japan branch of the Médecins Sans Frontières NGO (Doctors Without Borders) programs that provide ongoing treatment for HIV/AIDS and infectious diseases such as cholera and malaria.

(4) Assistance to Disaster-Stricken Areas

Assistance to Areas Impacted by the Noto Peninsula Earthquake

JSR and JSR Group business site made donations to support those affected by the earthquake.

(5) Support for Social Contribution Activities by Employees

Interested employees actively participate in the social contribution activities carried out by JSR in each region. Activities carried out for communities also help broaden employees' horizons. Employees can take up to five days of paid leave per year as a part of our paid volunteer leave system.

[> ESG Data](#)

Editorial Policy



Information disclosure related to sustainability ▾

Disclaimer ▾

The objective of JSR's sustainability site (this site) is to provide our business partners and a wide range of stakeholders with a deep understanding of our sustainability advancement policy, and our approach, targets, structures, and specific initiatives.

Boundary	JSR Group: JSR Corporation and 57 subsidiaries and 5 affiliates Data that differ from the boundary are clearly annotated.
Target Period	FY2024 (April 1, 2024 to March 31, 2025) However, part of the content of activities and initiatives that are earlier or more recent are included.
Referenced Guidelines	<ul style="list-style-type: none"> ■ United Nations Guiding Principles on Business and Human Rights ■ Environmental Accounting Guidelines, Ministry of the Environment ■ Environmental Accounting Guidelines for Chemical Companies, Japan Chemical Industry Association (JCIA) ■ GRI (Global Reporting Initiative) Standards For the GRI Guideline Comparison Table, please click here (PDF: 783KB) .
Contact for Inquiries	> Inquiries Related to Sustainability

Information disclosure related to sustainability

Publication	Content
Sustainability Report	The results for the target period, FY2024 (April 1, 2024 to March 31, 2025), and the information on our sustainability site as of November 2025 are included to provide comprehensive details of our sustainability information.
Integrated Report	The objective of this report is to communicate our value creation processes, medium- to long-term management policies, business strategy, and financial and non-financial information to a wide range of stakeholders.
Annual Securities Report (.Japanese only)	This report is prepared in accordance with Article 24, paragraph 1 of the Financial Instruments and Exchange Act and must be submitted to the Kanto Local Finance Bureau. We are providing more detailed information related to financial conditions.

Disclaimer

- This site and the Sustainability Report contain not only past and present facts about JSR Corporation and JSR Group companies, but also future predictions based on plans and forecasts at the time of publication and time of issuance. These future predictions are based on information available up to the relevant information update, and it is anticipated that various factors may lead to actual results that differ from the predictions. Please use this site based on your own judgment.
- Values shown in tables and graphs, both absolute values and percentages, have been rounded to the nearest displayed digit. Therefore, sum totals and the totals of breakdown values may not match.
- In addition, some values listed in tables and graphs may have been revised due to changes in the boundary of coverage or revision of calculation methods, and some items may have been adjusted from the data for previous years. Thank you in advance for your understanding of these points.

GRIスタンダード対照表 GRI Guideline Comparison Table

利用に関する声明 Statement of use	JSR株式会社はGRIスタンダードを参照し、当該期間「2024年4月1日から2025年3月31日」について、内容索引に記載した情報を報告する。 JSR Corporation refers to the GRI Standard and reports the information contained in the Content Index for the period April 1, 2024 to March 31, 2025.
利用したGRI GRI used	GRI1:基礎2021/ GRI1: Foundation 2021

掲載箇所 (タイトル) の凡例 - : データなし/該当せず
Explanation of locations (titles) --: No data available/No applicable items

