

Sustainability Data Book 2024

Editorial Policy

The TANAKA Precious Metals has published a CSR Report every year from FY2004 to FY2023. *

We will publish a Sustainability Data Book in FY2024.

We will disclose various indicators related to CSR, regardless of whether they have improved or deteriorated.

The indicators will be reviewed as appropriate in response to global trends and requests from stakeholders.

*2004-2006 was published as an "Environmental Report".

Period

April 1, 2019 to December 31, 2023 *

*FY 2019 - FY 2022: April 1 - March 31, FY2023: January 1 - December 31.

Beginning in FY2023, the period covered by the data will change due to a change in fiscal year. In FY2022 and FY2023, data from January to March

Scope

TANAKA Holdings Co., Ltd. and consolidated subsidiaries.

However, Metalor Technologies International SA is excluded. Indications are made in areas of the report where the scope differs.

For more information about Tanaka Precious Metals Group, please refer to the link below.

<https://www.tanaka.co.jp/english/about/>

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Tanaka Holdings Co., Ltd.

Corporate Sustainability Communications Division, CSR Promotion Department

2-6-6 Nihonbashi Kayabacho, Chuo-ku, Tokyo 103-0025 Japan

Website: <https://www.tanaka.co.jp/english/sustainability/csr/>

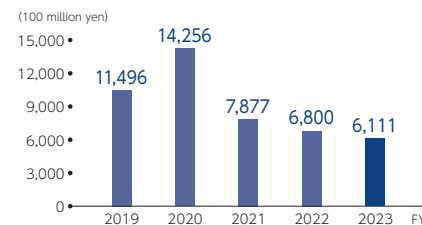
Financial Condition of the TANAKA Precious Metals

Metalor Technologies International SA is included.

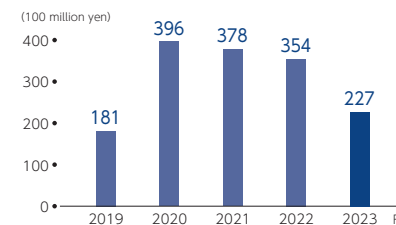
Financial results overview

| | million yen | | |
|--------------|-------------|---------|---------------------|
| | FY2022 | FY2023 | Year-on-year change |
| Net sales | 680,036 | 611,128 | 89.9% |
| Net income | 35,436 | 22,683 | 64.0% |
| Total assets | 886,948 | 895,996 | 101.0% |

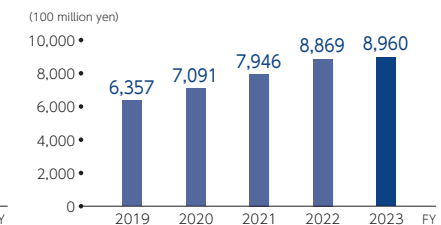
Net sales



Net income



Total assets



The revenue recognition accounting standard and other standards have been applied since fiscal 2021.

The fiscal year was changed beginning in FY2023.

Prior to FY2022, the fiscal year was April to March of the following year.

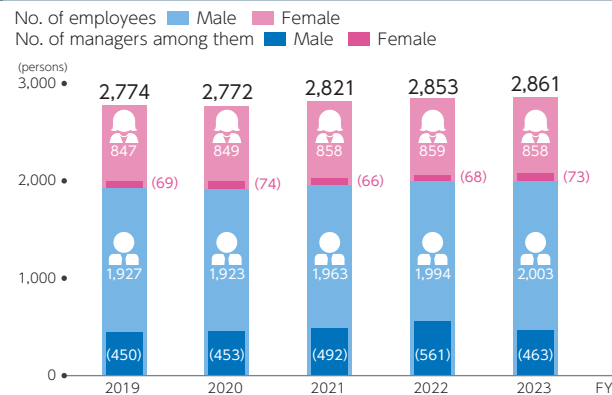
The fiscal year for FY2023 is April to December as a transitional measure, and will be January to December each year beginning in FY2024.

