

# CSR Report 2026

## 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 23nd report since the first Environmental Report was issued in 2004.

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

## Period

January 2025 to December 2025

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

June 2026

## Reference guidelines

ISO 26000: 2010

Environmental Reporting Guidelines 2018

## Publisher

TANAKA PRECIOUS METAL GROUP Co., Ltd.

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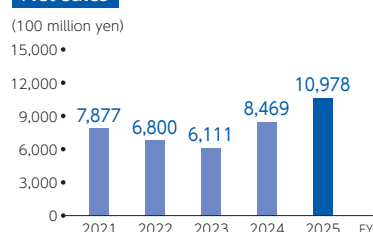
Website: <https://www.tanaka.co.jp/english/sustainability/csr/>

## Financial Condition of TANAKA

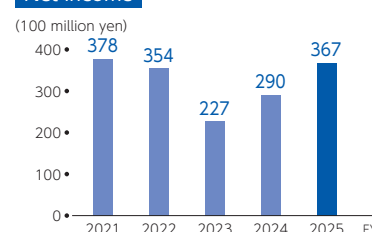
### Financial results overview

|              | million yen |           |                     |
|--------------|-------------|-----------|---------------------|
|              | FY2024      | FY2025    | Year-on-year change |
| Net sales    | 846,921     | 1,097,813 | 129.6%              |
| Net income   | 28,964      | 36,664    | 126.6%              |
| Total assets | 1,420,332   | 1,864,592 | 131.3%              |

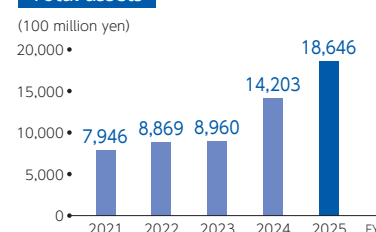
### Net sales



### Net income



### Total assets



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.

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## Core subjects of ISO 26000



Organizational Governance



Human Rights



Labor Practices



The Environment



Consumer Issues



Fair Operating Practices



Community Involvement and Development

TANAKA launched the TANAKA Renaissance Plan in fiscal 2021. Under this plan, we will aim to realize a sustainable society and ultra-long-term corporate management while looking ahead to 2085 when we will celebrate our 200th anniversary. 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 our entire workforce. We have expressed our philosophy as: “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”). Guided by this philosophy, each individual thinks and acts independently and, while inspiring one another, strives to create new value.

In 2026, we established TANAKA PRECIOUS METAL NEXT Co., Ltd. as a special subsidiary. We believe that creating an environment in which the differences of each individual are respected and in which everyone can demonstrate their abilities in their own way will become increasingly important in the future. The intersection of diverse personalities and values gives rise to new ideas and innovation. TANAKA is building an organization in which everyone can take on challenges and grow by promoting DE&I.

## Forging a Better Tomorrow with “Hirameki” and “Kirameki”

The Philosophy Guiding Our Creation of a Sustainable Future



“Sustainability” is also one of the important keywords in the TANAKA Renaissance Plan. While TANAKA has explored the recycling of precious metals to establish a material-cycle business over many years since our foundation, we recognize that we will have to be a company that will lead the shift to a low-carbon and recycling-oriented society from a higher viewpoint and broader perspective. Under the TANAKA Statement on Carbon Neutrality that we declared in April 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 CO<sub>2</sub> emissions net zero in 2050.

Contributing to the realization of a hydrogen-based society is another important initiative. TANAKA will contribute to the realization of the next-generation energy society through technological development and stable supply in the hydrogen energy-related sector by leveraging the precious metals technologies we have cultivated over many years.

Under our philosophy of “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”), we will continue to capitalize on our strengths in the handling of precious metals, which are rare resources, to solve social issues and create a sustainable future.

TANAKA Group CEO  
Koichiro Tanaka



# 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.

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

### ◆ TKT Co., Ltd.

- Headquarters (Tokyo)

### ◆ TANAKA PRECIOUS METAL NEXT Co., Ltd.

- Headquarters (Tokyo)

### ◆ EEJA Technologies Ltd.

- Head Office and Plant (Ibaraki) •Itami Plant

### ◆ NIPPON PGM Co., Ltd.

- Headquarters (Tokyo) •Kosaka Plant

## 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 International (Shanghai) Co., Ltd. Suzhou 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

- Marin (Switzerland) •Lyss (Switzerland) •Courville-sur-Eure (France) •Saint-Fons (France) •Birmingham (UK) •Jurong (Singapore) •Dongfu (China)
- Wuzhong (China) •Hong Kong (China) •Kaohsiung •North Attleborough (USA) •Attleboro (USA) •Port Huron (USA) •San Luis Potosi (Mexico)

### ◆ Gannon & Scott LLC

- Cranston (USA)
- Phoenix (USA)

### ◆ Nippon PGM Europe S.R.O.

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

(Data as of June 2026)



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

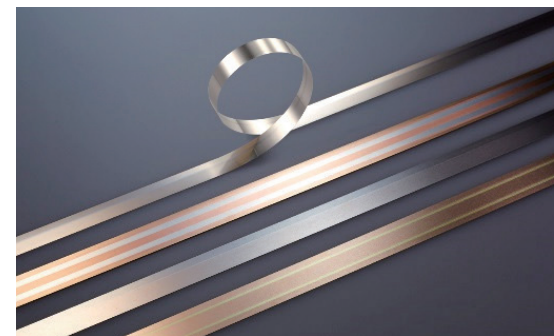
As professionals in precious metals, TANAKA provides products and services across a wide range of fields, including semiconductors, consumer and industrial equipment, mobility, the hydrogen-based society, and medical applications. From bullion procurement and processing to manufacturing, sales, and recycling, 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.



Precious metal recycling (recovery and refining)



Precious metal compounds



Cladding



Bonding wires



Thick-film pastes and powders



Platinum-based processed goods



Electrode catalysts for fuel cells



Diagnostic reagents



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. Customers can choose their preferred design and size for the gold and platinum coins sold by TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. as the sole import and sales agency. 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.



#### TANAKA Savings Account

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.

### ◆ Development of Miniaturized Contact Tapes: Next-generation Contacts for Fifth-generation Signal Relays

TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. has developed miniaturized contact tapes. These are next-generation contact tapes for fifth-generation signal relays.

