

CSRReport 2025

Editorial Policy

This report has been published on the corporate social responsibility (CSR) activities promoted by TANAKA* for making contribution to the realization of a prosperous society and a beautiful future for the Earth supported by precious metals, as well as to enhance communication with stakeholders. This marks our 22nd report since the first Environmental Report was issued in 2004.

* Our corporate group is collectively referred to as "TANAKA".

Period

January 2024 to December 2024

In order to provide a general view of activities under each topic covered in the report, some contents may represent activities taken outside this period.

Scope

TANAKA PRECIOUS METAL GROUP Co., Ltd. and consolidated subsidiaries.
However, Metalor Technologies SA is excluded. Indications are made in areas of the report where the scope differs.
For more information about TANAKA, refer to the following:
<https://www.tanaka.co.jp/english/company/>

Publication

September 2025

Reference guidelines

ISO 26000: 2010
Environmental Reporting Guidelines 2018

Publisher

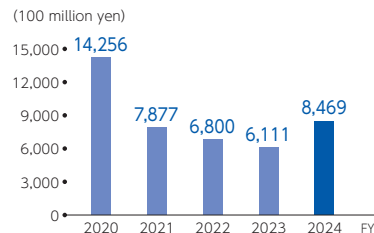
TANAKA PRECIOUS METAL GROUP Co., Ltd.
Corporate Sustainability Communications Division, CSR Promotion Department
2-6-6, Nihonbashi Kayabacho, Chuo-ku, Tokyo 103-0025, Japan
Website: <https://www.tanaka.co.jp/english/sustainability/csr/>

Financial Condition of TANAKA

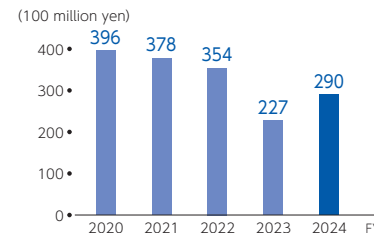
Financial results overview

	million yen		
	FY2023	FY2024	Year-on-year change
Net sales	611,128	846,921	138.6%
Net income	22,683	28,964	127.7%
Total assets	895,996	1,420,332	158.5%

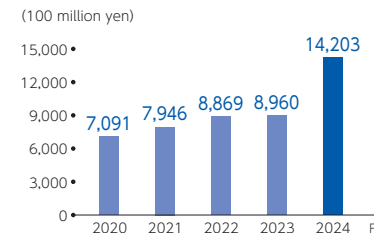
Net sales



Net income



Total assets



The revenue recognition accounting standard and other standards have been applied since fiscal 2021.
We have changed our fiscal year (FY) starting from FY2023. FY2022 and prior years: The fiscal year ran from April 1st to March 31st of the following year.
FY2023 was a special nine-month period from April 1st to December 31st. FY2024 and subsequent years: The fiscal year runs from January 1st to December 31st of each year.

Core subjects of ISO 26000



Organizational Governance



Human Rights



Labor Practices



The Environment



Consumer Issues



Fair Operating Practices



Community Involvement and Development

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Message from the CEO

Forging a Better Tomorrow with “Hirameki” and “Kirameki” The Philosophy Guiding Our Ambitious Voyage into the Future



TANAKA
Group CEO
Koichiro Tanaka

TANAKA launched TANAKA Renaissance Plan, which aims to realize a sustainable society and ultra long-term corporate management while looking ahead to 2085, the year when the company will mark its 200th anniversary, in fiscal 2021. Precious metals are full of potential. The exploration of frontiers such as space, deep sea and human bodies, or the development of devices and products that make people's lives more abundant, is not possible without precious metals. To unlock their potential and create a better future is our mission as a leading company in the field of precious metals. Setting out for the distant future of 2085 will be an enormous challenge. It will be vital for us to mobilize the collective wisdom of the entire workforce. Innovation must start with employees, each person thinking with their own mind. To foster such a corporate culture, TANAKA has redefined what it means to be who we are, expressed in the form of a Group philosophy: ひらめきときらめきで、今日を超える明日を創る Forging a better tomorrow with “hirameki” and “kirameki.” TANAKA employees will unite behind this

banner as we sail toward 2085. Together we will traverse turbulent seas, helping one another while acting on and applying our own individuality and creativity. This Philosophy will guide us as TANAKA continues its voyage toward the future, one challenge after another.

In the TANAKA Renaissance Plan, “sustainability” is also one of the important keywords. While TANAKA has explored the recycling of precious metals to establish a material-cycle business for 140 years since its foundation, we recognize that we have to be a company that will lead the shift to a low-carbon and recycling-oriented society from a higher viewpoint and a broader perspective. Under the TANAKA Statement on Carbon Neutrality declared in fiscal 2022, we are currently accelerating various activities to protect the global environment at our plants and facilities so that we can achieve the target of making our CO₂ emissions net zero in 2050. We will continuously work to solve global environmental issues and social problems based on our strength in precious metals, which are rare resources.

In April 2024, we relocated our headquarters from Marunouchi to Kayabacho, Nihonbashi, the birthplace of TANAKA. It was here that our predecessors carved out a future by continually taking up new challenges. Returning our headquarters to a place where their ideas and dreams live on has great significance as we set our sights on becoming a 200-year company. The office concept for the new headquarters is “Connecting with people, the city and the future.” Serving as the cockpit of TANAKA, we will put in place an environment that anticipates tomorrow, promoting creative work styles. From Kayabacho, Nihonbashi, the place of our founding, we will continue our voyage into the frontier of the future, practicing our Philosophy: ひらめきときらめきで、今日を超える明日を創る Forging a better tomorrow with “hirameki” and “kirameki.”



Businesses of TANAKA

Since its founding in 1885, TANAKA has delivered special values based on precious metals to the world. We will continue to try everything we can do with precious metals and develop new fields.

Domestic bases

TANAKA PRECIOUS METAL GROUP Co., Ltd.

- Headquarters (Tokyo)

TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.

- Headquarters (Tokyo) •Iwate Plant •Tomioka Plant •Ichikawa Plant
- Sodegaura Plant •Isehara Plant •Hiratsuka Plant •Shonan Plant
- Hiratsuka Technical Center •Tsukuba Facility / Tsukuba Technical Center
- Isehara Technical Center •FC Catalyst Development Center
- Tanaka Distribution Center •Nagoya Branch •Osaka Branch
- Fukuoka Branch •Kyoto Sales Office

TANAKA ELECTRONICS Co., Ltd.

- Saga Production Headquarters •Tokyo Office
- Shonan Satellite Plant

EEJA Ltd.

- Headquarters (Tokyo) •Hiratsuka Office

TANAKA PRECIOUS METAL RETAILING Co., Ltd.

- Store: GINZA TANAKA
- Main Store (Ginza) •Yokohama-Motomachi Store
- Sendai Store •Nagoya Store •Shinsaibashi Store
- Fukuoka Nishitetsu Grand Hotel Store

TKT Co., Ltd.

- Headquarters (Tokyo)

MITOMO SEMICON ENGINEERING Co., Ltd.

- Headquarters and plant (Ibaraki)

NIPPON PGM Co., Ltd.

- Headquarters (Tokyo) •Kosaka Plan

Overseas bases

TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.

- Taiwan TANAKA Kikinzoku Kogyo Co., Ltd. •Hsinchu Plant •Hukou Plant •Taipei Sales Office •Kaohsiung Sales Office •TANAKA Kikinzoku (Ningbo) Co., Ltd.
- TANAKA Kikinzoku (Chengdu) Co., Ltd. •METALOR TANAKA Electrical Materials (Suzhou) Ltd. •TANAKA Kikinzoku Kogyo K.K. Hong Kong Branch
- TANAKA Kikinzoku International (Shanghai) Co., Ltd. •TANAKA Kikinzoku International (Shanghai) Co., Ltd. Shenzhen Branch •TANAKA Kikinzoku Korea Co., Ltd.
- TANAKA Kikinzoku (Singapore) Private Limited •TANAKA Kikinzoku (Singapore) Private Limited Manila Branch •TANAKA Kikinzoku International (Thailand) Co., Ltd.
- TANAKA Kikinzoku International (America) Inc. •TANAKA Kikinzoku International (America) Inc. San Jose Branch •TANAKA Kikinzoku International (Europe) GmbH
- TANAKA Kikinzoku (India) Private Limited

TANAKA ELECTRONICS Co., Ltd.

- TANAKA Electronics Singapore Pte. Ltd. (TES) •TANAKA Electronics Malaysia Sdn. Bhd. (TEM) •TANAKA Electronics (Hangzhou) Co., Ltd. (TEC) •TANAKA Electronics Taiwan Co., Ltd. (TET)
- TANAKA Electronics Taiwan Co., Ltd. Branch of Southern Taiwan Science Park (TETK) •TANAKA Electronics Taiwan Co., Ltd. Technical Center (TET/TC)

Metalor Technologies SA

Nippon PGM Europe S.R.O.

Chengdu Guangming Paite Precious Metal Co., Ltd. (GMPT)

(Data as of March 31, 2025)



TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. is accredited as a Good Delivery Referee for gold and silver by the London Bullion Market Association (LBMA)*1 and also appointed as a Good Delivery Referee by the London Platinum and Palladium Market (LPPM)*2. Thus, TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd is responsible for assessing the precious metals melting technologies and analytical skills of all accredited gold and silver refiners.

*1 TANAKA PRECIOUS METAL TECHNOLOGIES is currently one of the seven Good Delivery Referees accredited by the LBMA in the world and the only one in Japan.

*2 TANAKA PRECIOUS METAL TECHNOLOGIES is currently one of the six Good Delivery Referees accredited by the LPPM in the world and the only one in Japan.

Businesses of TANAKA

Industrial
products

As professionals in precious metals, TANAKA provide products and services across a wide range of fields, including electronics, clean energy, and medical applications. From bullion procurement and processing to manufacturing, sales, and recycling, we cover the entire value chain of precious metals. TANAKA is a leading company with numerous products holding top global market shares, backed by decades of expertise in precious metal recycling and analytical technologies.



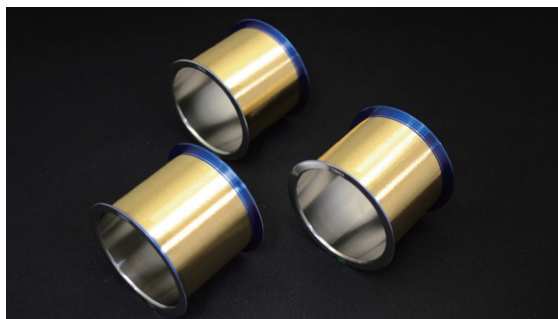
Recycling



Precious metal materials



Electronic mechanical materials (relays, motors, switches)
Electronic functional materials



Packages and sealing
Semiconductor and electronic parts



Sensor materials
Various thick-film pastes



Platinum materials for the glass industry



Energy and environment Catalysts



Medical Test kits



Research and Development

Businesses of TANAKA

Assets

We offer gold and platinum products to diversify and protect assets in an optimal manner.

Bullion and coin

Gold is the only element that never lost its value in the past six thousand years and also a global common asset. Also being a Good Delivery Referee accredited by LBMA *1 and LPPM *2, TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. produces gold and platinum bullion with its world-class technology and sells only new bullion to give a sense of security to customers. TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. also sells gold and platinum coins as the only import and sales agency certified by minting authorities in various countries outside the respective countries where the coins are issued.

With beautiful designs, the coins are also popular as gifts.

*1 LBMA stands for London Bullion Market Association.

*2 LPPM stands for London Platinum and Palladium Market.



Precious Metal Reserve Products

Gold Reserve Plan is a product that allows customers to purchase gold, platinum and silver in a single account with a minimum monthly amount of 3,000 yen. Customers can steadily purchase precious metals for their security in the future.

田中貴金属の 純金積立

Jewelry

We deliver jewelry, which shines brightly in various scenes of life, with reliable quality that is worth treasuring for a long time.



Research and Development

For TANAKA, research and development is a source of value creation.

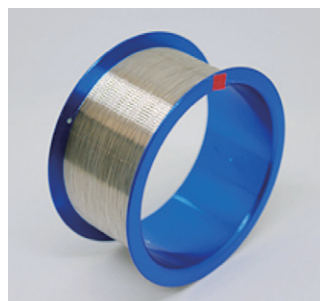
We will pursue the potential of precious metals with a broad perspective to open the door to a more prosperous society as well as a beautiful future of the Earth in a steady and continuous manner.

Deployment of Visi Fine®: Group of Precious Metal Materials for Medical Device Components

In recent years, the medical field has seen a growing trend toward minimally invasive and non-invasive procedures and treatments that reduce the physical burden on patients and minimize surgical wounds. Devices used in such procedures and treatments, such as catheter-based therapeutic devices and implantable medical devices (hereinafter referred to as therapeutic devices), require precise targeting of affected areas and low reactivity with internal tissues. Additionally, visibility under X-ray imaging is a critical factor for accurately identifying the device's position inside the body.