Human Resources and Labor

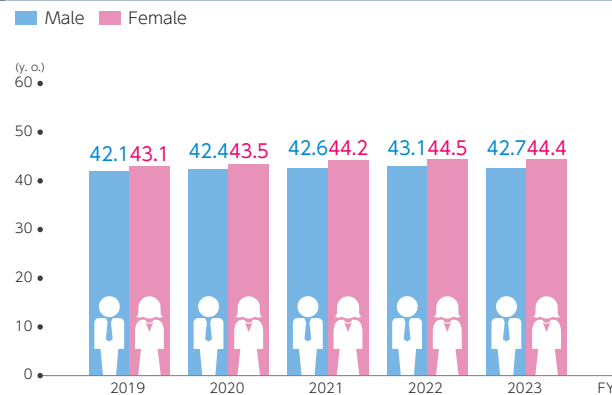
The creation of a workplace environment where each of them can fulfill their potential is essential for the future of the TANAKA Precious Metals.

We are working to improve the workplace environment from various aspects to ensure that diverse employees can play an active role.

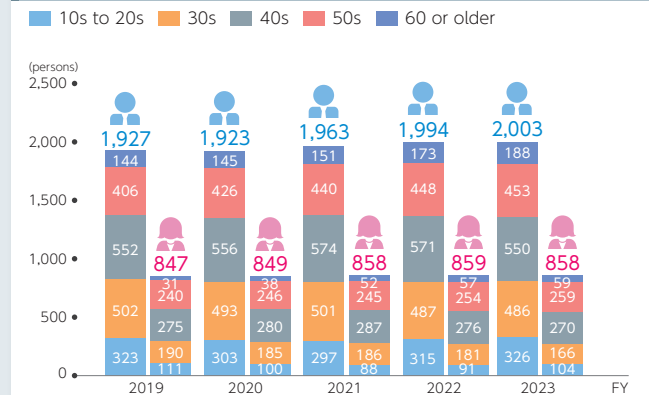
Number of employees and managers (in Japan)



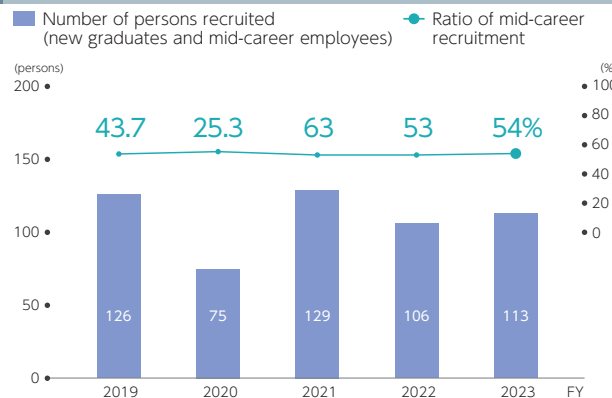
Average age (in Japan)



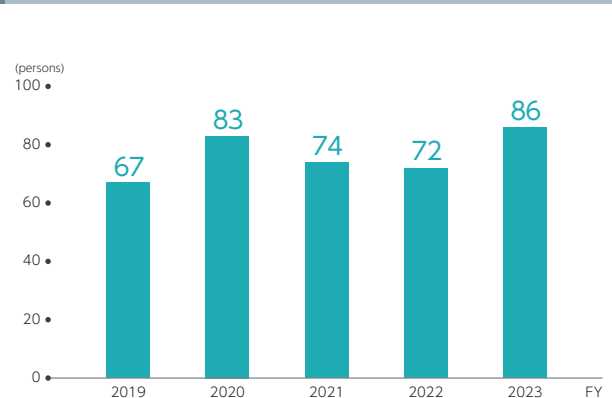
Number of employees by age group



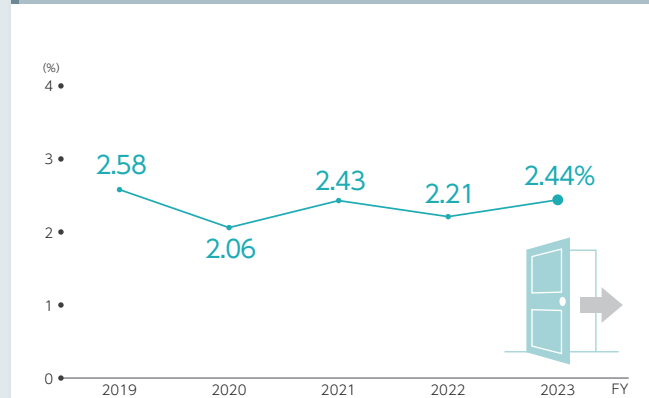
Ratio of mid-career recruitment (in Japan)



Reemployment after retirement (in Japan)