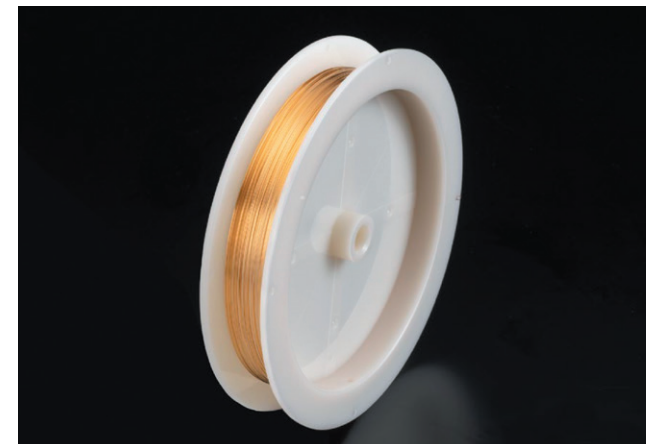
This product achieves a width of 0.2 mm, the smallest in its class, for fifth-generation signal relays. Using ultra-small contacts reduces the weight of the contacts themselves for relays that are becoming increasingly compact. This is expected to suppress bouncing and chattering\*1 during contact opening and closing. Making contacts more compact also leads to resource conservation (reduced use of bullion). It is also expected to help lower costs.

\*1. Bouncing and chattering:

These are undesirable phenomenon in switches and relays in which unintended opening and closing of contacts occurs, leading to malfunctions.

Bouncing refers to the phenomenon in which contacts rebound due to the impact during opening and closing, causing repeated opening and closing.

Chattering refers to the phenomenon in which external vibrations and other disturbances cause repeated opening and closing.



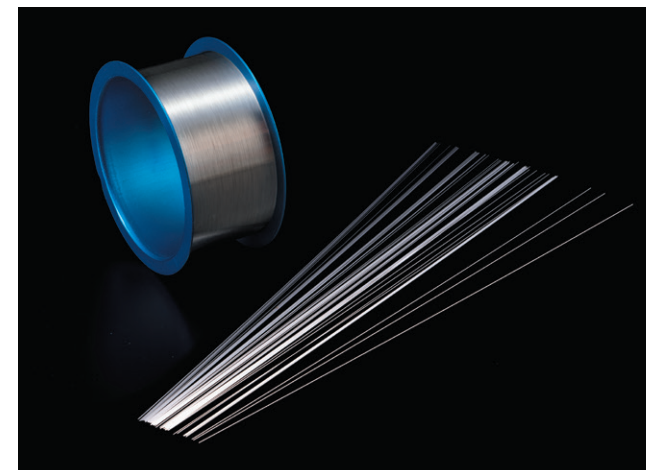
Ultra-small crossbar contact

### ◆ Development of the TK-SR Rhodium Material for Probe Pins

TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. manufactures a variety of precious metal materials for probe pins used in inspection systems in the front-end and back-end processes of semiconductor manufacturing. The newly developed TK-SR simultaneously achieves high strength, high elastic limit, high hardness, and high electrical conductivity as a rhodium material for probe pins. This level of performance was previously unattainable with conventional materials for probe pins. Therefore, it is expected that the TK-SR will extend the service life and reduce the costs of probe cards.

Conventional probe pins placed emphasis on electrical conductivity. This imposed limitations on their strength, elastic limit, and hardness. Now, by using TANAKA PRECIOUS METAL TECHNOLOGIES' proprietary processing technology, it has succeeded for the first time in the world in the development of this product that simultaneously achieves high strength, high elastic limit, high hardness, and high electrical conductivity. Furthermore, this material can be supplied in wire diameters as small as 18 μm. This enables support for the precision inspection of the narrow-pitch in cutting-edge semiconductor packages that are becoming increasingly miniaturized.

TANAKA PRECIOUS METAL TECHNOLOGIES aims to continue contributing to the development of the semiconductor market that is expected to see further expansion in the future.



TK-SR probe pin material

## Research and Development

### ◆ Establishment of Transfer Technology for AuRoFUSE™ Preform Sintered Gold (Au) Bonding Technology by TANAKA PRECIOUS METAL TECHNOLOGIES

TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. has established gold bump\*1 transfer technology for AuRoFUSE™ Preform sintered gold (Au) bonding technology. This technology enables the formation of AuRoFUSE™ Preform ("gold bumps") even on semiconductor chips and substrates\*2 with complex structures.

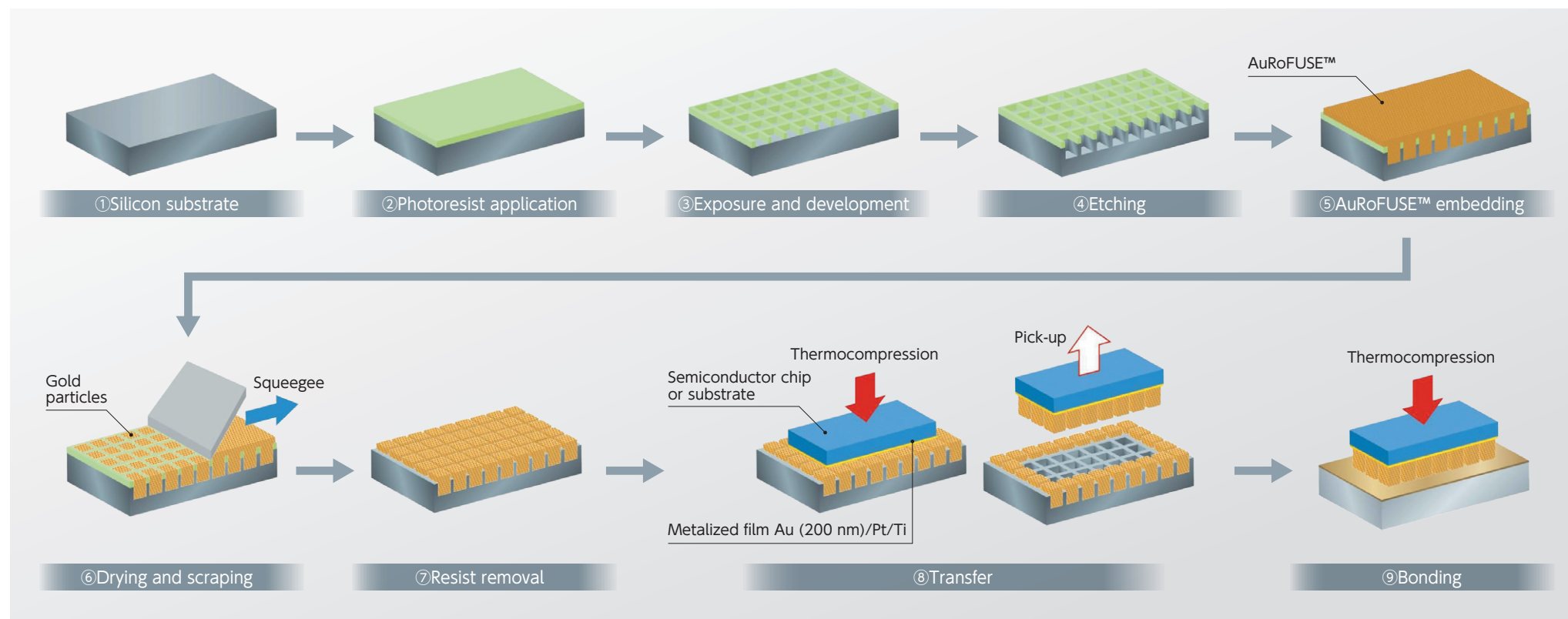
The conventional process to form gold bumps involves directly forming bumps on the target semiconductor chip or substrate. Therefore, objects with complex shapes, such as uneven surfaces or through-holes, faced issues such as an unstable resist height.