Precious metals, such as gold (Au) and platinum (Pt), with their high specific gravity and excellent X-ray opacity, as well as resistance to oxidation and corrosion, are increasingly used as materials for these therapeutic devices.

TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. leverages its long-standing expertise in material development, offering a highly reliable group of precious metal materials under the Visi Fine® series. These materials are produced using proprietary technologies such as multi-method melting, ultra-fine wire processing and laser machining, maximizing the unique properties of precious metals.

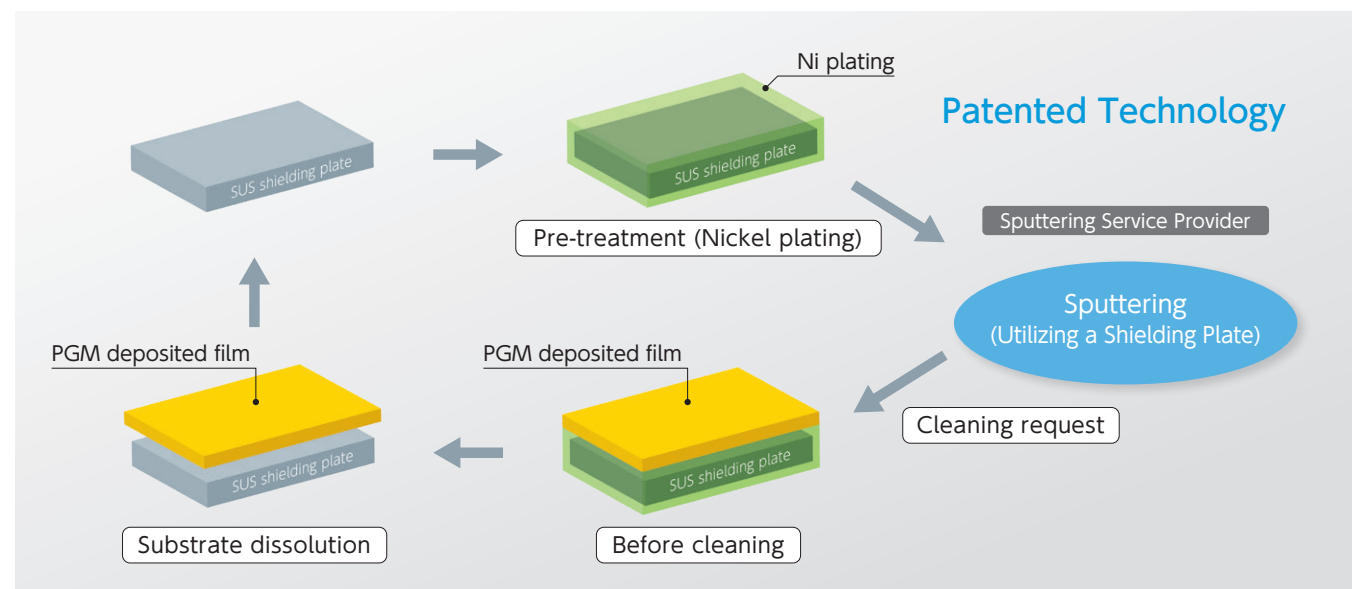


Precious Metal Fine Wire

Visi Fine

Establishment of a New Recovery Method for Precious Metals Deposited on Vacuum Deposition Equipment Components

TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. has established a fixture cleaning method known as TANAKA Green Shield. This method is characterized by the application of nickel plating to shielding plates*2 used in vacuum deposition equipment*1, commonly employed in semiconductor manufacturing processes. Nickel-plated shielding plates enable easy removal of sputtered films containing platinum, palladium, and other platinum group metals (PGMs)*3. As a result, the volume of cleaning agents required during equipment cleaning can be reduced, contributing to lower environmental impact. Furthermore, the method is expected to reduce precious metal loss caused by dispersion during polishing, thereby improving PGM recovery rates and reducing costs. For TANAKA Green Shield, TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. aims to establish a system by the end of 2025 that accommodates a wide variety of component shapes and sizes, with the goal of increasing the amount of recovered PGM films to six times the current level.



"TANAKA Green Shield" Fixture Cleaning Process

*1 Vacuum deposition equipment: Devices used in thin-film deposition processes such as sputtering and vapor deposition, within semiconductor manufacturing.

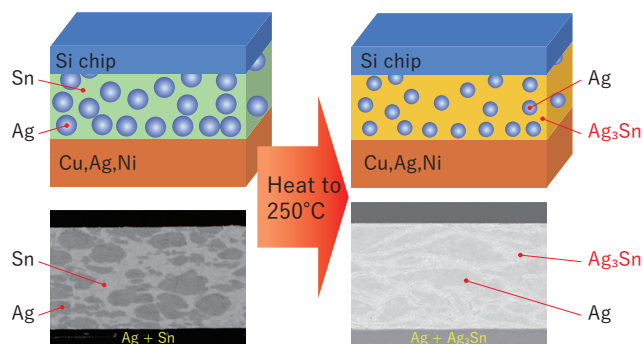
*2 Shielding plate: A plate installed inside the chamber (a sealed reaction vessel designed to induce physical or chemical reactions) of deposition equipment to prevent film adhesion to the inner walls.

*3 PGM (Platinum Group Metals): Refers to six precious metals: platinum, palladium, rhodium, ruthenium, iridium, and osmium.

Research and Development

Development of “AgSn TLP Sheet” - Sheet-Type Bonding Material for Power Semiconductor Applications

TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. has developed the AgSn TLP Sheet, a sheet-type bonding material designed for die attach in power semiconductor package manufacturing. In recent years, as Si chips continue to increase in size, there is growing demand for bonding materials that can cover large areas while maintaining high reliability. The AgSn TLP Sheet supports semiconductor chip bonding up to 20 mm in size. In addition, it enables bonding at a low pressure of 3.3 MPa, contributing to improved yield in semiconductor manufacturing. The product allows for transient liquid phase diffusion bonding*1 at a heating temperature of 250°C. After bonding, it achieves a heat resistance of up to 480°C, surpassing conventional materials. It also maintains a bonding strength of up to 50 MPa, making it suitable for a wide range of bonding substrates. The AgSn TLP Sheet is a lead-free product with high bonding reliability, having passed 3,000 heat cycle tests. It also reflects consideration for environmental impact.



Bonding image

*1 Transient liquid phase diffusion bonding, also known as TLP bonding, is a bonding method that temporarily melts and liquifies metals and such inserted in the bonding surface, then uses diffusion to bond through isothermal solidification when carrying out diffusion bonding.

Development of “TK-SK” — Palladium Alloy Material for Semiconductor Test Equipment

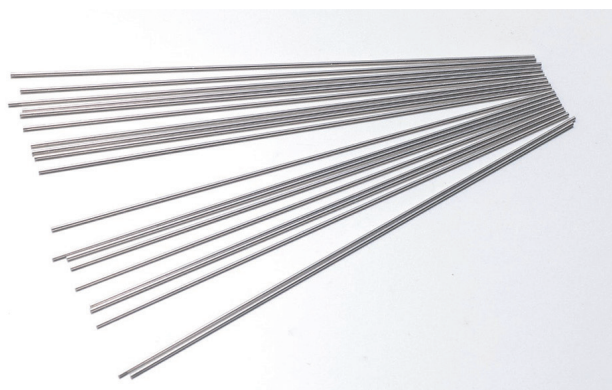
TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. has developed a palladium (Pd) alloy material named TK-SK, designed for probe pins used in the final test in the back-end process of semiconductor packaging.

The newly developed TK-SK, a palladium alloy material for probe pins, possesses a maximum hardness of 640 HV, making it ideal for test sockets used in the current-carrying test, called the final test, of the back-end process.

In recent years, there has been growing demand for increased hardness in probe pins for semiconductor testing, especially to reduce wear at the tip of the plunger.

Traditionally, palladium alloys available on the market have reached a maximum hardness of approximately 560 HV.

TANAKA PRECIOUS METAL TECHNOLOGIES has successfully developed this product with a hardness of 640 HV using its proprietary technology.



Product image of “TK-SK”

Creation and Protection of Intellectual Property Rights

Being aware that intellectual properties such as patents, inventions, designs, trademarks and literary works, as well as know-how, are important assets for companies, we actively endeavor to develop them. In the research of new technology and the development, production and sales of products and goods, we respect the intellectual property rights of third parties and deal with any infringement activities of other companies on our rights in a strict manner in accordance with the relevant laws of each country. We also provide intellectual property education mainly to staff in technology departments throughout the year to enhance their awareness of intellectual properties.



Quality and Trust

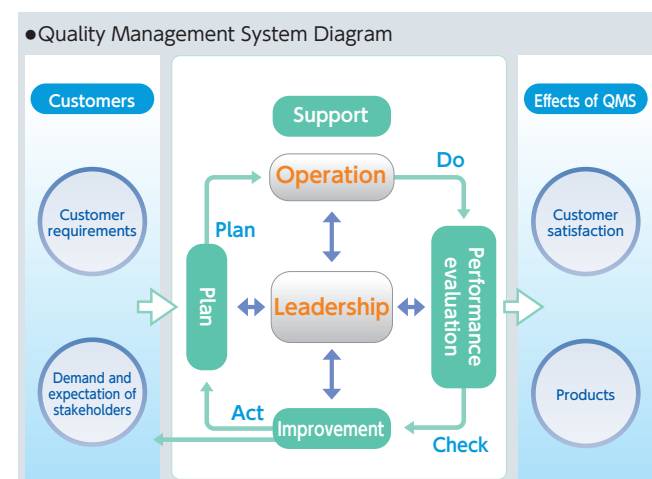


Delivery of "good items" to customers is a principle of TANAKA.

In addition to the quality of products, we also pay attention to human rights, environment, health and safety, ethics and other CSR issues in the process of producing products.

Establishment of a Quality Management System

We have established and operated a quality management system (QMS) based on ISO 9001 in all factories of TANAKA. We also review the effectiveness of the QMS and improve the system through, for example, the introduction of requirements of IATF16949, which is a QMS standard for the car industry, so that we can promptly respond to wide-ranging customer demand on quality and continuously supply safe and secure products that satisfy customers.



Customer Satisfaction Survey

TANAKA has conducted a customer satisfaction survey since fiscal 2016. This survey aims to understand the real demands and complaints about our company among customers for our industrial product business in Japan and overseas based on their responses to an annual questionnaire survey and use the results for the improvement of various issues.

In fiscal 2024, we received responses from 260 customers and the average score was 77.4 (out of 100). While the average score was 61.2 when the survey was launched in fiscal 2016, we have continuously received a score of 75 or higher in recent years. We will continue to promote the improvement of various issues to make our customers more satisfied.

Evaluation from Customers

TANAKA has received awards, etc. from various customers in appreciation for our efforts to support their production activities.

[FY2024] Major awards given by customers

Company	Customer	Award	Reason for the commendation
TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. Nagoya Branch	Panasonic Industry Co., Ltd.	0-Defect Continuation Award	Maintained zero defects for over two consecutive years with a qualifying annual transaction volume at the Ise Business Unit of Panasonic Industry
TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. Nagoya Branch	Niterra Co., Ltd.	Precious Metal Division: Excellence Award	Comprehensive evaluation of management, technical capabilities, quality, cost contribution, and delivery and process management
TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. Osaka Branch	Kyocera Corporation	Best Supplier Award	Awarded based on a comprehensive evaluation of factors, including total transaction volume across multiple business units of the Kyocera Group and TANAKA's superior technology and quality. The "Best Supplier Award" was presented to only three companies out of more than 5,000 suppliers.
TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. Kyoto Sales Office	Nippon Electric Glass Co., Ltd.	Excellent Partner Award	Prompt support for the equipment for Display Glass Division and technical contributions to Glass Fiber Division
TANAKA ELECTRONICS Co., Ltd. Saga Production Headquarters	ROHM Co., Ltd.	Excellent Quality Award	Outstanding performance in quality and contribution to business results
TANAKA ELECTRONICS (HANGZHOU) CO., LTD.	TONGFU MICROELECTRONICS CO.,LTD	Outstanding Supplier Award	Consistent pursuit of excellence in quality and efficiency, maintaining a long-term stable partnership with TONGFU, and making an outstanding contribution to TONGFU's high-quality development
TANAKA ELECTRONICS (HANGZHOU) CO., LTD.	ATX Semiconductor (Suzhou) Co., Ltd.	Excellent Supplier Award	Appreciation for high quality and excellent partnership
TANAKA Kikinzoku (Singapore) Private Limited	UTAC Headquarters Pte. Ltd.	Appreciation Award	Delivery of high-quality products and services to the UTAC Group
TANAKA Kikinzoku (Singapore) Private Limited TANAKA ELECTRONICS SINGAPORE (PTE.) LTD. TANAKA ELECTRONICS (MALAYSIA) SDN. BHD.	UTAC HeadQuarters Pte. Ltd.	Appreciation Award	Appreciation for outstanding strategic partnership
TANAKA ELECTRONICS TAIWAN CO., LTD.	ASE HOLDINGS	Certificate of Appreciation for Supply Chain Carbon Inventory Guidance	Appreciation for significant contribution to reducing greenhouse gas (GHG) emissions with potential societal impact

Quality and Trust



Supply Chain Management for Responsible Procurement

To fulfill its corporate social responsibility (CSR), TANAKA promotes responsible procurement practices with the cooperation of its suppliers, placing emphasis on human rights, environment, ethics, etc.