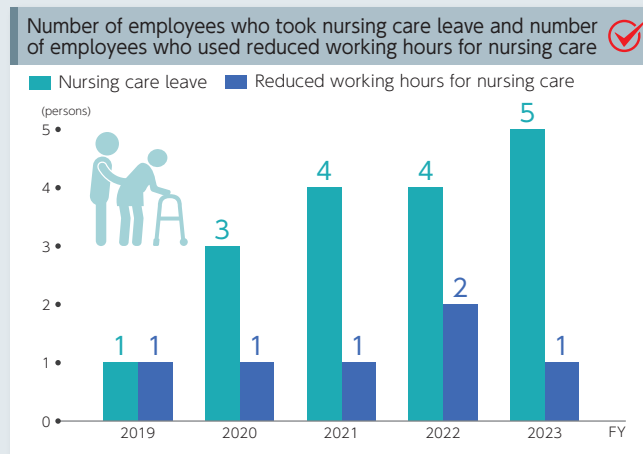
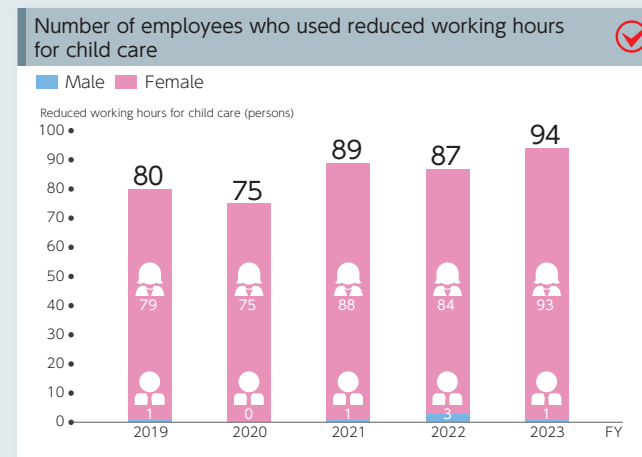
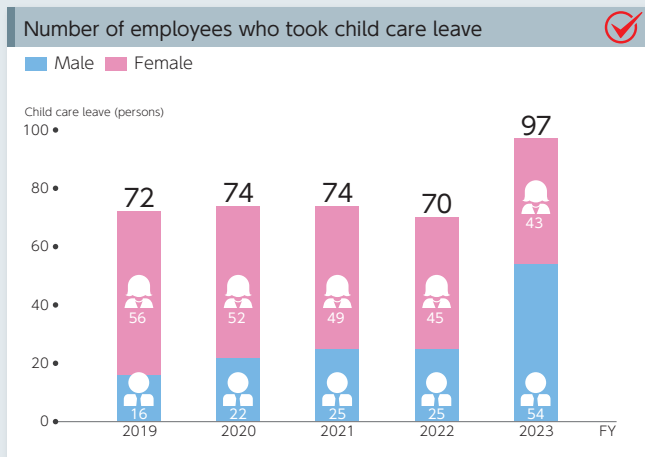


Turnover rate



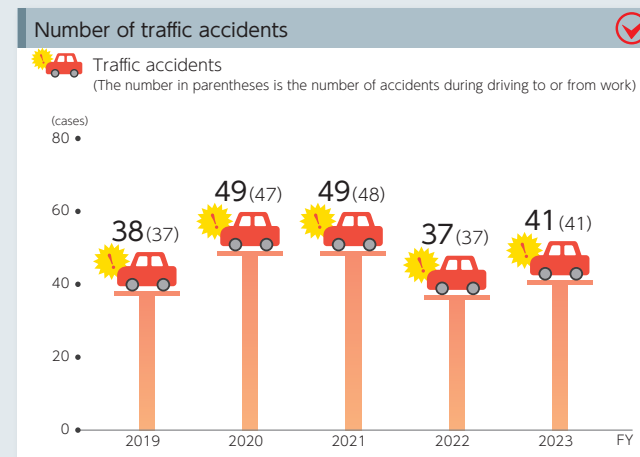
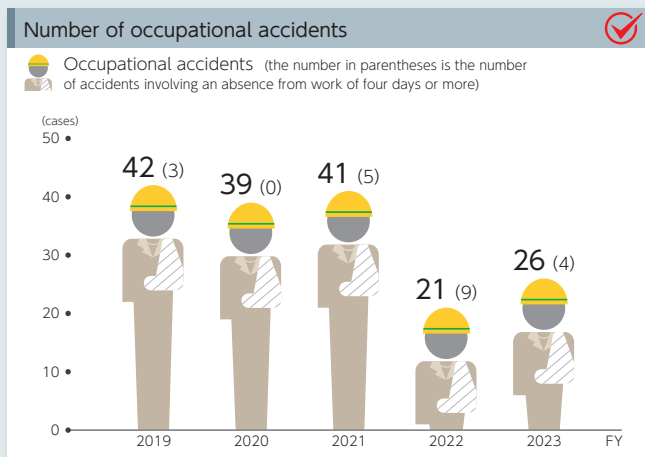
Human Resources and Labor