This transfer technology allows gold bumps to be transferred only to the desired points. This means it can also be applied to complex shapes. The technology also enables compatibility with semiconductor chips and substrates that are difficult to subject to the photolithography\*3 process due to concerns about damage from stripping solutions and other agents.

\*1. Bump: A protruding electrode

\*2. Substrate: A board that houses a semiconductor chip and provides electrical and mechanical support

\*3. Photolithography: A technology used to form fine circuit patterns on a substrate



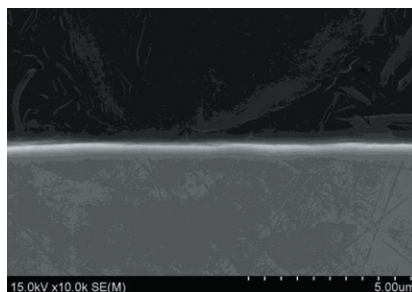
Manufacturing of transfer substrate and transfer and bonding process

## Research and Development

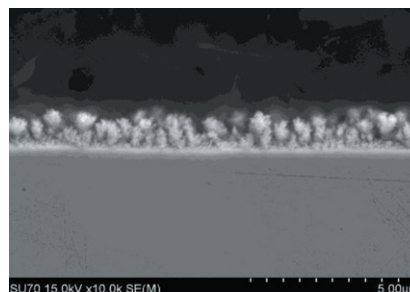
### ◆ World's First Successful Development of a High-performance Palladium Hydrogen-permeable Membrane Exhibiting High Hydrogen Permeability at Around 100°C

Palladium hydrogen-permeable membranes are products for which palladium alloys with hydrogen absorption and permeation properties are formed into thin membranes. These products are used in the separation and purification of high-purity hydrogen. In general, performing hydrogen permeation with metal membranes required high operating temperatures (300°C or higher). TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. has now successfully developed the HPM-L111 palladium (Pd) hydrogen-permeable membrane. This membrane is capable of delivering high hydrogen permeation performance even in low temperature ranges of 100°C or below. This is achieved by applying a special treatment to the surface of the membrane.

The potential applications for high-purity hydrogen permeation in low-temperature ranges of 100°C or below include hydrogen sensors, fuel cells, and hydrogen removal in vacuum systems. Blocking unnecessary gases helps to improve detection accuracy in hydrogen sensors. In addition, this product enables the removal of hydrogen in vacuum systems and other devices from the inside while maintaining an operating environment at near room temperature or low temperature conditions. Furthermore, it eliminates the need for heating at temperatures of 300°C or higher, previously an essential process, and thereby contributes to a reduction in heating energy. TANAKA is supporting the realization of a clean and efficient hydrogen-based society by providing this product.



Cross-sectional view of the conventional PdCu40 product

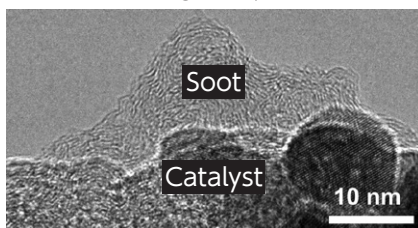


Cross-sectional view of the HPM-L111

### ◆ Publication of a Research Paper on the Soot Oxidation Reaction Mechanism in a Global Catalysis Journal

TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. develops oxidation catalysts to purify hazardous gases emitted in various industrial sectors. The soot emitted from the diesel engines of trucks, buses, and other vehicles is known to be a harmful substance. However, many aspects of the actual oxidation mechanism on catalysts remain unexplained.

TANAKA PRECIOUS METAL TECHNOLOGIES conducted research on the soot oxidation reaction mechanism over a ruthenium oxide/ceria-zirconia catalyst. This paper was then published in an international catalysis journal called "Applied Catalysis A: General." The paper revealed that the nitrogen dioxide present in exhaust gas is retained on the catalyst and then undergoes repeated oxidation and reduction, thereby promoting soot oxidation at the low temperature of 300°C. These findings are expected to be helpful in future catalyst design to contribute to further reductions in environmental impact.



Soot burning



RuO<sub>2</sub>/CeO<sub>2</sub>-ZrO<sub>2</sub> (ruthenium/ceria-zirconia) catalyst

### ◆ 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.



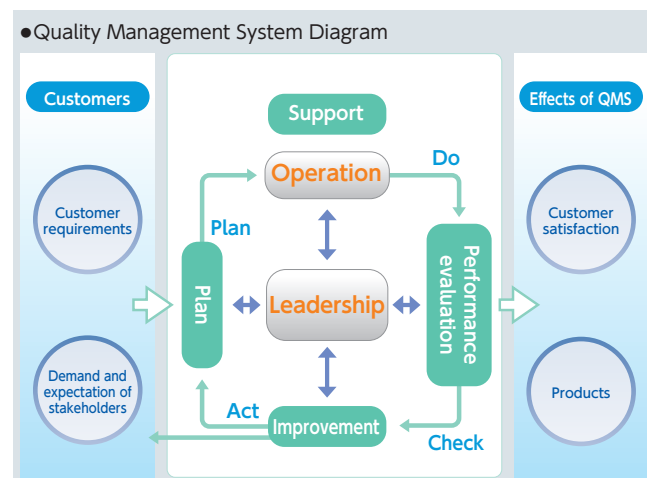
# Quality and Trust

Delivery of “good items” to customers is a principle of TANAKA.

In addition to the quality of products, we also pay attention to labor, human rights, the 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 2025, we received responses from 230 customers and the average score was 76.6 (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.