Individual policies have been established for mineral procurement and strict measures are implemented.

OPromotion of Responsible Procurement

While asking principal suppliers to comply with the RBA Code of Conduct, we also ask them to conduct CSR self-assessment. In addition, we visit and survey some suppliers that are considered to have a large impact on our business and be exposed to high risk. In fiscal 2024, we asked about 185 suppliers to conduct CSR self-assessment and encouraged them to promote improvement voluntarily. No serious problem was identified in any of them.

OPromotion of Responsible Procurement of Minerals

For mineral procurement, with the establishment of its Responsible Mineral Sourcing Policy*1, we promote the elimination of human rights abuses including child labor, financing of terrorists, money laundering, unfair dealings, involvement in conflicts and environmental destruction in the procurement of raw materials containing 3TG (gold, tantalum, tungsten, tin), as well as cobalt, mica, nickel, lithium, graphite, copper, and others.

OPromotion of Responsible Procurement of Precious Metals

With respect to platinum, gold, silver and palladium, we have established the Responsible Mineral Sourcing Policy*1, considering that risk management in transactions is particularly crucial. We conduct due diligence based on the international guidelines, LBMA*2 / LPPM*3 Responsible Guidance, aiming to ensure responsible procurement in the precious metals supply chain. We undergo audits by designated third-party organizations and annually obtain the LBMA / LPPM Responsible Certification from the respective associations and markets.

When procuring materials for precious metals including recycled materials, we carefully conduct detailed checks of suppliers as to whether they have any problems or risks from a CSR perspective, including human rights, environment, ethics, etc., to ensure responsible supply of precious metal products.



LBMA Responsible Gold Certificate



LBMA Responsible Silver Certificate



LPPM Responsible Platinum and Palladium Certificate

OScreening of Counterparties

To deal with the risks associated with the globalization of business, we strictly screen counterparties to prevent any involvement in the infringement of human rights, financing of terrorists, money laundering, unfair dealings, conflicts and environmental destruction and to avoid transactions with those subject to sanctions and antisocial forces.

*1 Responsible Mineral Sourcing Policy, Responsible Precious Metal Sourcing Policy https://www.tanaka.co.jp/english/sourcing_policy/

*2 LBMA: London Bullion Market Association

*3 LPPM: London Platinum & Palladium Market

OSTrengthening Information Gathering through Industry Association Participation

TANAKA has joined the CSR Committee and the Responsible Minerals Trade Working Group of Japan Electronics and Information Technology Industries Association (JEITA), which is an industry group.

Within the CSR Committee, the Responsible Supply Chain Working Group organizes seminars and individual consultation sessions to support small and medium-sized enterprises in their efforts to respect human rights. The Responsible Minerals Trade Working Group facilitates information-sharing sessions with various organizations and hosts member discussions to exchange opinions. Moving forward, we will contribute to promoting responsible procurement practices across the industry through continued active engagement with industry associations.

External Evaluations on Sustainability

ORBA*1 Audit

TANAKA has formulated TANAKA Code of Conduct and TANAKA Standards of Conduct, which are in line with the RBA Code of Conduct, to stipulate that each officer and employee should fulfill social responsibility for CSR issues including human rights, environment, health and safety and ethics in their daily operations. Every year, our domestic and overseas factories are audited by third-party auditors qualified by RBA or are audited directly by customers. Through those audits, our compliance with the RBA Code of Conduct was evaluated.

OEcoVadis*2 Medal Achievement

TANAKA undergoes a company-wide CSR assessment by EcoVadis every year concerning the environment, labor and human rights, ethics and sustainable procurement of materials and have been awarded a silver medal consecutively from fiscal 2017 to 2024.



*1 RBA (Responsible Business Alliance): A global CSR promotion organization led by globally major companies in the electronics and electrical industries.

The RBA Code of Conduct outlines specific CSR standards across five categories: Labor, Health & Safety, Environment, Ethics, and Management Systems.

*2 EcoVadis: A global CSR rating agency that evaluates over 150,000 organizations across 250 industries in 185 countries. Ratings are awarded across six levels: Platinum, Gold, Silver, Bronze, and two badges—Commitment and First Mover.



Protection of the Global Environment

To hand down the beautiful earth to the future is a task shared by the international community and also a major challenge. TANAKA is pursuing every possibility to minimize the environmental impact of its business activities.

2050 Statement on Carbon Neutrality

In April 2022, we made TANAKA Statement on Carbon Neutrality to declare that we aim to make our CO₂ emissions net zero in 2050. A company-wide project team headed by the CEO has also been launched to take measures to achieve carbon neutrality such as the improvement of energy efficiency in plants and the development of products that contribute to a decarbonized society.

TANAKA Statement on Carbon Neutrality

TANAKA will take on the challenge of addressing global warming, a social issue on a global scale, by aiming to achieve carbon neutrality by 2050 and actively introducing technologies that contribute to a decarbonized society within the Group and in society.

To reduce greenhouse gases arising from business activities, we will continuously undertake emission reduction activities, such as increasing energy efficiency, improving manufacturing processes and adopting the use of green energy, at our plants and offices.

At the same time, we will provide products that meet the expectations of customers working toward a decarbonized society, including catalysts that contribute toward greenhouse gas reduction and high-performance materials such as those used in electric vehicles.

We will also strengthen our precious metal recycling business to contribute toward a circular economy, thereby creating a prosperous and sustainable future for the Earth with our own hands.

We will consider tree-planting and activities to preserve forest rejuvenation such as the creation of Tanaka Forest.

TANAKA aims to achieve carbon neutrality through these activities.

In fiscal 2022, we will form a company-wide project team directly controlled by the CEO to consider and implement specific measures. TANAKA will continue to provide value to customers and society as a whole through products and solutions that apply the unique characteristics of precious metals.



TANAKA Statement on Carbon Neutrality

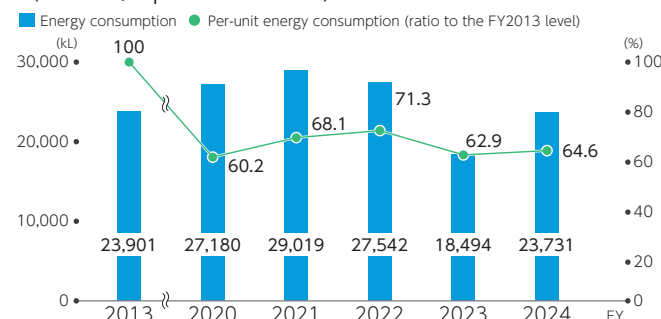
<https://www.tanaka.co.jp/english/sustainability/carbon-neutral/>

Commitment to the Prevention of Global Warming

TANAKA sets a target of reducing per-unit energy consumption by 1% each year. In fiscal 2024, our per-unit energy consumption grew by 2.8% (a decrease of 35.4% from the fiscal 2013 level) from the previous fiscal year, and our CO₂ emissions decreased by 1.0% from the previous fiscal year.

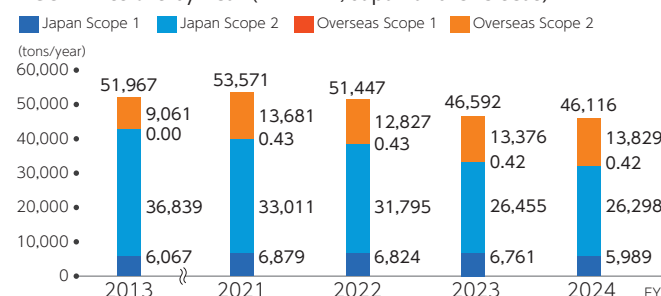
Company-wide target » **Reduction of per-unit energy consumption by 1% each year**

Energy Consumption and Per-unit Energy Consumption by Year (TANAKA; Japan and Overseas)



* Energy amount is calculated by converting electricity, gas, etc. into crude oil. Per-unit energy consumption is calculated with the gross margin on sales in the profit and loss statement as the denominator. Figures for FY2023 represent actual performance for the 9-month period from April to December.

CO₂ Emissions by Year (TANAKA; Japan and Overseas)



* Scope 1: Direct emissions from fuel use and others

* Scope 2: Indirect emissions from electricity use and others

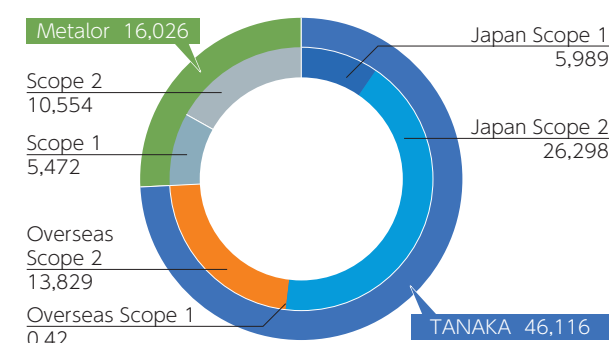
CO₂ emissions are calculated by applying the CO₂ emission factor of each electric power supplier in the region where each of the plants and facilities is located to the amount for each fiscal year. For overseas bases, CO₂ emissions are calculated with the average CO₂ emission factor in each country or region.

TOPICS

Calculation of Global CO₂ Emissions (FY2024)

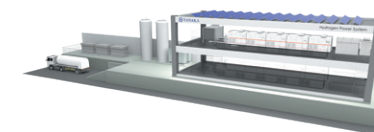
For the first time, TANAKA has calculated its CO₂ emissions, including those of its group company Metalor Technologies SA and TANAKA's domestic and overseas operations. In fiscal 2024, total global CO₂ emissions amounted to 62,142 metric tons. Moving forward, the entire group will continue working to reduce CO₂ emissions.

●FY2024 CO₂ Emissions (global) Unit: tons



Installation of 500 kW Fuel Cell Power Generation System at Shonan Plant

We will introduce a stationary pure hydrogen fuel cell power generation system with a capacity of 500 kW, one of the largest among private-sector installations in Japan, at its Shonan Plant, a key base for TANAKA's recycling business. The system is scheduled to begin operation in 2026. With this installation, approximately 25% of the Shonan plant's electricity consumption will be covered by fuel cell power generation, and the initiative is expected to reduce CO₂ emissions by around 2,000 metric tons annually.



Protection of the Global Environment



●FY2024 CO₂ Emissions by Facility (TANAKA; Japan and Overseas)

Plant	CO ₂ emissions (tons)
Shonan Plant of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.	7,703
Tomioka Plant of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.	5,614
Hiratsuka Plant of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.	3,789
Sodegaura Plant of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.	3,730
Ichikawa Plant of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.	3,689
Tsukuba Facility of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.	2,803
METALOR TANAKA Electrical Materials (Suzhou) Ltd.	3,203
Isehara Plant of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.	2,754
TANAKA Electronics (Hangzhou) Co., Ltd.	2,683
TANAKA Electronics Malaysia Sdn. Bhd.	1,982
TANAKA Electronics Taiwan Co., Ltd.	1,532
Iwate Plant of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.	1,384
Other	5,251

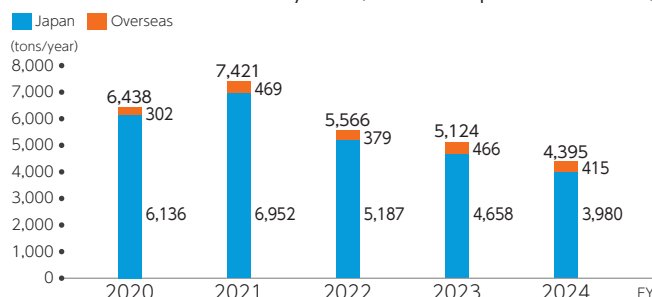
○ Reduction of Industrial Waste

TANAKA sets a target of reducing industrial waste emissions by 1% each year.