We operate various programs to develop a workplace environment where employees can achieve a balance between child care and work, including those which exceed the legal requirements. We will continue to help employees achieve a balance between child care and work from the perspectives of work style reforms and work-life balance.



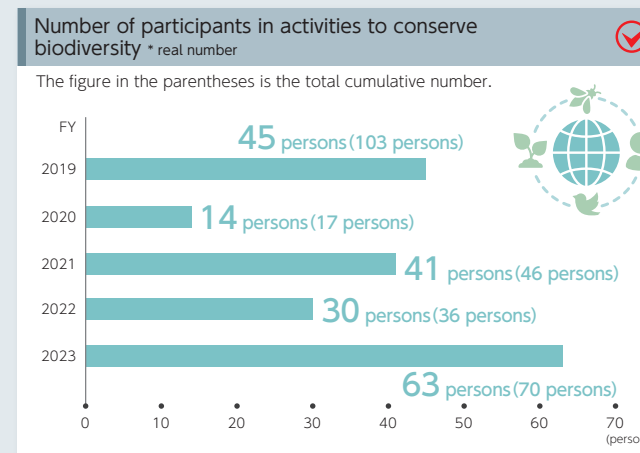
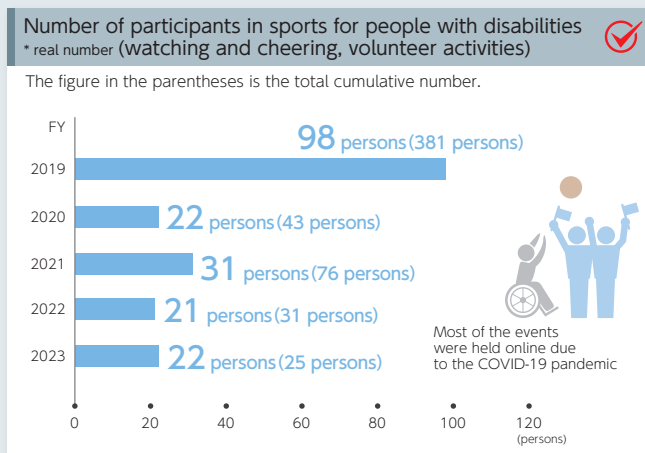
Occupational Safety and Health

The creation of a workplace environment where employees can work safely with a sense of security is most important for companies. The TANAKA Precious Metals strives to ensure the safety and health of employees while focusing on the development of relationships that facilitate mutual cooperation between them.



Activities for social contribution

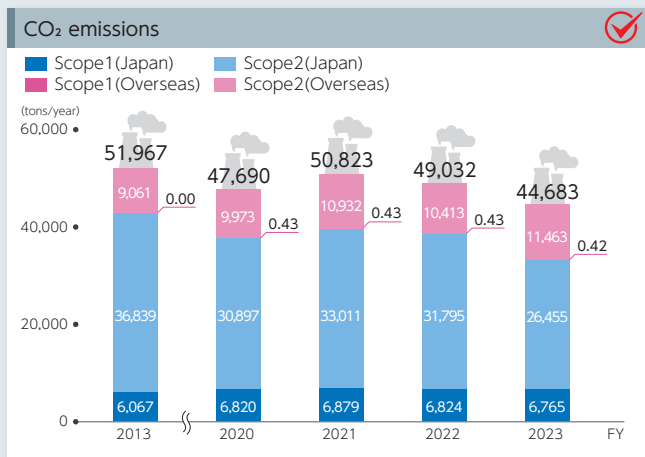
The TANAKA Precious Metals considers that the local communities and countries with which we are linked through our business activities so that they can be more healthy and prosperous. We are developing support activities as corporate efforts, as well as volunteer activities of the employees, in various places with focus on continuity.