### [FY2025] Major awards given by customers

| Name of the company and plant/base that received the commendation | Customer                                | Award                                  | Reason for the commendation                                                                                                                                                                        |
|-------------------------------------------------------------------|-----------------------------------------|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. Nagoya Branch        | Cataler Corporation                     | 2024 Quality Award                     | Highly-rated supplier with zero delivery defects that meets the company's standards in process evaluations based on supplier assessments encompassing safety, supply, technical, and other aspects |
| TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. Nagoya Branch        | Niterra Co., Ltd.                       | VA Proposal Award                      | Comprehensive evaluation of wide-ranging VA proposals and other initiatives                                                                                                                        |
| TANAKA Kikinzoku Kogyo K.K. Hong Kong Branch                      | XIAMEN HONGFA ELECTROACOUSTIC CO.,LTD.  | Outstanding Supplier Award             | Demonstrated an overall level of product quality and management, while actively promoting local production                                                                                         |
| TANAKA Electronics Taiwan Co., Ltd. (TET)                         | ASE HOLDINGS                            | Appreciation for GHG Inventory Project | Participated in our greenhouse gas inventory project, contributing to its successful third-party verification                                                                                      |
| TANAKA Electronics (Hangzhou) Co., Ltd. (TEC)                     | Renesas Semiconductor (Beijing)Co.,Ltd. | 2025 Best Partner Award                | Appreciation for high quality and outstanding service, and ongoing cooperation                                                                                                                     |

## Quality and Trust



### ◆ Supply Chain Management for Responsible Procurement

To fulfill our corporate social responsibility (CSR), TANAKA promotes responsible procurement practices with the cooperation of our suppliers, placing emphasis on labor, human rights, the environment, health and safety, ethics, and other issues. Individual policies have been established for mineral procurement and strict measures are implemented.

#### OPromotion of Responsible Procurement

We ask our key suppliers to conduct a CSR self-assessment. The aim of this assessment is to ensure that they are familiar with the RBA Code of Conduct\*1 and to verify their compliance with it. In addition, based on the assessment results and their impact on our business, we conduct on-site surveys for suppliers identified as having a high risk of non-compliance. In fiscal 2025, we asked 258 suppliers to conduct a 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

In accordance with the TANAKA Responsible Mineral Sourcing Policy\*2, TANAKA aims to build a responsible supply chain that avoids transactions involving forced labor, child labor, and other human rights violations, direct or indirect support for non-state armed groups, bribery, misrepresentation of mineral origins, and money laundering in conflict-affected and high-risk areas, while giving consideration to the health and safety of workers, and environmental protection.

We conduct surveys using the CMRT and EMRT standard survey templates to verify risks in the supply chain provided by RMI\*3 for the sourcing of raw materials that contain 3TG (gold, tantalum, tungsten, and tin), cobalt, mica, nickel, lithium, graphite, and copper (with mica excluded from the fiscal 2025 evaluation). In fiscal 2025, we evaluated 68 companies and requested improvements from suppliers identified as having a procurement risk.

We conduct due diligence for gold, silver, platinum, palladium, and rhodium in accordance with the LBMA\*4/LPPM\*5 Responsible

Guidance. These are international guidelines to ensure responsible sourcing in precious metals supply chains. We undergo audits by a designated third-party organization and successfully obtain LBMA/LPPM Responsible Sourcing Certification every year. (Rhodium was added to the scope of the guidance in January 2026.) In fiscal 2025, we conducted due diligence on 807 companies in accordance with a risk-based approach. When sourcing precious metal raw materials, including recycled materials, we carefully scrutinize our suppliers for potential risks from a CSR perspective. In this way, we ensure responsible raw material management.

#### 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 organized seminars and workshops to support small and medium-sized enterprises in their efforts to respect human rights in fiscal 2025. The Responsible Minerals Trade Working Group continues to facilitate information-sharing sessions with various organizations and companies and hosts member discussions to exchange opinions. The group also hosts a Responsible Minerals Sourcing Inquiry Briefings for JEITA member companies every June to explain international trends and revisions to the RMI standard survey template.

### ◆ External Evaluations on Sustainability

TANAKA strives to ensure the credibility of our efforts by confirming that our corporate activities are sustainable in line with international standards through ongoing participation in external assessments.

#### OCompliance with the RBA Code of Conduct

We have formulated the TANAKA Code of Conduct and TANAKA Standards of Conduct in line with the RBA Code of Conduct. This stipulates that every officer and employee should fulfill social responsibility for issues including labor, human rights, the environment, health and safety, and ethics in their daily operations. Every year, in addition to responding to CSR surveys from many customers, several of our plants undergo audits by RBA-accredited third-party organizations and direct audits by customers.

#### OEcoVadis\*6 Medal Achievement

We undergo a CSR assessment (the environment, labor and human rights, ethics, and sustainable procurement of materials) by EcoVadis every year.

In fiscal 2025, we were awarded the bronze medal.



\*1 A code of conduct advocated by the Responsible Business Alliance (RBA) consisting of five sections covering labor, health and safety, the environment, ethics, and management systems  
<https://www.responsiblebusiness.org/code-of-conduct/>

\*2 Responsible Minerals Sourcing Policy  
<https://www.tanaka.co.jp/english/sustainability/sourcing-policy/>

\*3 RMI: Responsible Minerals Initiative

\*4 LBMA: London Bullion Market Association

\*5 LPPM: London Platinum and Palladium Market

\*6 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. TANAKA PRECIOUS METAL GROUP Co., Ltd. recognition page:  
[https://recognition.ecovadis.com/1XiV-yOxVkcAc6qfVar0\\_g](https://recognition.ecovadis.com/1XiV-yOxVkcAc6qfVar0_g)



LBMA Responsible Gold Certificate



LBMA Responsible Silver Certificate



LPPM Responsible Platinum and Palladium Certificate

# 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 CO<sub>2</sub> 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

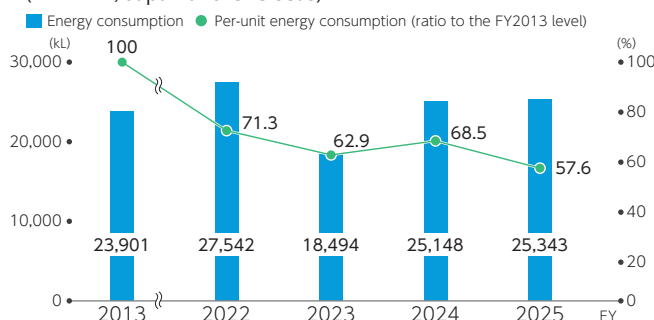
<https://www.tanaka.co.jp/english/sustainability/carbon-neutral/>

## ◆ Commitment to the Prevention of Global Warming

TANAKA sets a target of reducing per-unit energy consumption by 1% each year. In fiscal 2025, our per-unit energy consumption decreased by 15.9% (a decrease of 42.4% from the fiscal 2013 level) from the previous fiscal year, and our CO<sub>2</sub> emissions grew by 1.0% from the previous fiscal year.