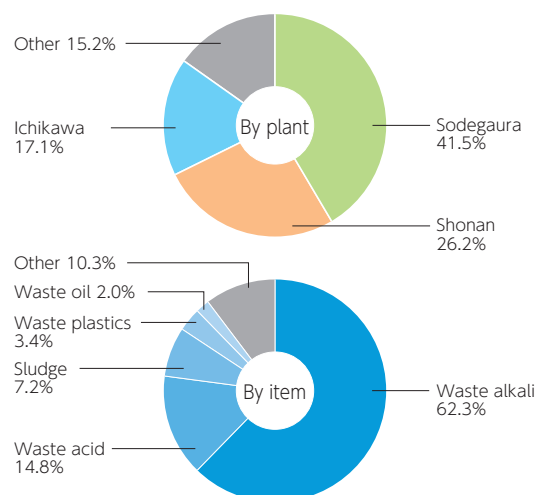
In fiscal 2024, we reduced industrial waste emissions by 14.2% from the previous fiscal year as a result of our new initiative to convert waste liquid into valuable materials. We will promote further measures to ensure that we can control the waste generated in association with the expansion of our business.

Company-wide target » **Reduction of industrial waste emissions by 1% each year**

●Industrial Waste Emissions by Year (TANAKA; Japan and Overseas)



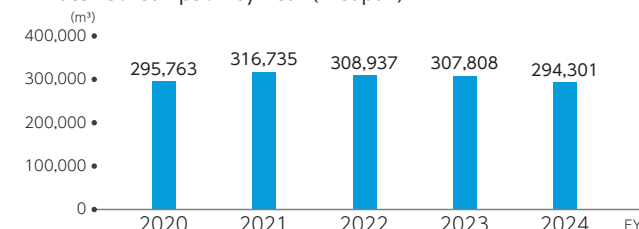
●Breakdown of Industrial Waste Emissions in Fiscal 2024 (TANAKA; Japan and Overseas)



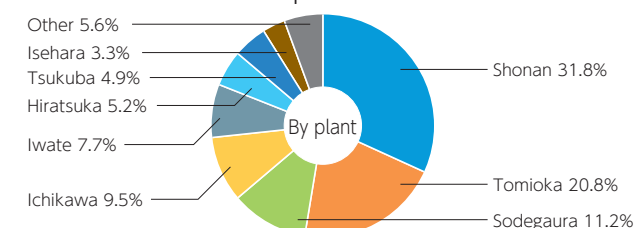
○ Reduction of Water Consumption

We are making efforts to reduce water consumption in our business activities through measures such as wastewater treatment. In the water use by plant, Shonan Plant and Tomioka Plant account for around half of the water consumption.

●Water Consumption by Year (in Japan)



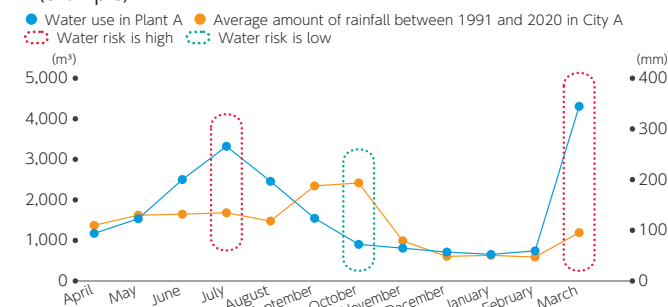
●Breakdown of Water Consumption in Fiscal 2024



○ Identification of water risk

We recognize the average amount of rainfall in the regions of all our plants. Assuming that the plants face higher water risk during a period with low rainfall, we are working to reduce water consumption.

●Correlation Between Water Use and the Average Amount of Rainfall (example)



The average amount of rainfall in the past 30 years is compared with the actual water use by month in the previous fiscal year to identify the periods when water risk is high and the periods when water risk is low.



Protection of the Global Environment

Environmental Incident Eradication Activities

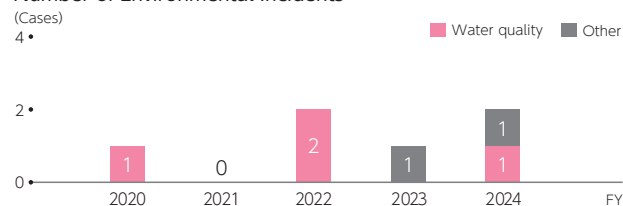
To prevent water pollution, air pollution, etc., we have voluntarily set internal standard values that are even stricter than the levels required by laws and regulations. Defining the cases where the voluntary standard values are exceeded as environmental incidents, we promote various measures to prevent the occurrence and recurrence of them.

Major Internal Rules

	Item	Description
Ordinary management	Management of voluntary standard values	Voluntary standard values are set to be 50% of the legal standards.
Response to incidents	Flash reports on environmental incidents	Quick communication of information in the event of an environmental incident (The Environmental Managers Sub-committee checks cause analysis and actions to address it.)
	Reporting and notification standards	Standards concerning reporting and notification to relevant government bodies in case of an environmental incident

* Definition of an environmental incident: Non-compliance with laws and regulations, excess of voluntary standard values, complaints from neighbors, etc.

Number of Environmental Incidents

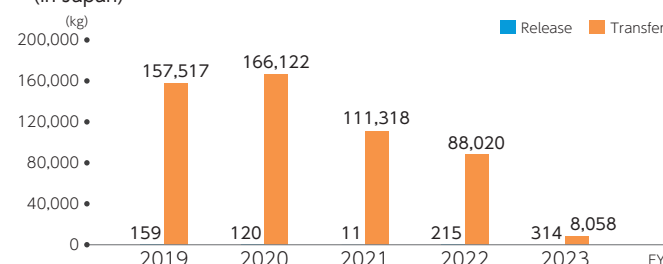


Prevention of Environmental Pollution

As to the substances specified under the Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof (PRTR* Act), we notify the national government of the amounts released in the environment and the amounts transferred to outside the facilities.

We will continue to be committed to the proper management of chemical substances in business activities to prevent environmental pollution.

Total Release and Transfer Amounts of PRTR-designated Substances (in Japan)



* All figures are for the fiscal year running from April to March. The results for FY2024 will be disclosed in the next CSR report.

Environmental Management System

Our production bases in Japan and overseas have obtained ISO 14001 certification for their environmental management systems and make continuous efforts to perform environmental conservation activities.

To promote environmental conservation activities in a steady and smooth manner, we have set up a Group-wide structure with the Central Environmental Committee, which is composed of plant managers and facility managers, at the top. In addition, SHE* Promotion Office Manager Council, as well as the Environmental Managers Sub-committee composed of environmental managers, holds a meeting periodically to share information and exchange opinions actively.

* SHE: Safety, Health and the Environment

Structure to promote environmental conservation activities



List of the Facilities That Have Obtained ISO 14001 Certification

(Date of acquisition)

TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd			
Shonan Plant	October 2000	Iwate Plant	January 2005
Ichikawa Plant	May 2002	Isehara Plant	March 2005
Technical Center	May 2002	Tomioka plant	March 2005
Hiratsuka Plant	October 2002	Tsukuba Plant	December 2013
TANAKA Electronics Malaysia Sdn. Bhd.		June 1999	
Saga Production Headquarters of TANAKA ELECTRONICS Co., Ltd.		August 1999	
TANAKA Electronics Singapore Pte. Ltd.		December 1999	
EEJA Ltd.		November 2000	
TANAKA Electronics (Hangzhou) Co., Ltd.		February 2005	
Taiwan TANAKA Kikinzoku Kogyo Co., Ltd.		May 2010	
TANAKA Electronics Taiwan Co., Ltd.		March 2013	
TANAKA Kikinzoku (Ningbo) Co., Ltd.		January 2019	



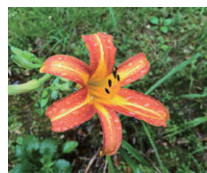
Protection of the Global Environment

Conservation of Biodiversity

In fiscal 2020, we launched an initiative to grow orange daylilies and coastal daylilies in the houses of the employees who applied for it, as well as the premises of our plants and facilities, and return the increased plants to a river bed of Tsurumi River in Yokohama, Kanagawa and Koajiro no Mori (Koajiro Forest) in Miura, Kanagawa, which are original habitats of the flowers. Now, beautiful flowers of orange daylilies and coastal daylilies bloom every summer.

<Purpose of this initiative>

Hybrid ryegrass, which is known to cause hay fever, grows in river beds and parks and is difficult to eliminate by weeding. Therefore, we plan to plant indigenous species that are endangered in the region such as orange daylilies and coastal daylilies to cover the ground with them and control the growth of the community of hybrid ryegrass. We protect coastal daylilies, which are sometimes targeted by robbers, by growing them in safe places such as the houses of employees and the premises of our plants and facilities.



Orange daylilies bloomed in the home of an employee



Plants grown in the home are packed and sent to the NPO by mail



The delivered plants are transplanted to the original habitat



Orange daylilies bloomed on site

In June 2025, we organized an eco-tour for volunteers in Koajiro Forest. A total of 60 employees and their family members joined the tour and worked for the conservation of coastal daylilies. They also strolled through the forest and around a tidal flat.

<Purpose of this initiative>

When the Great East Japan Earthquake occurred in March 2011, a tsunami also hit Koajiro Bay several times and destroyed almost all of the community of coastal daylilies in Koajiro Forest that lived along the coast. The remaining 28 coastal daylilies were protected by Non-Profit Organization Koajiro Outdoor Activity Coordination Council, which has worked to restore the community since then. While this initiative is supported by several companies, TANAKA also joined them in fiscal 2018.



Forest walk



Making a pendant



Employees and their families transplanted coastal daylilies

TOPICS

Planting of Coastal Daylilies at Tsukuba Plant of Furuya Metal

Since fiscal 2023, TANAKA, Furuya Metal Co., Ltd., and the NPO Koajiro Outdoor Activity Coordination Council have been collaborating on biodiversity conservation initiatives. As part of this effort, on May 28, 2025, a total of 110 coastal daylilies were planted at Tsukuba Plant of Furuya Metal (Chikusei City, Ibaraki Prefecture). Members of the CSR Promotion Department of TANAKA PRECIOUS METAL GROUP Co., Ltd. participated in the activity, and 17 employees from both companies worked together on the planting. The propagated plants will be returned to their original habitat in Koajiro Forest.



Photo courtesy of Furuya Metal Co., Ltd.



Award Received: Tsurumi River Basin Water Circulation System Conservation Contributor Award

TANAKA was honored with the FY2023 Tsurumi River Basin Water Circulation System Conservation Contributor Award from the Keihin River Office of the Kanto Regional Development Bureau, Ministry of Land, Infrastructure, Transport and Tourism, in recognition of its biodiversity conservation activities driven by the collective efforts of its employees.



From left: Kaori Kawabata and Kazuya Fujieda, CSR Promotion Department, TANAKA PRECIOUS METAL GROUP Co., Ltd.



Contribution to Local Communities and Society

TANAKA aims to develop activities that can contribute to 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.

◆ Promotion of Sports

Certification as a Tokyo Sports Promotion Company

TANAKA PRECIOUS METAL GROUP Co., Ltd. promotes sports activities to encourage employees to improve their health and activate internal communication.

In addition, we have been an official partner of the Japanese Para-Sports Association (JPSA) since 2012 and have co-sponsored the Japan Blind Football Association (JBFA) and the Japanese women's blind football team since 2017. Through these initiatives, we support sports for people with disabilities, as well as Para athletes, and promote the understanding of sports for people with disabilities.

In recognition of those activities, TANAKA PRECIOUS METAL GROUP Co., Ltd. has been certified as a Tokyo Sports Promotion Company by the Tokyo Municipal Government from fiscal 2015.



Support of and Participation in Sports for People with Disabilities

We co-sponsored LIGA.i Blind Soccer Top League 2024 (organized by the Japan Blind Football Association) as a category sponsor (awards and ceremonies). We contribute to the further development of blind football in Japan and around the world by providing league cups, medals and souvenirs awarded to teams and players, as well as support of the awards and ceremonies.



Shinagawa CC Papelecial won the title



The winning silver plate was awarded to Shinagawa CC Papelecial, who won the title



Ryo Kawamura (Shinagawa CC Papelecial) received Top Scorer and MVP Awards.

©Haruo Wanibe/JBFA

◆ Human Resource Development

Oshigoto Nenkan (Job Yearbook)

As part of the career education promoted by the Ministry of Education, Culture, Sports, Science and Technology (MEXT), we are introducing careers related to precious metals in the textbook "Oshigoto Nenkan 2025" (Job Yearbook 2025), which is used in elementary and junior high school classes.

The purpose of this feature is to communicate the role of precious metals in society and the appeal of jobs in this field to the next generation of children. We cover the characteristics and utilization of precious metals and the importance of recycling across three themes: "What is an Urban Mine?"; "Why is 'Gold' so amazing?"; and "How are 'Gold' jewelry and crafts made?"