GRI Standards	開示事項 Index	掲載場所 Location(Title)	
一般開示事項 General Disclosure			
GRI 2 : 一般開示事項 General Disclosures 2021	1.組織と報告実務 The organization and its reporting practices		
	2-1	組織の詳細 Organizational details	JSR Corporation Shiodome Sumitomo Building, 1-9-2 Higashi- Shimbashi, Minato-ku, Tokyo, Japan JSR Report (Integrated Report) JSR Group Profile
	2-2	組織のサステナビリティ報告の対象となる事業体 Entities included in the organization's sustainability reporting	Editorial Policy JSR Report (Integrated Report) JSR Group Profile
	2-3	報告期間、報告頻度、連絡先 Reporting period, frequency and contact point	April 1, 2024 to March 31, 2025 Annual Same period as the financial report Published in December 2025 Contact Us
	2-4	情報の修正・訂正記述 Restatements of information	—
	2-5	外部保証 External assurance	Addressing Climate Change
	2.活動と労働者 Activities and workers		
	2-6	活動、バリューチェーン、その他の取引関係 Activities, value chain and other business relationships	JSR Report (Integrated Report) JSR Group Profile
	2-7	従業員 Employees	ESG Data
	2-8	従業員以外の労働者 Workers who are not employees	—
	3.ガバナンス Governance		
	2-9	ガバナンス構造と構成 Governance structure and composition	JSR Report (Integrated Report) Corporate Governance Corporate Governance Sustainability Philosophy and Advancement Structure
	2-10	最高ガバナンス機関における指名と選出 Nomination and selection of the highest governance body	JSR Report (Integrated Report) Corporate Governance Corporate Governance
	2-11	最高ガバナンス機関の議長 Chair of the highest governance body	JSR Report (Integrated Report) Corporate Governance
	2-12	インパクトのマネジメントの監督における最高ガバナンス機関の役割 Role of the highest governance body in overseeing the management of impacts	Corporate Governance JSR Group's Materiality ~FY2022-FY2024~ Sustainability Philosophy and Advancement Structure
	2-13	インパクトのマネジメントに関する責任の移譲 Delegation of responsibility for managing impacts	JSR Group's Materiality ~FY2022-FY2024~ Sustainability Philosophy and Advancement Structure
	2-14	サステナビリティ報告における最高ガバナンス機関の役割 Role of the highest governance body in sustainability reporting	Editorial Policy
	2-15	利益相反 Conflicts of interest	—
	2-16	重大な懸念事項の伝達 Communication of critical concerns	JSR Report (Integrated Report) Risk Management Risk Management
	2-17	最高ガバナンス機関の集合的知見 Collective knowledge of the highest governance body	—
2-18	最高ガバナンス機関のパフォーマンス評価 Evaluation of the performance of the highest governance body	JSR Report (Integrated Report) Corporate Governance	

GRI 2 :	開示事項 Index		掲載場所 Location(Title)
一般開示事項 General Disclosures 2021	2-19	報酬方針 Remuneration policies	JSR Report (Integrated Report) Corporate Governance
	2-20	報酬の決定プロセス Process to determine remuneration	JSR Report (Integrated Report) Corporate Governance
	2-21	年間報酬総額の比率 Annual total compensation ratio	—
4.戦略、方針、実務慣行 Strategy, policies and practices			
	2-22	持続可能な発展に向けた戦略に関する声明 Statement on sustainable development strategy	Message from Our Chief Sustainability Officer
	2-23	方針声明 Policy commitments	Human Rights Supply Chain Management
	2-24	方針声明の実践 Embedding policy commitments	Sustainability Philosophy and Advancement Structure JSR Group's Materiality ~FY2022-FY2024~ Supply Chain Management
	2-25	マイナスのインパクトの是正プロセス Processes to remediate negative impacts	Compliance
	2-26	助言を求める制度および懸念を提起する制度 Mechanisms for seeking advice and raising concerns	Compliance
	2-27	法規制遵守 Compliance with laws and regulations	ESG Data
	2-28	会員資格を持つ団体 Membership associations	Participation in Initiatives
5.ステークホルダーエンゲージメント Stakeholder engagement			
	2-29	ステークホルダー・エンゲージメントへのアプローチ Approach to stakeholder engagement	Stakeholder Engagement
	2-30	労働協約 Collective bargaining agreements	Human Rights ESG Data
マテリアルな項目 Material Topics			
GRI 3 : マテリアルな項目 Material Topics 2021	3-1	マテリアルな項目の決定プロセス Process to determine material topics	JSR Group's Materiality ~FY2022-FY2024~
	3-2	マテリアルな項目のリスト List of material topics	JSR Group's Materiality ~FY2022-FY2024~
	3-3	マテリアルな項目のマネジメント Management of material topics	JSR Group's Materiality ~FY2022-FY2024~