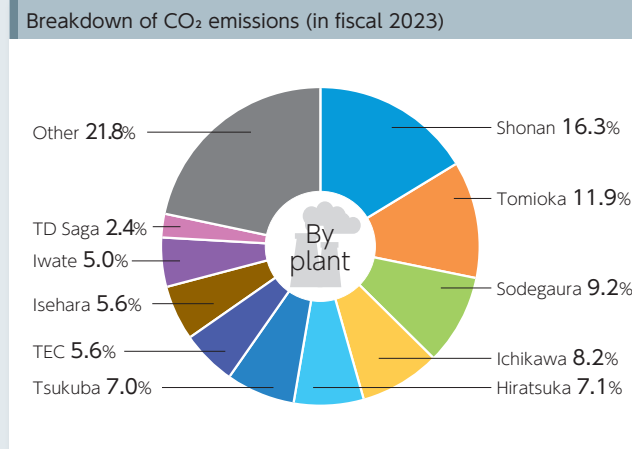
Environmental Protection

To hand down the beautiful earth to the future is a task shared by the international community and also a major challenge.

The TANAKA Precious Metals is pursuing every possibility to minimize the environmental impact of its business activities.



In fiscal 2023, our global CO₂ emissions decreased by 8.9% from the previous fiscal year. We will continue to enhance our energy-saving efforts including increases in the efficiency of various devices and the improvement of their operation.



CO₂ emissions by plant (in fiscal 2023)

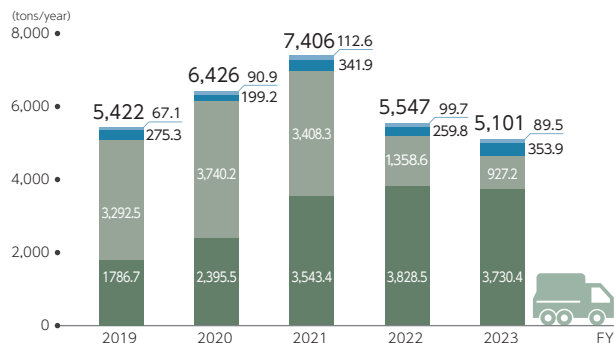
| | (tons) |
|---|--------|
| Shonan Plant of Tanaka Kikinzoku Kogyo K.K. | 7,263 |
| Tomioka Plant of TANAKA Kikinzoku Kogyo K.K. | 5,312 |
| Sodegaura Plant of Tanaka Kikinzoku Kogyo K.K. | 4,131 |
| Ichikawa Plant of Tanaka Kikinzoku Kogyo K.K. | 3,671 |
| Hiratsuka Plant of Tanaka Kikinzoku Kogyo K.K. | 3,152 |
| Tsukuba Facility of Tanaka Kikinzoku Kogyo K.K. | 3,119 |
| TANAKA Electronics (Hangzhou) Co., Ltd. (TEC) | 2,509 |
| Isehara Plant of Tanaka Kikinzoku Kogyo K.K. | 2,500 |
| Iwate Plant of Tanaka Kikinzoku Kogyo K.K. | 2,218 |
| Saga Production Headquarters of TANAKA Denshi Kogyo K.K.(TD Saga) | 1,051 |
| Other | 9,757 |

Environmental Protection

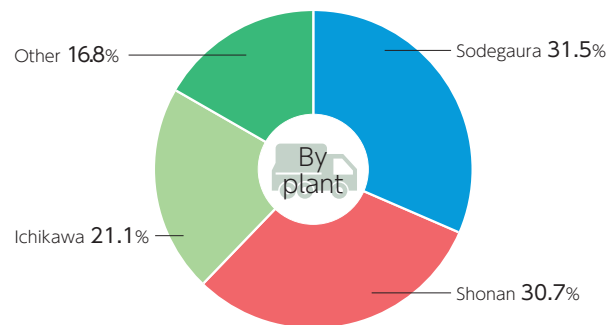
Industrial waste emissions



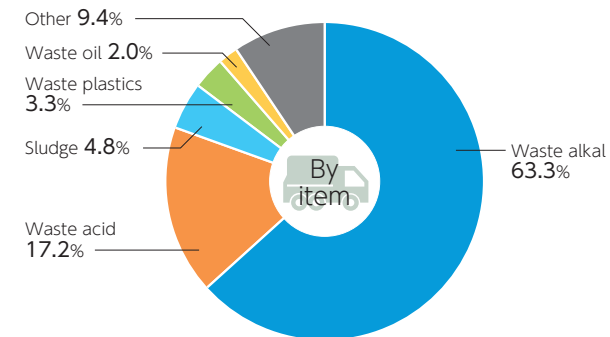
■ Non-hazardous waste (Japan)
 ■ Hazardous waste (Japan)
 ■ Non-hazardous waste (Overseas)
 ■ Hazardous waste (Overseas)