Contribution to Local Communities and Society

Tanaka Memorial Foundation

◇ Grants for Research on Precious Metals

This grant program has been carried out every year since fiscal 1999 to support research and development on new technologies to which precious metals can contribute. We received a total of 210 applications for this 25th invitation and provided grants of 19.9 million yen in total to 19 research projects.

Umekichi Tanaka Award (10 million yen)	1 recipient
Gold Award (2 million yen)	1 recipient
Silver Award (1 million yen)	1 recipient
Young Researcher Award (1 million yen)	3 recipients
TANAKA Special Award (0.3 million yen)	13 recipients

● Umekichi Tanaka Award

Research theme Study on Bonding Wire with Electromagnetic Shielding Function

Department of Electronics, Faculty of Information Science and Electrical Engineering, Kyushu University
Professor Haruichi Kanaya

● Gold Award

Research theme Development of Precious Metal-Based Hydrogen Energy Electron Carriers

Department of Chemistry and Biochemistry, Graduate School of Engineering, Kyusyu University
Professor Seiji Ogo

◇ Activities to Support Students

FY2018 to FY2021
Granting of scholarships (at Tohoku University) from FY2021
Ongoing "100 yen breakfast support plan"
FY2022 "50 yen custard melon bread plan"
FY2023 "50 yen choco crunch donut plan"
FY2024 "50 yen coconut milk donut plan"



National Seven Universities Athletic Meet

The 61st Meet: Presentation of the winning trophy and pin badges of the competition
The 62nd Meet: Presentation of the MVP trophy and pin badges of the competition
The 63rd Meet: Presentation of the MVP trophy and pin badges of the competition, support for photography equipment



Co-sponsorship of Robot Contest for Technical College Students (Kosen-Robocon)

Competition of ideas - Robot Contest of National Colleges of Technology (Kosen-Robocon) is a nationwide event where young people think outside the box and create robots by themselves to experience the joy of manufacturing and share the importance of generating ideas and the greatness of manufacturing. Technical college students all over Japan apply various ideas and produce robots according to the theme for the competition, which is different every year, to win the regional competition and advance to the national tournament. TANAKA has co-sponsored the Robocon for technical college students since 2012 to support the future engineers of Japan.



Sports Promotion Activities

At the Tokyo Marathon 2025, TANAKA provided gold, silver, and bronze medals to the top three finishers in the men's, women's, and wheelchair marathon categories. The medal design reflects the event's theme, "The Day Tokyo Comes Together," featuring the official logo pattern on the front and the event name engraved in Braille on the reverse.

TANAKA has been producing medals for the Tokyo Marathon every year since 2007, and remains committed to supporting the advancement of sports.



Donation of Welfare Vehicles

As part of its welfare initiatives, EEJA Ltd. donated two lift-equipped welfare vehicles to facilities in Hiratsuka City. This marks the fourth donation, with the vehicles presented to Sayurikai Oasis Shonan and Keishinkai Sun Residence Shonan, both social welfare corporations. The recipient facilities expressed heartfelt appreciation for the continued support.



Active Role of Each Employee



While employees are being diversified, the creation of a workplace environment where each of them can fulfill their potential is essential for the future of TANAKA. We are working to improve the workplace environment from various aspects to ensure that diverse employees can play an active role.

Work Style and Vacation Style Reforms and Active Roles of Diverse Employees

TANAKA aims to create a workplace environment where all diverse employees can work vividly. As part of our commitment to it, we review work styles and vacation styles for their improvement through a composite approach.

Annual Paid Holidays

We work to comply with the Act on the Arrangement of Related Acts to Promote Work Style Reform, which was enforced in April 2019, across the Group. "To have our employees take five or more annual paid holidays in a year" was set as a target in fiscal 2018 and all plants and facilities achieved it.

In Japan	2023	2024
Annual paid holiday (5 or more days) utilization rate	100%	100%
Average number of annual paid holidays taken	11.3 days	13.8 days
(Manufacturing unit)	11.3 days	14.1 days
(Indirect unit)	11.5 days	13.6 days
Average overtime hours	11.19 hours	12.47 hours
Average service years: male	15.7 years	15.6 years
Average service years: female	14.4 years	14.4 years
Nursing care leave	5 persons	4 persons
Reduced working hours for nursing care	1 persons	1 persons

Gender Pay Gap (FY2024)

Company	Classification	Gender Pay Gap
TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.	Regular workers	79.91%
	Non-regular workers	76.71%
	All workers	68.45%

- Coverage period: January 1, 2024 – December 31, 2024
- The employees of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd., which has no less than 301 permanent workers, in Japan were covered.
- The ratio was calculated by dividing the average annual wage of women by the average annual wage of men.
- While more than one employee category was set for both regular and non-regular workers, the salary and treatment assessment standards applied to each employee category were common to both men and women.

Support for Employees to Achieve a Balance between Nursing Care and Work

We take various initiatives to develop a workplace environment where employees can balance nursing care and work.

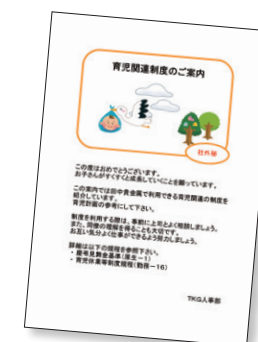
- Systems that exceed the legal requirements
【Nursing care leave】
 Employees can take nursing care leave for 365 days for each member in need of nursing care.
【Reduced working hours for nursing care】
 The working hours can be reduced to six hours in principle or five hours at the request of the employee.
- Establishment of consultation services
 Consultation services are available in and outside the company to give employees advice about nursing care.
- Provision of information to employees
 To help employees obtain information on nursing care before they face the issue, we provide information by distributing a relevant booklet in age-based training.
 Additionally, when employees reach the age of 40 or encounter caregiving situations, leaflets summarizing relevant company caregiving support systems are provided to both the employee and their supervisor. This initiative promotes awareness of available support systems and fosters a workplace culture that encourages their use.



Support for Employees to Achieve a Balance between Child Care and Work

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.

- Systems that exceed the legal requirements
【Special paid holidays for employees whose spouses gave birth】
 Employees whose spouses give birth can take three special paid holidays to spend time for hospitalization, discharge and notification.
【Child care leave】
 Child care leave can be taken until the child reaches 18 months in principle (or up to 2 years when the criteria are met).
【Reduced working hours for child care】
 This program is applicable until March 31 of the year when the child is a sixth-grade elementary school student. The working hours can be reduced to six hours in principle or five hours at the request of the employee.
【Sick/injured child care leave】
 This leave can be taken until March 31 of the year when the child is a sixth-grade elementary school student.



- Encouragement of male employees to take child care leave, etc.
 We strive to inform employees of the internal systems related to child care and create an environment where employees can use them easily through the distribution of a leaflet to the employees whose spouses gave birth, as well as their superiors, and the distribution of a booklet at manager training sessions.
 The number of male employees who take child care leave has been on an upward trend since fiscal 2016.
 With 53 male employees taking child care leave in fiscal 2024, the effects of our efforts are gradually becoming apparent (see Page 25).
 We will continue to expand the programs to help employees achieve a balance between child care and work.

Active Role of Each Employee



Strengthening Talent Development Initiatives

To foster a workplace that embraces diversity and ensures psychological safety, the DE&I Promotion Office conducted unconscious bias training for all employees. Between September 2023 and August 2024, non-managerial staffs participated via e-learning, while managerial staffs completed a three-month mobile-based training program. The overall completion rate reached 95%. In pursuit of greater diversity within decision-making roles, the company launched a female leadership development program, focusing on women as a first step.

While becoming a manager is not the sole measure of success, we are implementing a customized training program—based on employee feedback gathered through internal interviews—for approximately 250 current managers and 60 female managerial candidates to drive innovation by diversifying our decision-making body and increase the number of supporters for women at various life stages. We remain committed to advancing talent development to support the success of all employees, regardless of gender, now and in the future.



Scene from a training program

Listening to Employee Voices: Caravan Team Hearings

Following the establishment of the DE&I Promotion Office, we launched the Caravan Team Hearings from 2023 to 2024, interviewing a total of 370 employees across all group bases and headquarters and spanning every organizational level and age group.

The insights gathered from employees are being used to shape our subsequent DE&I initiatives, original harassment prevention training, and organizational culture transformation efforts.

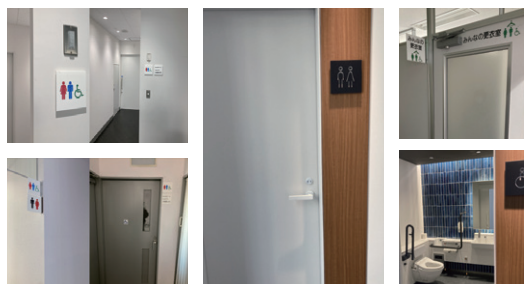


Installation of Inclusive Restrooms and Dressing Rooms

At the headquarters in Kayabacho, in addition to wheelchair-accessible restrooms, “Inclusive Restrooms” that are open to all individuals regardless of gender have been installed on every floor. These restrooms are fully private, allowing use for a variety of personal reasons. Similar facilities are being implemented at our plants and facilities.

In terms of dressing rooms, we have added “Inclusive Dressing Rooms” alongside traditional gender-specific ones.

We’re working to create a workplace where all employees, with their diverse backgrounds and unique perspectives and needs, feel comfortable.



Inclusive Restrooms and Dressing Rooms

Promoting Employment of Persons with Disabilities

TANAKA believes that individual uniqueness is the source of true value. Guided by the principle of offering roles tailored to each person's unique talents and skills, employees with various disabilities are successfully contributing and maximizing their potential across various areas of the company, from indirect to manufacturing departments.

(Disability Employment Rate calculated for three group companies (TANAKA PRECIOUS METAL GROUP Co., Ltd., TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd., and TANAKA PRECIOUS METAL RETAILING Co., Ltd.): 2.56%, EEJA Ltd.: 3.08%, TANAKA ELECTRONICS Co., Ltd.: 2.52% * as of June 1, 2024)

To ensure long-term, secure employment, we offer pre-employment workshops and workplace tours focused on disability characteristics and necessary accommodations. After joining, employees receive regular interviews coordinated with internal stakeholders and local support organizations, as needed.

We are working to promote understanding at all our plants and facilities. For example, at the Tsukuba Facility, we conducted experiential learning sessions under the concept of Understanding and Deepening Awareness of the World Seen by People with Hearing Impairments. Across the entire Group, we are committed to building a diverse workplace while proactively creating employment opportunities for people with disabilities.

TANAKA NOW

After graduating from a special needs school, I joined Shonan Plant of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. in 2020. My main responsibilities include internal deliveries, cleaning slippers, wiping down shoe racks and umbrella stands, and cleaning trays in the cafeteria. I also replenish kitchen paper, wipe trays, refill disinfectant, and operate the shredder. When cleaning slippers, I make sure they are spotless so that customers and the next users feel comfortable and appreciated.

In my daily work, I focus on three key points: (1) Safety (2) Taking notes (3) Reporting. I hope to continue growing and gradually take on more responsibilities.

My most favorite task is internal delivery. I enjoy meeting and talking with many people. When someone says, “Your greetings are so cheerful” or “You have a great voice,” it really motivates me and makes me want to do even better. From now on, I want to work on communicating with people I haven’t had a chance to talk to yet. I truly love working at TANAKA. I’m very grateful to the operations team for finding tasks that suit me. My goal is to continue working at TANAKA until retirement.



Shonan Plant, TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.

Keigo Jimbo



Creation of a Safer Work Environment

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

Safety Initiatives

At TANAKA, we have implemented a variety of safety measures to achieve a workplace environment where all employees can work with a sense of security.

Through regular safety education and training, employees are given opportunities to acquire the latest knowledge and techniques related to safety. In addition, risk assessments are conducted at each workplace to identify potential hazards. By implementing appropriate countermeasures, we have successfully minimized the risk of accidents and injuries.

We also place strong emphasis on traffic safety. As a measure to prevent accidents caused by our employees, we supported the installation of a dashboard camera in cars for employees who commute by car. In addition, we aim to elevate employee

safe driving awareness through the continuous reinforcement of caution, such as via safety lectures.

In response to recent incident and disaster trends, we are planning to strengthen our safety measures even further. This includes implementing safety management systems with the latest technology and developing new training programs to elevate employee safety awareness.

Building on the achievements of our past activities, we will explore more effective safety measures and are dedicated to frequent and consistent efforts.

TANAKA remains committed to promoting the "Creation of a Safer Work Environment", striving to ensure a workplace where all employees can work with a sense of security.



TANAKA NOW

TANAKA ELECTRONICS Co., Ltd. has achieved four consecutive years without workplace accidents and one full year without traffic incidents. This achievement is the result of safety measures, including near-miss prevention activities, awareness campaigns based on incident cases from other plants and facilities, KY (hazard prediction) exercises as needed, on-site safety patrols, and risk assessments.