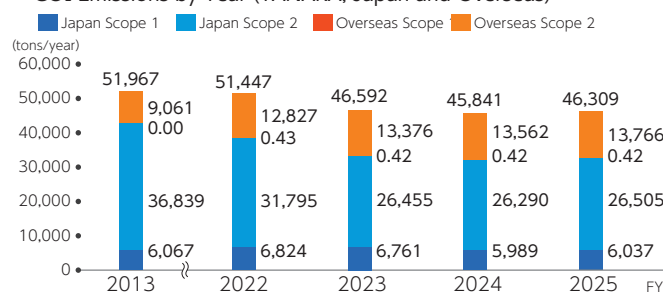
Company-wide target » Reduction of per-unit energy consumption by 1% each year

### ● 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.

### ● CO<sub>2</sub> 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

CO<sub>2</sub> emissions are calculated by applying the CO<sub>2</sub> 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, CO<sub>2</sub> emissions are calculated with the average CO<sub>2</sub> emission factor in each country or region.

### ● FY2025 CO<sub>2</sub> Emissions by Facility (TANAKA: Japan and Overseas)

| Plant                                                            | CO <sub>2</sub> emissions (tons) |
|------------------------------------------------------------------|----------------------------------|
| Shonan Plant of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.     | 7,655                            |
| Tomioka Plant of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.    | 6,137                            |
| Sodegaura Plant of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.  | 4,060                            |
| Hiratsuka Plant of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.  | 4,019                            |
| Ichikawa Plant of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.   | 3,759                            |
| METALOR TANAKA Electrical Materials (Suzhou) Ltd.                | 3,228                            |
| Isehara Plant of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.    | 3,087                            |
| Tsukuba Facility of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. | 3,042                            |
| TANAKA Electronics (Hangzhou) Co., Ltd.                          | 2,324                            |
| TANAKA Electronics Malaysia Sdn. Bhd.                            | 1,649                            |
| TANAKA Electronics Taiwan Co., Ltd.                              | 1,473                            |
| Other                                                            | 5,875                            |

## TOPICS

### Energy-saving Activities Through Measures to Address Air Leaks

The Hiratsuka Plant of TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. introduced ultrasonic air leak detectors in fiscal 2025. The plant expects to save approximately 17,000 kWh of energy per year by taking measures to address air leaks.



Air leaks detected from connections of pipes, valves, and other components



## Protection of the Global Environment

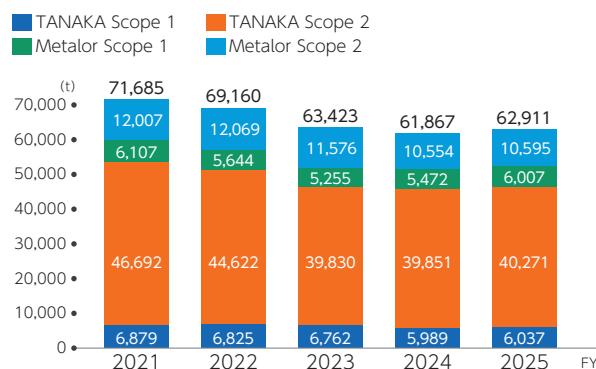
### TOPICS

#### Calculation of Global CO<sub>2</sub> Emissions

The following graph shows global CO<sub>2</sub> emissions representing the total of CO<sub>2</sub> emissions from our group company Metalor Technologies SA and TANAKA's domestic and overseas operations by year.

Moving forward, the entire group will continue working to reduce CO<sub>2</sub> emissions.

#### ●CO<sub>2</sub> Emissions by Year (Global) Unit: t



#### Energy Audits at Our Switzerland Plant

The Marin Plant (Switzerland) of Metalor Technologies SA has undergone energy audits since fiscal 2018. Based on an action plan spanning fiscal 2019 to fiscal 2027, the plant signed a target agreement with a Swiss private non-profit organization. Under this agreement, 27 key measures have been selected and approved.

In fiscal 2025, the action plan was updated and a roadmap was formulated to achieve net-zero emissions between fiscal 2030 and fiscal 2050. This roadmap incorporates seven key measures to reduce Scope 1 emissions by 31% (453 tons) from the fiscal 2025 level.



Target agreement

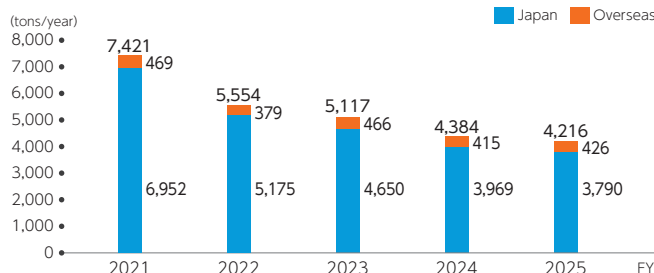
#### ◆ Reduction of Industrial Waste

TANAKA sets a target of reducing industrial waste emissions by 1% each year. In fiscal 2025, we reduced industrial waste emissions by 3.8% from the previous fiscal year.

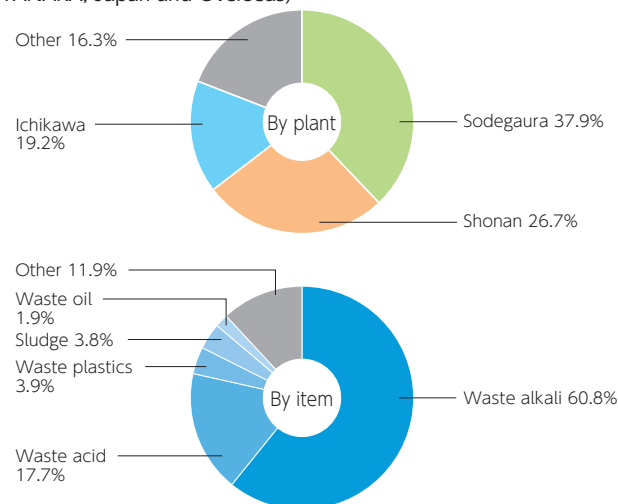
We will promote further measures to ensure that we can control the waste generated in association with the expansion of our business.