経済 Economy

GRIスタンダード 報告要求事項 GRI Standard Reporting Requirement		
経済パフォーマンス Economic Performance 2016		
201-1	創出、分配した直接的経済価値 Direct economic value generated and distributed	—
201-2	気候変動による財務上の影響、その他のリスクと機会 Financial implications and other risks and opportunities	TCFD Report
201-3	確定給付型年金制度の負担、その他の退職金制度 Defined benefit plan obligations and other retirement plans	—
201-4	政府から受けた資金援助 Financial assistance received from government	ESG Data
地域経済でのプレゼンス Market Presence 2016		
202-1	地域最低賃金に対する標準新入社員給与の比率（男女別） Ratios of standard entry level wage by gender compared to local minimum wage	—
202-2	地域コミュニティから採用した上級管理職の割合 Proportion of senior management hired from the local community	—
間接的な経済的インパクト Indirect Economic Impacts 2016		
203-1	インフラ投資および支援サービス Infrastructure investments and services supported	—
203-2	著しい間接的な経済的インパクト Significant indirect economic impacts	—
調達慣行 Procurement Practices 2016		
204-1	地元サプライヤーへの支出の割合 Proportion of spending on local suppliers	—
腐敗防止 Anti-Corruption 2016		
205-1	腐敗に関するリスク評価を行っている事業所 Operations assessed for risks related to corruption	—
205-2	腐敗防止の方針や手順に関するコミュニケーションと研修 Communication and training about anti-corruption policies and procedures	Compliance
205-3	確定した腐敗事例と実施した措置 Confirmed incidents of corruption and actions taken	—
反競争的行為 Anti-Competitive Behavior 2016		
206-1	反競争的行為、反トラスト、独占的慣行により受けた法的措置 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	—
税金 Tax 2019		
207-1	税務へのアプローチ Approach to tax	Compliance
207-2	税務ガバナンス、管理、およびリスクマネジメント Tax governance, control, and risk management	—
207-3	税務に関連するステークホルダー・エンゲージメントおよび懸念への対処 Stakeholder engagement and management of concerns related to	Compliance
207-4	国別の報告 Country-by-country reporting	Compliance

環境 Environment

GRIスタンダード 報告要求事項 GRI Standard Reporting Requirement		
原材料 Materials 2016		
301-1	使用原材料の重量または体積 Materials used by weight or volume	ESG Data
301-2	使用したリサイクル材料 Recycled input materials used	Waste Reduction ESG Data
301-3	再生利用された製品と梱包材 Reclaimed products and their packaging materials	Waste Reduction
エネルギー Energy 2016		
302-1	組織内のエネルギー消費量 Energy consumption within the organization	ESG Data
302-2	組織外のエネルギー消費量 Energy consumption outside of the organization	Providing Value to Society through Our Business Activities
302-3	エネルギー原単位 Energy intensity	Addressing Climate Change ESG Data
302-4	エネルギー消費量の削減 Reduction of energy consumption	Addressing Climate Change
302-5	製品およびサービスのエネルギー必要量の削減 Reductions in energy requirements of products and	Addressing Climate Change Providing Value to Society through Our Business Activities
水と排水 Water and Effluents 2018		
303-1	共有資源としての水との相互作用 Interaction with water as a shared resource	Conservation of Water Resources
303-2	排水に関連するインパクトのマネジメント Management of water discharge-related impacts	Conservation of Water Resources Pollution Prevention
303-3	取水 Water withdrawal	Conservation of Water Resources ESG Data
303-4	排水 Water discharge	Conservation of Water Resources ESG Data
303-5	水消費 Water consumption	Conservation of Water Resources ESG Data
生物多様性 Biodiversity 2016		
304-1	保護地域および保護地域ではないが生物多様性価値の高い地域、もしくはそれらの隣接地域に所有、賃借、管理している事業拠点 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—
304-2	活動、製品、サービスが生物多様性に与える著しいインパクト Significant impacts of activities, products, and services on	—
304-3	生息地の保護・復元 Habitats protected or restored	Biodiversity Conservation
304-4	事業の影響を受ける地域に生息するIUCNレッドリストならびに国内保全種リスト対象の生物種 IUCN Red List species and national conservation list species with habitats in areas affected by operations	—
大気への排出 Emissions 2016		
305-1	直接的なGHG排出（スコープ1） Direct (Scope 1) GHG emissions	Addressing Climate Change ESG Data
305-2	間接的なGHG排出（スコープ2） Energy indirect (Scope 2) GHG emissions	Addressing Climate Change ESG Data
305-3	その他の間接的なGHG排出（スコープ3） Other indirect (Scope 3) GHG emissions	ESG Data
305-4	温室効果ガス（GHG）排出原単位 GHG emissions intensity	Addressing Climate Change
305-5	温室効果ガス（GHG）排出量の削減 Reduction of GHG emissions	Addressing Climate Change ESG Data
305-6	オゾン層破壊物質（ODS）の排出量 Emissions of ozone-depleting substances (ODS)	—
305-7	窒素酸化物（NOx）、硫黄酸化物（SOx）、およびその他の重大な大気排出物 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Pollution Prevention ESG Data