Furthermore, as a measure to prevent traffic accidents, TANAKA ELECTRONICS provided weekly traffic accident prevention information based on Ebbinghaus's forgetting curve. This approach elevated employee safety awareness and enabled us to minimize risk. TANAKA ELECTRONICS remains firmly committed to the Safety First principle, striving to further extend the record of zero accidents.



Safety Manager,
Saga Production Headquarters, TANAKA ELECTRONICS Co., Ltd.

Takatoshi Arikawa

Creation of a Safer Work Environment

Introduction of Examples of Safety Measures Taken to Address Priority Issues

Example 1 > Introduction of robots

Tomioka Plant



Before improvement

After improvement

Introducing robots began to reduce the physical burden on workers who previously manually transferred approximately 20 kg of material pieces one by one during the heat treatment process.

Example 2 > Fall prevention

Ichikawa Plant



Before improvement

After improvement

A safety platform was installed in a low-traffic passageway to prevent falls.

Example 3 > Fall prevention

Isehara Plant



Before improvement

After improvement

Slopes were added to prevent tripping.

Example 4 > Fall prevention

TD



Before improvement

After improvement

Shelves were built and floor space was widened to prevent falls.

Example 5 > Prevention of getting caught

EEJA



Before improvement

After improvement

An access door was installed to prevent pinching accidents caused by the sliding gate.





For the Realization of Healthy Management

TANAKA HEALTH STATEMENT

TANAKA places the happiness and health of its employees and their families as a top priority. Through the creation of a vibrant and positive workplace environment, we aim to contribute broadly to society. We are promoting health-conscious management as one of our management priorities.

Health Initiatives

① Safety and Health First

We aim to cultivate an organizational culture that prioritizes safety and health, based on the belief that employee health is an important driving force for business.

② Creating a Workplace Where Employees Can Thrive

We will improve our workplace environment so that employees can work with vitality and a positive attitude.

③ Contributing to Society with Sound Mind and Body

We take a comprehensive approach to maintain and improve the health of its employees and their families, to promote a healthy work-life balance and improve productivity, aiming to create a workplace where diverse employees can thrive.

Health Checkup

Various cancer screening tests have also been added to the items of the periodic health checkup to promote the early detection of diseases. We continue to maintain a 100% participation rate for both the employees' periodic health checkups and follow-up examinations.

The employees who reach the age of 45 can receive a complete health checkup with their spouses.

Mental Health

We take the following initiatives for the mental health of employees.

- ◇Development of the internal consultation system with nurses deployed at the health management office of plants and facilities
- ◇Establishment of an external consultation service available to employees and their families
- ◇Implementation of stress checks
- ◇Reinstatement system
We have introduced internal rules to allow the employees who are taking leave to return to work smoothly.
- ◇Provision of mental health training to new employees and year-round employed workers
Training is given to those employees to enable them to recognize stress and learn how to address it at the start of their working life.

Health Promotion Initiatives

At TANAKA, we carry out the following initiatives to support the health of our employees and their families.

① Health Challenge

This program is implemented to improve the lifestyle habits of employees, such as their eating habits and exercise habits, to prevent illness and improve health awareness. Participants selected items to tackle individually and tried to improve their lifestyle habits for about two months.

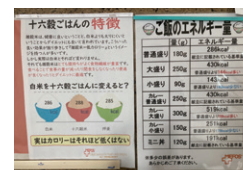
The health challenge program has been organized since 2016, and the participation rate in fiscal 2024 was 70.5%.

② Providing Healthy Meals

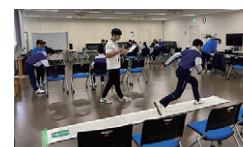
At select plants and facilities with cafeterias, we display information on salt content, calories, and vegetable portions, offer healthy menu options, and have introduced health-conscious rice. We also promote healthier eating habits by installing vending machines stocked with government-approved health drinks (TOKUHO beverages).

③ Health Measurement Event

Each plant/facility hosts employee-participation events such as physical fitness tests, bone density checks, and skin age assessments.



Providing healthy meals
(Tsukuba Facility)



Adult fitness check (Hiratsuka plant)

④ Health Seminars

At each plant/facility, we hold health-related seminars on topics such as lower back pain, sleep, high blood pressure, heatstroke, and intestinal health.

⑤ Quitting Smoking

We implement initiatives such as no-smoking days, ban on indoor smoking at plants and facilities, and subsidization of medical costs for outpatient therapy to quit smoking at smoking cessation clinics.

⑥ Walking Event

We sponsored the "The Third Tokyo Bayside Two-day March", organized by the Japan Walking Association, with participation from our employees and their families.



Walking event

TOPICS

Renewal of Silver Certification as Healthy Companies

Having continued our efforts to improve the health of employees, including the maintenance of the percentage of employees undergoing a regular health checkup at 100%, we obtained the certification again in fiscal 2024.

Recognition under the 2025 Certified Health & Productivity Management Outstanding Organizations Recognition Program

We were recognized under the 2025 Certified Health & Productivity Management Outstanding Organizations Recognition Program (in the large enterprise category) again.

* TANAKA PRECIOUS METAL GROUP Co., Ltd.,
TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd., TKT Co., Ltd.,
TANAKA ELECTRONICS Co., Ltd., EEJA Ltd.,
TANAKA PRECIOUS METAL RETAILING Co., Ltd.





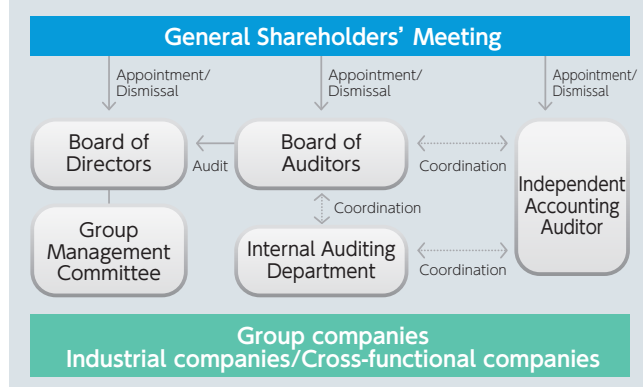
To Be an Honest and Healthy Company

In addition to complying with laws and regulations, we conduct our business globally in line with high social and ethical standards.

Corporate Governance

TANAKA has established a corporate governance system and specified a basic policy for internal control to ensure respect for the rights and interests of all stakeholders and perform business operations, accounting and other activities in a legitimate and proper manner. Based on the system and basic policy, the Board of Directors, Group Management Committee, the Board of Auditors and the Internal Auditing Department play their respective roles.

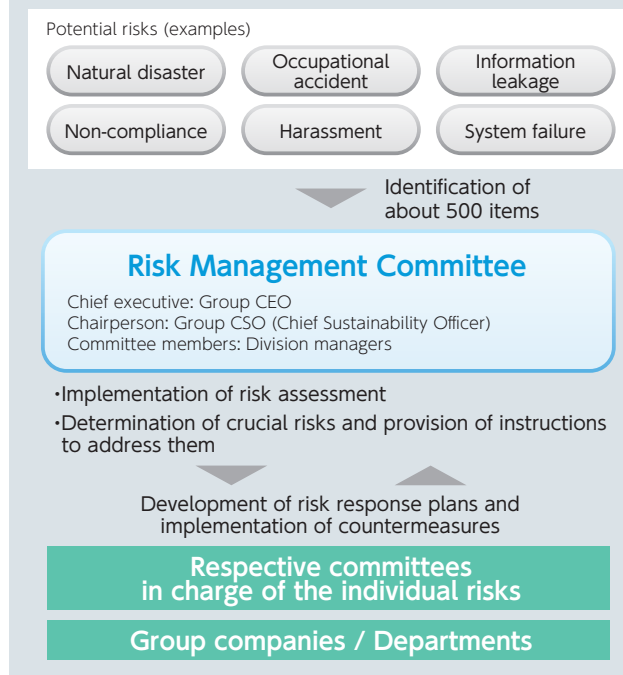
•Governance Structure Diagram



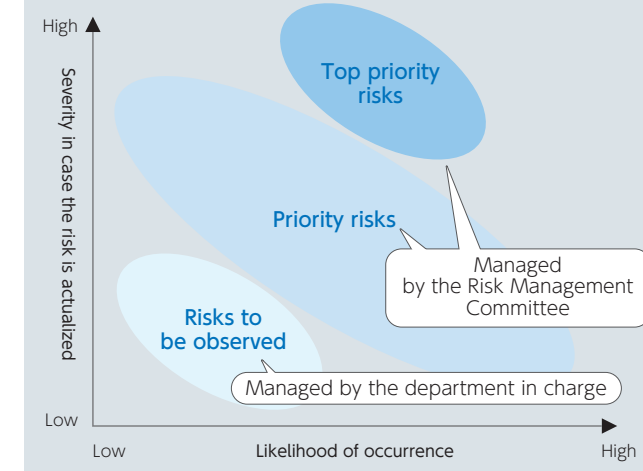
Risk Management Promotion Structure

We have formulated a Risk Management Committee, in which the Group CEO of TANAKA PRECIOUS METAL GROUP Co., Ltd. and the Group CSO (Chief Sustainability Officer) serve as the chief executive and the chairperson, respectively. A meeting of the committee is held twice a year to evaluate risks, check the status of actions for risks, determine crucial risks to be addressed and give instructions on the actions to be taken for the risks. For the crucial risks determined in the meeting, the respective committees and departments in charge of the individual risks develop plans to address them and take measures according to the plans.

•Risk Management Promotion Structure Diagram



•Conceptual Diagram of Risk Assessment



Business Continuity Planning (BCP)

In anticipation of various natural disasters, such as earthquakes and storm and flood damage, we conduct regular drills and review the business continuity plans at each of our bases. In particular, we have installed live cameras at each plant and 10 facilities in Japan, which allow us to check the situation from a remote location in the event of earthquakes, sudden changes in weather and other emergencies, to use them for information sharing and initial response.



Images on a smartphone (sample)



To Be an Honest and Healthy Company

Establishment of TANAKA Human Rights Policy

To prevent human rights violations affecting stakeholders involved in TANAKA's business activities, TANAKA established the TANAKA Human Rights Policy in October 2024. This policy applies to all officers and employees of TANAKA.

TANAKA Human Rights Policy

TANAKA, as a leading company in the precious metals industry, is committed to unlocking the potential of precious metals and creating a better future.

We understand that our business activities may directly or indirectly impact human rights, and we recognize the importance of respecting human rights.

Since our founding in 1885, TANAKA has continued to prioritize people in our management practices. We will continue to fulfill our responsibility to respect human rights and aim to be a sustainably developing company.

1. Scope

This policy applies to all officers and employees*1 of TANAKA*2.

It also recognizes the importance of addressing human rights issues from the perspective of stakeholders affected by human rights, and commits to acknowledging, improving, and resolving these issues. Efforts will be made to avoid human rights violations through constructive dialogue with stakeholders directly related to the business, products, or services of TANAKA.

*1: TANAKA refers to our consolidated subsidiaries.

*2: Employees include TANAKA's advisors, contract employees, part-timers, temporary staff, and dispatched workers.

2. Respect for International Human Rights Norms and Compliance with Applicable Laws

We respect the human rights enshrined in the 'International Bill of Human Rights' and the principles concerning fundamental rights set forth in the 'Declaration on Fundamental Principles and Rights at Work' by the International Labor Organization (ILO), and we conduct our business in accordance with the following guiding principles and guidance.

- United Nations Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- OECD Due Diligence Guidance for Responsible Business Conduct

While complying with the laws and regulations of each country and region, if there are conflicts between the domestic laws of the country and international human rights standards, we will seek ways to honor the internationally recognized human rights.

3. Organizational Structure for Human Rights Initiatives

The Sustainability Promotion Department of TANAKA, under the supervision of the Senior Officer in charge of Sustainability, is responsible for operating the human rights due diligence mechanism and promoting the company-wide respect for human rights based on this policy.

4. Implementation of Human Rights Due Diligence

TANAKA identifies adverse impacts on human rights and, when significant adverse impacts are of concern, promotes efforts to prevent or mitigate such impacts and continuously monitors the progress. The improvements made through this series of efforts ensure the respect for human rights. TANAKA expects stakeholders directly related to its business, products, or services, among others, to meet the same standards as this policy and to collaborate with TANAKA in respecting human rights.

5. Responsibility to Respect Human Rights

TANAKA is committed to prohibiting all forms of forced labor / modern slavery and human trafficking, eliminating child labor, avoiding discrimination in employment and occupation, recognizing the freedom of association, effectively acknowledging the right to collective bargaining, and achieving a safe and healthy working environment. TANAKA strives to prevent human rights violations and address any incidents or adverse impacts on human rights.