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

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



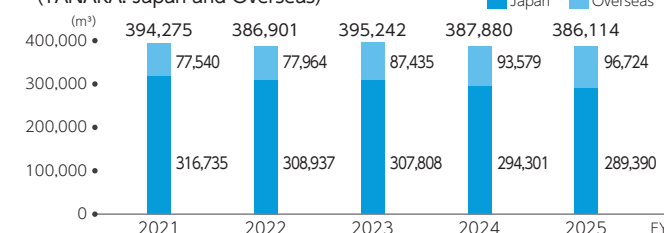
#### ●Breakdown of Industrial Waste Emissions in Fiscal 2025 (TANAKA; Japan and Overseas)



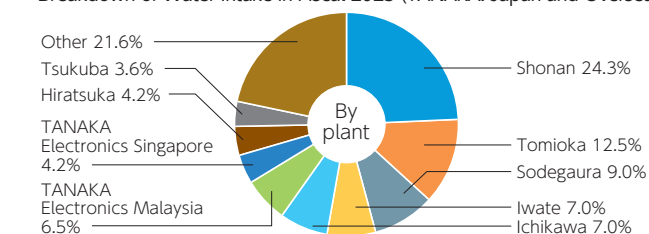
#### ◆ Reduction of Water Consumption

We are making efforts to reduce water consumption in our business activities through measures such as wastewater treatment. Looking at water intake by plant shows that Shonan Plant, Tomioka Plant, Sodegaura Plant, and Iwate Plant accounted for approximately half of the total.

#### ●Water Intake by Year (TANAKA: Japan and Overseas)



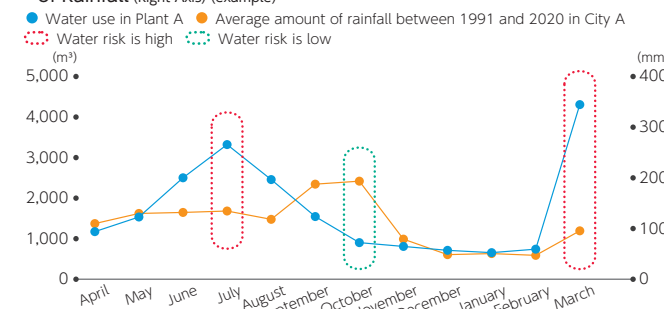
#### ●Breakdown of Water Intake in Fiscal 2025 (TANAKA: Japan and Overseas)



#### 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 (Left Axis) and the Average Amount of Rainfall (Right Axis) (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

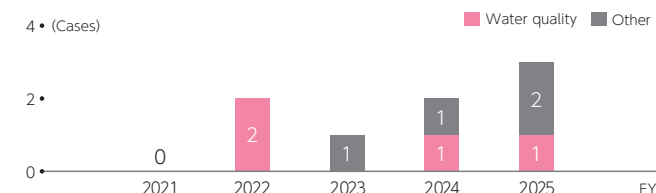
To prevent water pollution, air pollution, etc., we have voluntarily set internal standard values that are even stricter than the levels required by laws and regulations. Defining the cases where the voluntary standard values are exceeded as environmental incidents, we promote various measures to prevent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



### ◆ Soil Contamination at EEJA

In February 2025, fluoride levels exceeding the standards of the Soil Contamination Countermeasures Act were detected on the premises of EEJA Ltd. (detected concentration: 0.83 mg/L; regulatory standard: 0.8 mg/L). The company promptly reported this matter to the relevant authorities and took measures to prevent the contamination spreading.

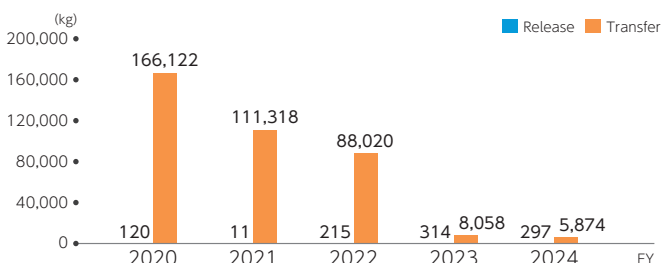
No impact on the surrounding environment has been observed. EEJA remains committed to taking corrective actions in accordance with the instructions of the authorities in the future.

### ◆ 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 FY2025 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  |               |



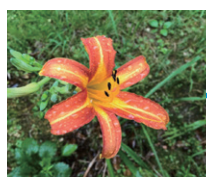
## Protection of the Global Environment

### ◆ 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

### TOPICS

#### Joint Ceremony with Furuya Metal for the Reintroduction of Coastal Daylilies

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 June 6, 2026, the two companies held a joint ceremony for the reintroduction of coastal daylilies at Koajiro Forest. TANAKA reintroduced 71 plants that day, and Furuya Metal reintroduced 31.



From left: Michio Omura, General Manager of the General Affairs & CSR Department at Furuya Metal Co., Ltd., Yuji Kishi, President of the NPO Koajiro Outdoor Activity Coordination Council, and Kazuya Fujieda of the CSR Promotion Department in the TANAKA PRECIOUS METALS Group Co., Ltd.

#### Actual Number of Employees Participating in Biodiversity Conservation Activities Exceeds 300!

TANAKA began biodiversity conservation activities on a full-scale basis in fiscal 2018. We aim to engage in efforts that allow our employees and their families to enjoy participating while also contributing to biodiversity conservation.

There are two main pillars to these activities: protection and cultivation of orange daylilies and coastal daylilies in homes and premises of our plants and eco-tours for volunteers to reintroduce the orange daylilies and coastal daylilies we have grown to their original habitats. The actual number of employees who have participated in these activities exceeded 300 in fiscal 2025. As the number of employees in Japan has remained approximately 3,000 over the past few years, this means that participants come from more than 10% of the workforce.

We will continue to promote efforts that allow our employees to have fun in participating in the future. Please refer to page 29 for the number of participants in our biodiversity conservation activities.

In June 2026, we organized an eco-tour for volunteers in Koajiro Forest. A total of 61 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



Participants observed the courtship dance of small ocyrodoid crabs on the tidal flat



Employees and their families transplanted coastal daylilies



# 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 2025 (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.

©Haruo.Wanibe/JBFA



The victorious free bird mejirodai team



## 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: "How are gold jewelry and crafts made?"; "Why is gold so amazing?"; and "What is an urban mine?"