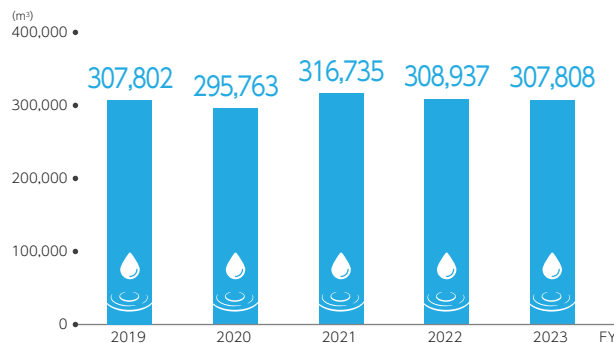
Breakdown of industrial waste emissions by plant (in fiscal 2023)



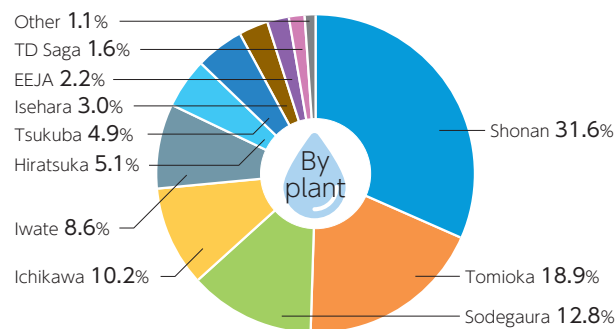
Breakdown of industrial waste emissions by item (in fiscal 2023)



Water consumption (in Japan)



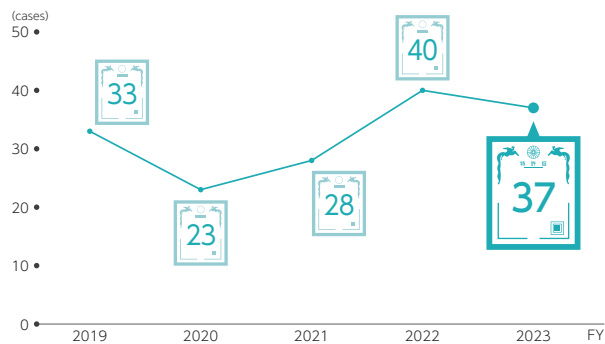
Breakdown of water consumption in Japan (in fiscal 2023)



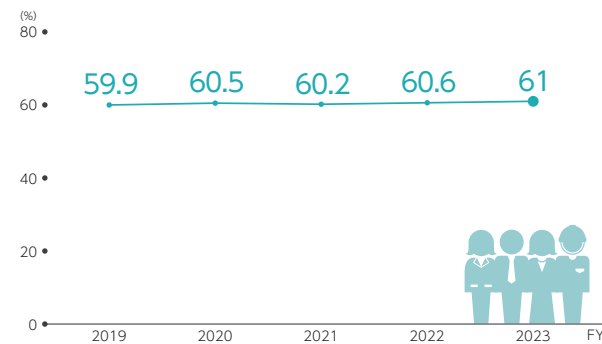
Other

Although not included in the above categories, we disclose CSR performance data that we compile annually as a company.

Number of new patents registered in Japan




Union membership rate (in Japan)



Third-party Assurance

The TANAKA Precious Metals asks Sustainability Accounting Co., Ltd. to conduct third-party assurance to increase the reliability of the CSR performance data presented in the Sustainability Data Book. The details are mentioned below.

- 1. Purpose** Assurance procedures are carried out on whether the Company's environmental and social performance indicators marked with  for the period from January 1, 2023 to December 31, 2023 included in Sustainability Data Book 2024 were calculated in accordance with the standards specified by the company.
- 2. Assurance procedures** The procedures are conducted in accordance with International Standard on Assurance Engagement 3000 (ISAE 3000). The key procedures include:
 - Interviews with the personnel in charge of the company's calculation standards
 - Review of the calculation standards
 - Cross-checks with the data obtained through sampling and recalculation to determine whether the indicators were calculated according to the calculation standards
- 3. Conclusion** The assurance procedures have identified nothing indicating that any indicator on important matters was not calculated in accordance with the calculation standards specified by the company.