As a responsible company, it is engaged in the procurement of responsible raw materials, environmental conservation, creating a safe workplace, maintaining employee health, and respecting individual diversity.

In particular, it has established a "Responsible Minerals Sourcing Policy" and a "Responsible Precious Metals Sourcing Policy," and is promoting the elimination of human rights abuses, including child labor, in the procurement of so-called conflict minerals and raw material minerals.

6. Remedies and Corrective Actions

TANAKA commits to addressing the correction through appropriate means if it is found that its business, products, or services have caused or contributed to adverse impacts on human rights. Furthermore, if it becomes clear or suspected through stakeholders that there has been a direct association with adverse impacts on human rights, efforts will be made to provide remedy through engagement with the stakeholders. Efforts will be made to establish grievance mechanism both internally and externally for stakeholders to raise concerns or complaints, which can be accessed by those who have been or may be negatively affected by human rights impacts, and to strive for problem resolution or remediation.

7. Education

TANAKA will develop education and training programs as necessary for all officers and employees, and conduct regular human rights education.

8. Dialogue

TANAKA will identify actual or potential adverse impacts on human rights with relevant stakeholders and engage in dialogue and consultation.

9. Information Disclosure

TANAKA will disclose the progress of initiatives based on this policy through reports and other means.

October 1, 2024 TANAKA Group CEO
Koichiro Tanaka



To Be an Honest and Healthy Company

Compliance Training

To enhance compliance awareness and prevent dishonest acts, we have created a compliance guidebook and disseminated it to all employees as well as conducting compliance training. In fiscal year 2024, training sessions were held at overseas bases with local attorneys as instructors, providing education aligned with local laws. We also continue to provide e-learning courses for all employees on subjects such as the whistleblowing system, compliance with the Antimonopoly Law, prevention of corruption, protection of personal information and trade secrets. In addition, we provide training focused on key compliance points relevant to working in local environments to employees stationed abroad and overseas expatriate staff to enhance compliance awareness throughout TANAKA.

Code of Conduct and Standards of Conduct

TANAKA declares in TANAKA Code of Conduct and TANAKA Standards of Conduct that we will eliminate any discrimination on the basis of nationality, race, etc. and will not use any child labor or forced labor. We also give internal education to prevent discrimination, harassment and other improper acts and have in place systems to give consultations and receive reports on non-compliance. The whistleblowers are strictly protected to ensure that they will not suffer any disadvantage. In addition, we have established rules to give consideration to the human rights of foreign national workers including that no registration or commission fee for recruitment should be collected from the workers and that the workers retain their own identification certificates, passports or work permits, visas, etc.

TANAKA Code of Conduct and Standards of Conduct
<https://www.tanaka.co.jp/english/company/group/jpn-charter/>

Harassment Prevention Training

TANAKA has provided training to prevent and eliminate harassment to officers and employees. In fiscal 2024, harassment-related education was provided as part of compliance training at our overseas bases. At our domestic bases, we are committed to the prevention and elimination of harassment. As part of this effort, harassment was addressed as a theme in training for all managerial-level personnel and above, which was implemented as part of the Female Management Development Program, thereby fostering awareness of prevention among management.

Whistleblowing System

In fiscal 2024, 12 reports were received in the whistleblowing system. We have treated all of the cases properly while following the Whistleblower Protection Act, as well as our regulations on the whistleblowing system, protecting the whistleblowers and maintaining confidentiality.

Trade Secret Compliance Education

TANAKA provides e-learning program, comprehension check, and submission of confidentiality pledges related to trade secrets to employees in Japan. The objectives of this initiative are: (1) To help employees continuously acquire knowledge and raise awareness regarding trade secret compliance, (2) To reaffirm obligations under work rules, including confidentiality and non-compete clauses, (3) To promote understanding of penalties for violations of confidentiality obligations.

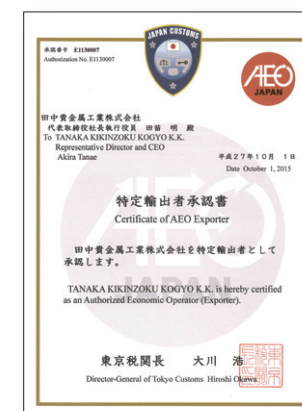
In fiscal 2024, 1,863 employees in Japan involved in trade secrets completed the program. This initiative has strengthened awareness of proper trade secret management and reinforced risk management across the organization. We will continue to provide ongoing education to ensure appropriate handling of trade secrets.

Security Export Control

For global companies that deliver products and services to customers around the world while depending on international peace and safety, proper export control based on international cooperation is an essential duty. TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. has formulated its original security export control regulations (compliance program or CP) according to Foreign Exchange and Foreign Trade Act and other laws and notified the Ministry of Economy, Trade and Industry of them. We carefully control exports to prevent any of our products or technologies from being used for international terrorism or crime or diverted to nuclear or biochemical weapons, etc. In addition, we work to seize the trend of the US Export Administration Regulations (EAR), which are applied extraterritorially to become effective virtually all over the world, and other regulations to address them properly.

Activities as an AEO-Certified Exporter

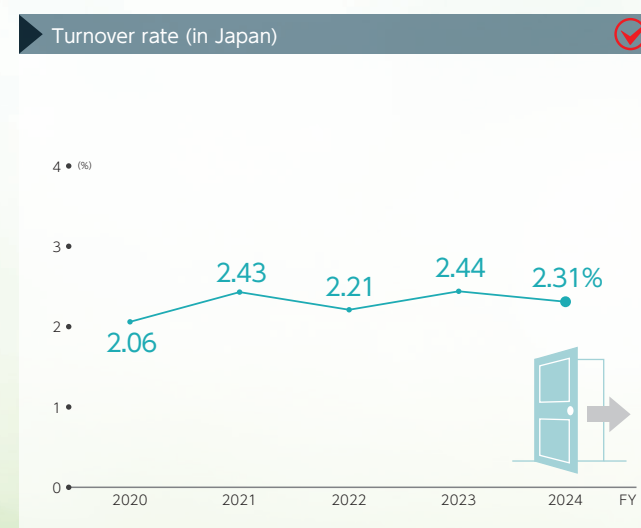
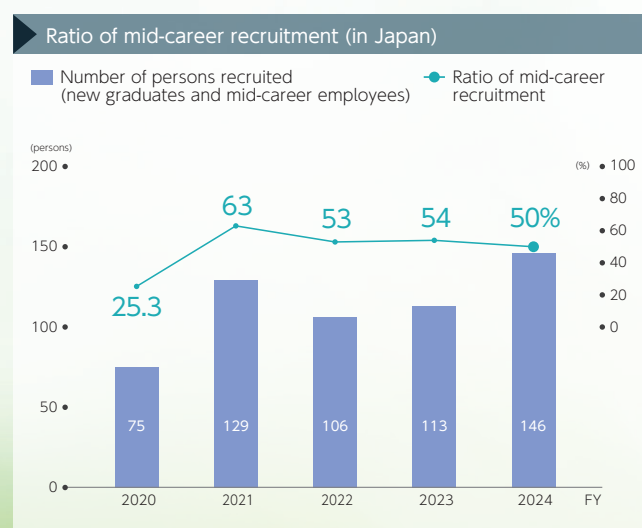
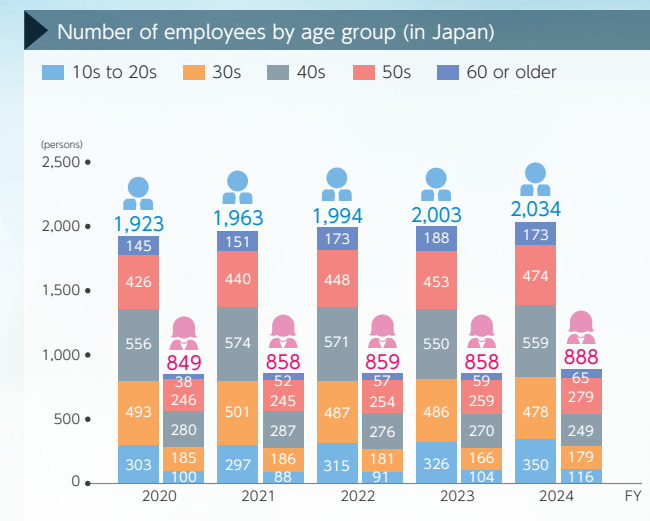
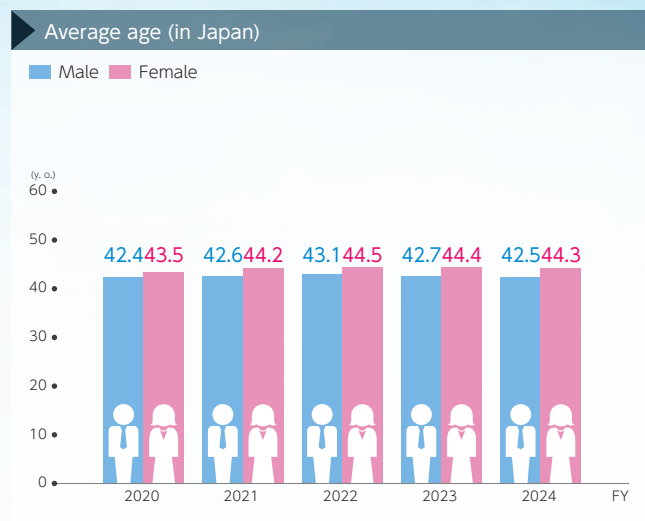
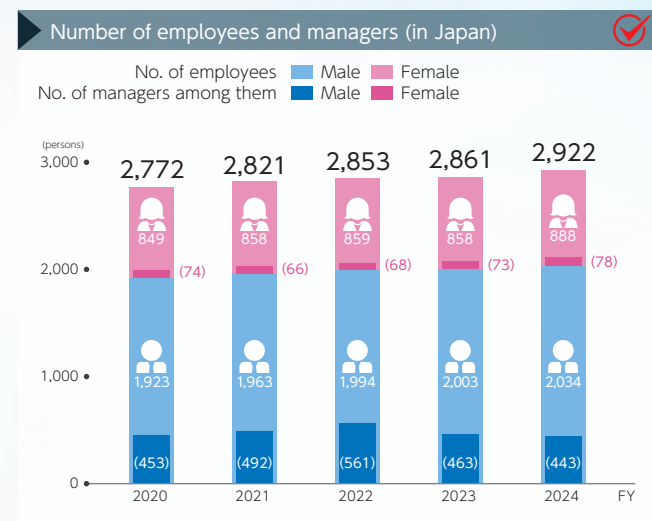
Certified as an exporter authorized by the customs authority (AEO exporter), TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. has in place compliance systems for the security of freight, transportation, sites, etc., internal audits, management of contractors, communication networks with custom authorities and within the company and education system. We also supply products under reliable security.



CSR Performance

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.

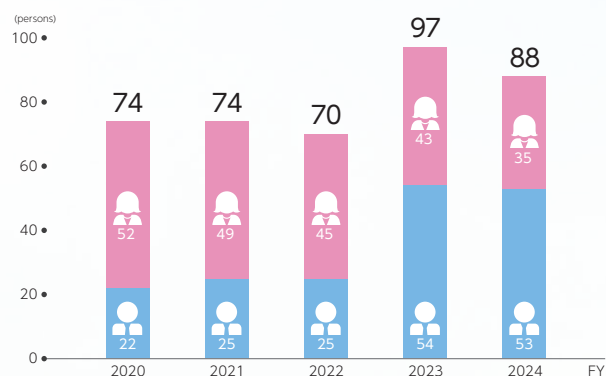
*The aggregation period has been changed due to a shift in the fiscal year beginning in FY2023.
FY2020 - FY2022: April 1 to March 31 of the following year.
FY2023 - FY2024: January 1 to December 31.
Data for January-March 2023 are double-counted in both FY2022 and FY2023.