GRIスタンダード 報告要求事項 GRI Standard Reporting Requirement		
廃棄物 Waste 2020		
306-1	廃棄物の発生と廃棄物関連の著しいインパクト Waste generation and significant waste-related impacts	Waste Reduction ESG Data
306-2	廃棄物関連の著しいインパクトの管理 Management of significant waste-related impacts	Waste Reduction
306-3	発生した廃棄物 Waste generated	Waste Reduction ESG Data
306-4	処分されなかった廃棄物 Waste diverted from disposal	Waste Reduction ESG Data
306-5	処分された廃棄物 Waste directed to disposal	Waste Reduction ESG Data
サプライヤーの環境面のアセスメント Supplier Environmental Assessment 2016		
308-1	環境基準により選定した新規サプライヤー New suppliers that were screened using environmental criteria	—
308-2	サプライチェーンにおけるマイナスの環境インパクトと実施した措置 Negative environmental impacts in the supply chain and actions	—

社会 Social

GRIスタンダード 報告要求事項 GRI Standard Reporting Requirement		
雇用 Employment 2016		
401-1	従業員の新規雇用と離職 New employee hires and employee turnover	ESG Data
401-2	フルタイム従業員には支給され、有期雇用の従業員やパートタイム従業員には支給されない手当 Benefits provided to full-time employees that are not provided to temporary or part-time employees	—
401-3	育児休暇 Parental leave	ESG Data Employee Engagement
労使関係 Labor/Management Relations 2016		
402-1	事業上の変更に関する最低通知期間 Minimum notice periods regarding operational changes	—
労働安全衛生 Occupational Health and Safety 2018		
403-1	労働安全衛生マネジメントシステム Occupational health and safety management system	Occupational Safety, Security and Accident Prevention
403-2	危険性（ハザード）の特定、リスク評価、事故調査 Hazard identification, risk assessment, and incident investigation	Occupational Safety, Security and Accident Prevention
403-3	労働衛生サービス Occupational health services	Occupational Safety, Security and Accident Prevention Health and Productivity Management
403-4	労働安全衛生における労働者の参加、協議、コミュニケーション Worker participation, consultation, and communication on occupational health and safety	Occupational Safety, Security and Accident Prevention Health and Productivity Management
403-5	労働安全衛生に関する労働者研修 Worker training on occupational health and safety	Occupational Safety, Security and Accident Prevention Health and Productivity Management Human Resource Development
403-6	労働者の健康増進 Promotion of worker health	Health and Productivity Management
403-7	ビジネス上の関係で直接結びついた労働安全衛生の影響の防止と軽減 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	—
403-8	労働安全衛生マネジメントシステムの対象となる労働者 Workers covered by an occupational health and safety management system	—
403-9	労働関連の傷害 Work-related injuries	ESG Data Occupational Safety, Security and Accident Prevention
403-10	労働関連の疾病・体調不良 Work-related ill health	—
研修と教育 Training and Education 2016		
404-1	従業員一人あたりの年間平均研修時間 Average hours of training per year per employee	ESG Data
404-2	従業員スキル向上プログラムおよび移行支援プログラム Programs for upgrading employee skills and transition assistance	ESG Data Human Resource Development
404-3	業績とキャリア開発に関して定期的なレビューを受けている従業員の割合 Percentage of employees receiving regular performance and career development reviews	Human Resource Development
ダイバーシティと機会均等 Diversity and Equal Opportunity 2016		
405-1	ガバナンス機関および従業員のダイバーシティ Diversity of governance bodies and employees	ESG Data
405-2	基本給と報酬総額の男女比 Ratio of basic salary and remuneration of women to men	ESG Data
非差別 Non-discrimination 2016		
406-1	差別事例と実施した是正措置 Incidents of discrimination and corrective actions taken	Compliance
結社の自由と団体交渉 Freedom of Association and Collective Bargaining 2016		
407-1	結社の自由や団体交渉の権利がリスクにさらされる可能性のある事業所およびサプライヤー Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights

GRIスタンダード 報告要求事項 GRI Standard Reporting Requirement		
児童労働 Child Labor 2016		
408-1	児童労働事例に関して著しいリスクがある事業所およびサプライヤー Operations and suppliers at significant risk for incidents of child	—
強制労働 Forced or Compulsory Labor 2016		
409-1	強制労働事例に関して著しいリスクがある事業所およびサプライヤー Operations and suppliers at significant risk for incidents of forced or compulsory labor	—
保安慣行 Security Practices 2016		
410-1	人権方針や手順について研修を受けた保安要員 Security personnel trained in human rights policies or procedures	Compliance
先住民族の権利 Rights of Indigenous Peoples 2016		
411-1	先住民族の権利を侵害した事例 Incidents of violations involving rights of indigenous peoples	—
地域コミュニティ Local Communities 2016		
413-1	地域コミュニティとのエンゲージメント、インパクト評価、開発プログラムを実施した事 Operations with local community engagement, impact assessments, and development programs	Stakeholder Engagement
413-2	地域コミュニティに著しいマイナスのインパクト（顕在化しているもの、潜在的なもの）を及ぼす事業所 Operations with significant actual and potential negative impacts on local communities	—
サプライヤーの社会的評価 Supplier Social Assessment 2016		
414-1	社会的基準により選定した新規サプライヤー New suppliers that were screened using social criteria	—
414-2	サプライチェーンにおけるマイナスの社会的インパクトと実施した措置 Negative social impacts in the supply chain and actions taken	Supply Chain Management Human Rights
公共政策 Public Policy 2016		
415-1	政治献金 Political contributions	ESG Data
顧客の安全衛生 Customer Health and Safety 2016		
416-1	製品・サービスのカテゴリに対する安全衛生インパクトの評価 Assessment of the health and safety impacts of product and	—
416-2	製品・サービスの安全衛生インパクトに関する違反事例 Incidents of non-compliance concerning the health and safety impacts of products and services	Responsible Care Management
マーケティングとラベリング Marketing and Labeling 2016		
417-1	製品・サービスの情報とラベリングに関する要求事項 Requirements for product and service information and labeling	Chemical Management
417-2	製品・サービスの情報とラベリングに関する違反事例 Incidents of non-compliance concerning product and service information and labeling	—
417-3	マーケティング・コミュニケーションに関する違反事例 Incidents of non-compliance concerning marketing communications	—
顧客プライバシー Customer Privacy 2016		
418-1	顧客プライバシーの侵害および顧客データの紛失に関して具体化した不服申立 Substantiated complaints concerning breaches of customer privacy and losses of customer data	—