## 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 244 applications for this 26th invitation and provided grants of 19.8 million yen in total to 19 research projects.

|                                                  |       |               |
|--------------------------------------------------|-------|---------------|
| Umekichi Tanaka Award (10 million yen)           | ..... | No recipients |
| Ichiro Tanaka Award (3 million yen)              | ..... | 2 recipients  |
| Innovative Precious Metals Award (1 million yen) | ...   | 4 recipients  |
| Hirameki Award (0.3 million yen)                 | ..... | 16 recipients |
| Kirameki Award (1 million yen)                   | ..... | 5 recipients  |

#### ◇ Activities to Support Students

FY2018 to FY2021

Granting of scholarships (at Tohoku University)

From FY2021: Support Through Food Project

100-yen Breakfast and 50-yen Donuts

From FY2025: Support Through Dinner Project

Reward Dinner (Beef Bowl) and Tuna Cutting Show (Tuna Bowl)



#### 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

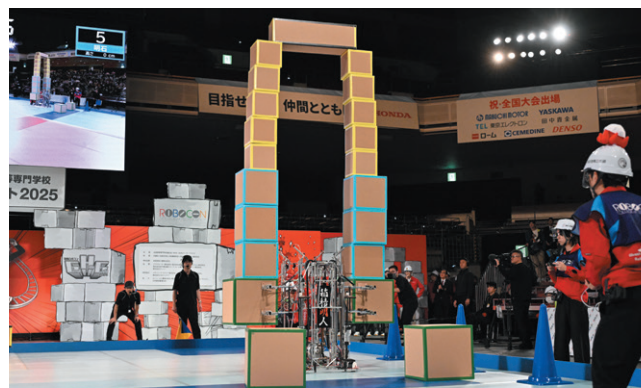
The 63rd Meet: Presentation of the MVP trophy and pin badges of the competition, provision of photography equipment

The 64th Meet: Presentation of the MVP trophy and banner of the competition, provision of 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 2026, TANAKA provided the gold, silver, and bronze medals to the top finishers in the men's, women's and wheelchair marathon categories.

Reflecting the event's theme, "The Day Tokyo Comes Together," the front of the medals features the official logo pattern representing "those who run, those who support, and those who cheer," while the event name is 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.



# 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 seven or more annual paid holidays in a year" was set as a target in fiscal 2025 and all plants and facilities achieved it.

| In Japan                                                          | 2024        | 2025        |
|-------------------------------------------------------------------|-------------|-------------|
| Annual paid holiday (5 or more days) utilization rate             | 100%        | 100%        |
| Average number of annual paid holidays taken (Manufacturing unit) | 13.8 days   | 14.4 days   |
| (Indirect unit)                                                   | 14.1 days   | 14.3 days   |
|                                                                   | 13.6 days   | 14.7 days   |
| Average overtime hours                                            | 12.47 hours | 18.50 hours |
| Average service years: male                                       | 15.6 years  | 15.7 years  |
| Average service years: female                                     | 14.4 years  | 14.3 years  |
| Nursing care leave                                                | 4 persons   | 8 persons   |
| Reduced working hours for nursing care                            | 1 persons   | 4 persons   |

## ◆ Gender Pay Gap (FY2025) (Japan)

| Company                                      | Classification         | Gender Pay Gap |
|----------------------------------------------|------------------------|----------------|
| TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. | Career-track employees | 79.59%         |
|                                              | Fixed-term employees   | 75.02%         |
|                                              | All employees          | 68.53%         |
| TANAKA PRECIOUS METAL RETAILING Co., Ltd.    | Career-track employees | 72.21%         |
|                                              | Fixed-term employees   | 66.07%         |
|                                              | All employees          | 63.88%         |
| TANAKA ELECTRONICS Co., Ltd.                 | Career-track employees | 78.18%         |
|                                              | Fixed-term employees   | 84.20%         |
|                                              | All employees          | 66.33%         |
| EEJA Ltd.                                    | Career-track employees | 72.87%         |
|                                              | Fixed-term employees   | 86.43%         |
|                                              | All employees          | 71.86%         |
| TANAKA PRECIOUS METAL GROUP Co., Ltd.        | Career-track employees | 75.72%         |
|                                              | Fixed-term employees   | 110.31%        |
|                                              | All employees          | 77.11%         |

- Coverage period: January 1, 2025 – December 31, 2025
- Our group companies in Japan, which have no less than 101 permanent workers
- 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 career-track employees and fixed-term employees, the salary and treatment assessment standards applied to each employee category were common to both men and women.

| Company                    | Classification         | Gender Pay Gap |
|----------------------------|------------------------|----------------|
| All TANAKA group companies | Career-track employees | 80.38%         |
|                            | Fixed-term employees   | 78.83%         |
|                            | All employees          | 70.71%         |

- Coverage period: January 1, 2025 – December 31, 2025
- 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 career-track employees and fixed-term employees, 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.

1. 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.
2. Establishment of consultation services  
 Consultation services are available in and outside the company to give employees advice about nursing care.
3. 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.



## Active Role of Each Employee

### ◆ 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.

#### 1. Systems that exceed the legal requirements

##### 【Special paid holidays for employees whose spouses gave birth】

Employees whose spouses gave 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.

##### 【Delaying start and end times】

This program is applicable until March 31 of the year when the child is a sixth-grade elementary school student.

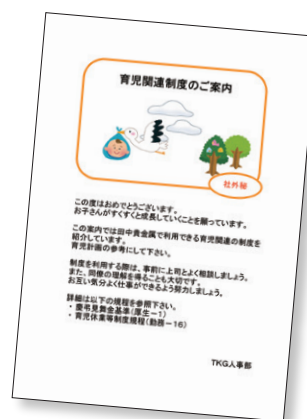
Employees may delay their scheduled start and end times in 15-minute increments by up to a maximum of one hour.

#### 2. 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 57 male employees taking child care leave in fiscal 2025, the effects of our efforts are gradually becoming apparent (see page 28).

We will continue to expand the programs to help employees achieve a balance between child care and work.



### ◆ Development of Personnel Capable of Providing Proactive Consideration and Support

We held the Universal Manners Test (Grade 3) course at our Kayabacho Headquarters and EEJA. In fiscal 2025, a total of 48 employees participated in this program. This provided them with the opportunity to deepen their understanding of diverse individuals.

The Universal Manners Test course is a program that systematically teaches participants how to provide consideration and support to people with diverse backgrounds and needs, including people with disabilities, the elderly, and those accompanied by children. On the day of the course, the participants received classroom-style instruction from Mirairo Inc. instructors. This was followed by discussions and presentations in teams of four to six people. The participants actively exchanged opinions and shared their thoughts and insights with each other to deepen their understanding. Upon completion of the course, each participant was awarded a certificate.