CSR Performance

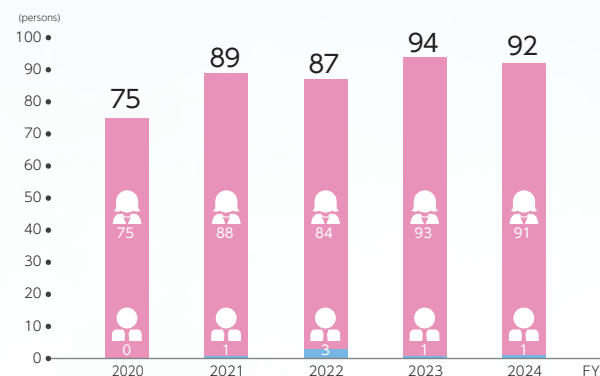
Number of employees who took child care leave (in Japan) 

Male Female



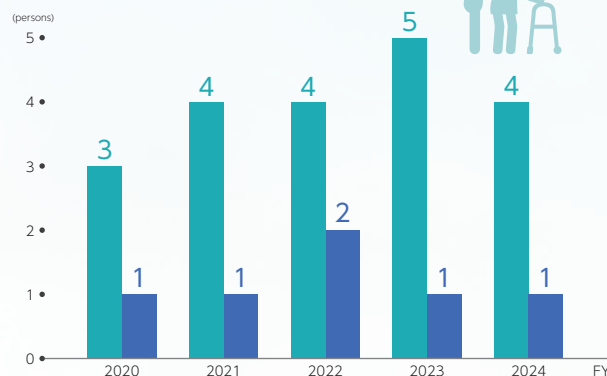
Number of employees who used reduced working hours for child care (in Japan) 

Male Female



Number of employees who took nursing care leave and number of employees who used reduced working hours for nursing care (in Japan) 

Nursing care leave
Reduced working hours for nursing care

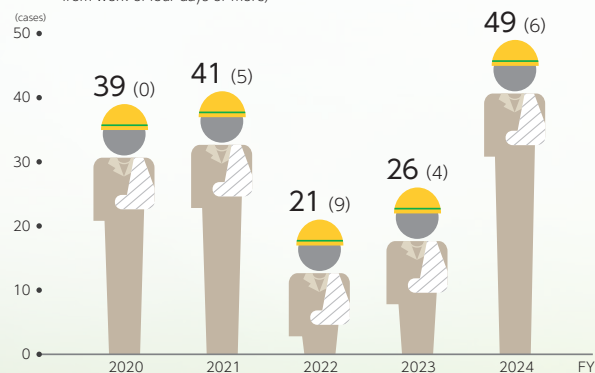


Number of occupational accidents 



Occupational accidents

(the number in parentheses is the number of accidents involving an absence from work of four days or more)

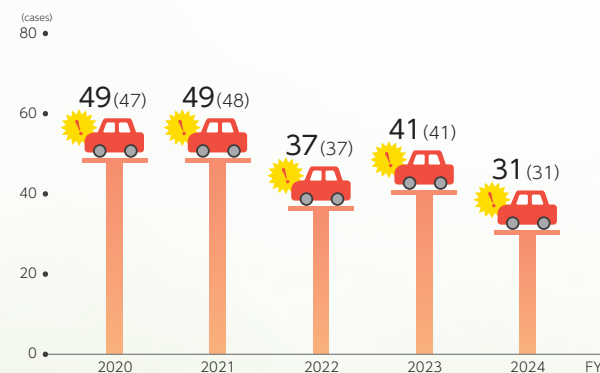


Number of traffic accidents 



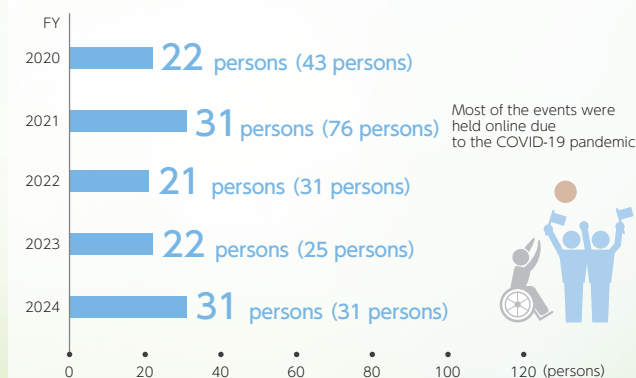
Traffic accidents

(The number in parentheses is the number of accidents during driving to or from work)

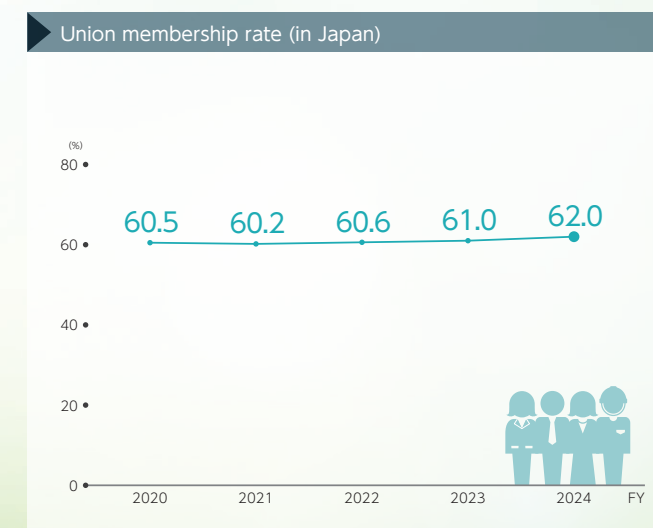
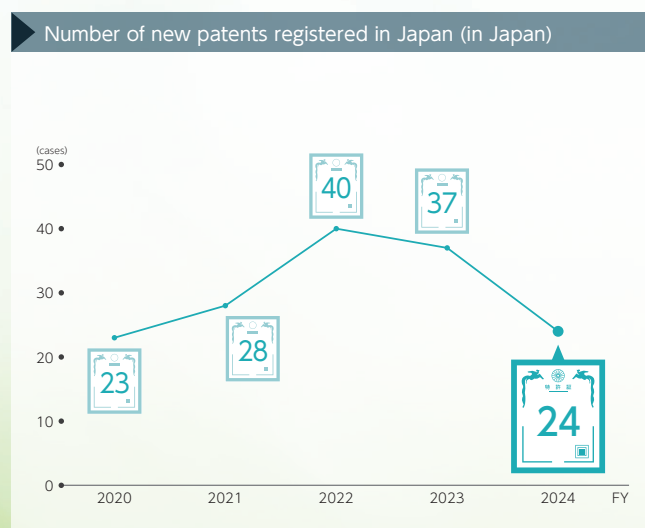
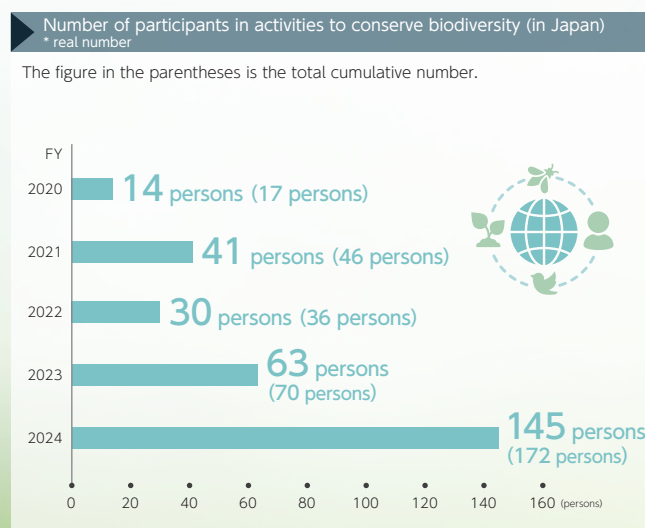
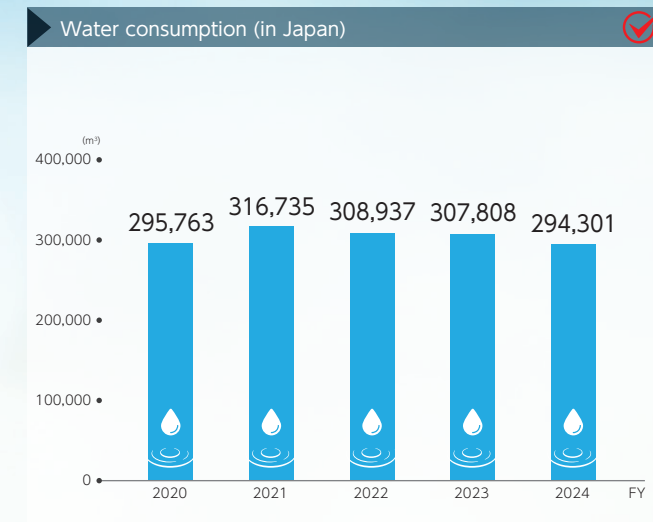
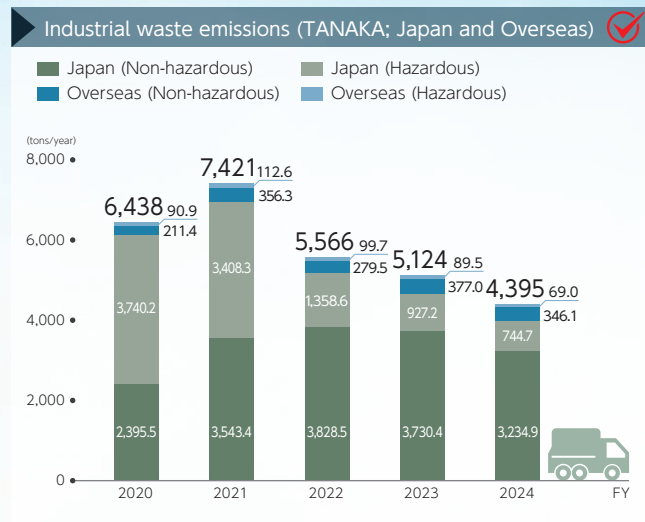
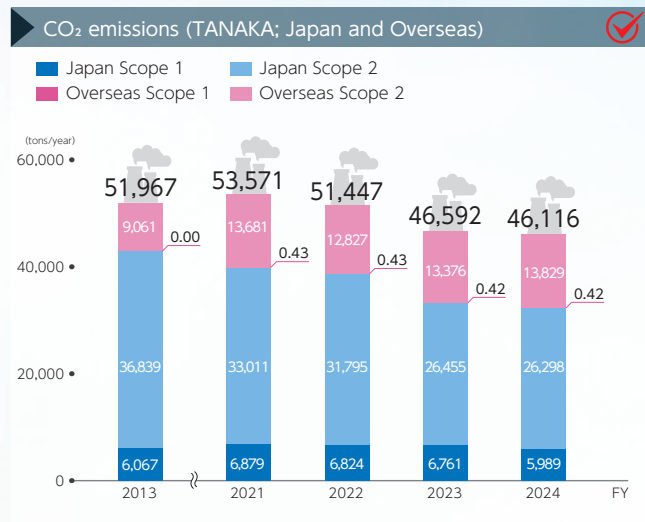


Number of participants in sports for people with disabilities (watching and cheering, volunteer activities) * real number

The figure in the parentheses is the total cumulative number.



CSR Performance



Third-party Assurance

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



Independent Assurance Statement

August 28, 2025

Mr. TANAKA Koichiro
Group CEO
TANAKA PRECIOUS METAL GROUP Co., Ltd.

1. Purpose

We, Sustainability Accounting Co., Ltd., have been engaged by TANAKA PRECIOUS METAL GROUP Co., Ltd. ("the Company") to provide limited assurance on the Company's Performance Indicators listed in the appendix for the fiscal year 2024 (January 1, 2024 to December 31, 2024). The purpose of this process is to express our conclusion on whether the Performance Indicators were calculated in accordance with the Company's standards. The Company's management is responsible for calculating the Performance Indicators. Our responsibility is to independently carry out a limited assurance engagement and to express our assurance conclusion.

2. Procedures Performed

We conducted our assurance engagement in accordance with International Standard on Assurance Engagement 3000 (ISAE 3000) and International Standard on Assurance Engagement 3410 (ISAE 3410). The key procedures we carried out included:

- Interviewing the Company's responsible personnel to understand the Company's standards
- Reviewing the Company's standards
- Performing cross-checks on a sample basis and performing a recalculation to determine whether the Performance Indicators were calculated in accordance with the Company's standards.

3. Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Performance Indicators have not been calculated in all material respects in accordance with the Company's standards.

We have no conflict of interest relationships with the Company.

Takashi Fukushima
Representative Director
Sustainability Accounting Co., Ltd.

(1/2)



(Appendix)

Lists of Performance Indicators

Indicators	Results of the fiscal year 2024
CO ₂ emissions	Scope1 5.99 kt-CO ₂ Scope2 (market-based) 40.1 kt-CO ₂
Industrial waste emissions	Total 4.40 thousand tons Non-hazardous Waste 3.58 thousand tons Hazardous Waste 0.81 thousand tons
Water consumption	294 thousand m ³
Number of employees	Male 2,034 persons Female 888 persons
Number of managers	Male 443 persons Female 78 persons
Number of employees who took child care leave	Male 53 persons Female 35 persons
Number of employees who used reduced working hours for child care	Male 1 person Female 91 persons
Number of employees who took nursing care leave	4 persons
Number of employees who used reduced working hours for nursing care	1 person
Turnover rate	2.31 %
Number of occupational accidents	49 cases
Number of traffic accidents	31 cases

Boundary of each performance indicators are given in CSR Report 2025.

(2/2)