We will continue this initiative in the future to promote understanding of diversity and foster a culture in which each employee takes action proactively.



## Active Role of Each Employee

### ◆ Creation of a Workplace That Ensures Psychological Safety

We provided Diversity Understanding Training for all our employees. The purpose of this training is to deepen understanding of diversity and foster a workplace environment that ensures high psychological safety. In addition to TANAKA's initiatives for the employment of people with disabilities, this training focused on promoting the understanding of the LGBTQ+ community. The participants learned about preventing sexual orientation and gender identity (SOGI) harassment, making use of internal systems, and how to be an ally. Following the training, participants commented that the awareness and actions of each and every employee is crucial to ensure that people from diverse backgrounds can work with peace of mind.

Moving forward, we will continue to provide information and training opportunities aimed at creating an environment in which all our employees, not only LGBTQ+ individuals and people with disabilities, can work with peace of mind.



### ◆ For Each Individual's Sense of Fulfillment and Growth

We recognize that diversifying our decision-makers is essential to creating innovation. Accordingly, we launched the Female Management Development Program focusing on women, the largest minority group, as the first step. In fiscal 2026, we provided training to female managers and leaders, with a total of 91 participants.

This training promotes mutual understanding and networking among the participants while broadening their perspectives and elevating their outlook as managers. In this way, it fosters a mindset for each individual to act proactively as a leader who contributes to the organization's growth.

Under an organization that ensures high psychological safety in which employees respect each other, we will continue to provide learning opportunities. This will allow each individual to grow autonomously while finding a sense of fulfillment and happiness and to leverage their strengths to create value and participate in the organization's development.



# Establishment of the TANAKA PRECIOUS METAL NEXT Co., Ltd. Special Subsidiary

## ◆ Establishment of TANAKA PRECIOUS METAL NEXT Co., Ltd.

We established TANAKA PRECIOUS METAL NEXT Co., Ltd. in January 2026. The purpose of this company is to further advance TANAKA's DE&I efforts and to create an environment in which everyone can thrive. On March 30 of the same year, we obtained certification as a special subsidiary and for affiliated companies under the special provisions from the Ministry of Health, Labour and Welfare. Aiming to be "a company in which each individual can truly derive a sense of the joy and satisfaction of working and envision a bright future and new possibilities," TANAKA PRECIOUS METAL NEXT provides recruitment and workplace retention support, and promotion of understanding for people with disabilities across our entire group.



## TANAKA NOW

### Workplace Report: TANAKA ELECTRONICS Co., Ltd.

Mr. Shoki Uchiyama of the Purchasing Section at TANAKA ELECTRONICS Co., Ltd. joined the company in 2017 after completing a practical workplace training program. He is currently responsible for inspecting intermediate spools (checking for bending and wiping them clean), transporting them, as well as sorting metal spools. Among Mr. Uchiyama's duties, transportation work is particularly demanding. He performs this task every 15 minutes on a daily basis. He covers just under 10 kilometers a day to transport materials. Nevertheless, he finds this work particularly fulfilling during periods of high demand. Mr. Uchiyama's sincere attitude and reliable and safe manner of work are a tremendous asset to the workplace. He demonstrates this in ways such as through his consideration for others, safety awareness, and communicating insights through the sharing of near-miss incidents in addition to his consistent performance when it comes to work.



Center: Mr. Shoki Uchiyama, TANAKA ELECTRONICS Co., Ltd.

### Creation of a Supportive Environment for Long-term Employment



We are committed to creating an environment in which each individual can work with peace of mind over the long term, focusing on the journey from the recruitment process to their employment after joining the company. We provide opportunities for individuals to experience actual work and the workplace atmosphere through practical workplace training while also deepening mutual understanding through communication with employees. We make the decision whether to proceed to the next stage following the practical training after listening to the views of both the individual and the workplace.

Before individuals join our company, we make preparations for their acceptance at the workplace we have assigned to them and provide them with training to set up an environment in which they can start with confidence. We also assign in-house workplace adaptation supporters to enhance the support structure aimed at retaining employees after they join our company.

Furthermore, we collaborate with the relevant organizations to create a workplace in which each individual can fully demonstrate their strengths.

We will continue our efforts in the future by placing importance on creating an environment in which everyone can work in a way that is true to themselves.



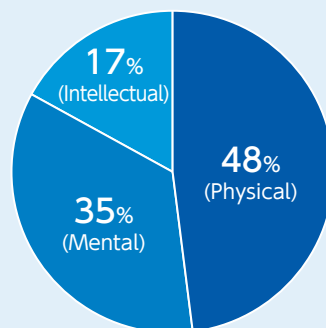
Learning session in the workplace

### Employment Rate for Persons with Disabilities (As of June 1, 2025)

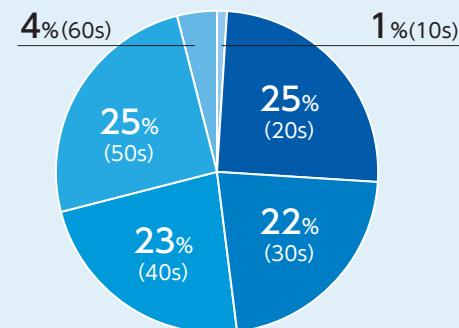
|                                              |       |
|----------------------------------------------|-------|
| TANAKA PRECIOUS METAL GROUP Co., Ltd.        | 3.95% |
| TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. | 2.24% |
| TANAKA PRECIOUS METAL RETAILING Co., Ltd.    | 1.95% |
| TANAKA ELECTRONICS Co., Ltd.                 | 2.93% |
| EEJA Ltd.                                    | 2.88% |

### Status of the Employment of People with Disabilities

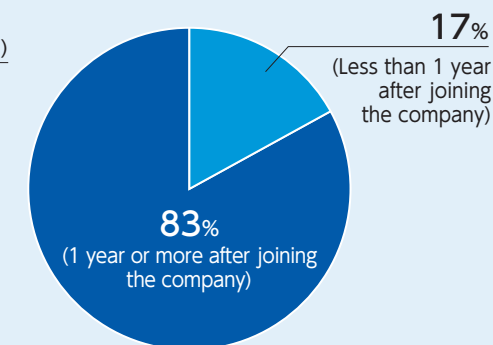
|                      |                                                         |
|----------------------|---------------------------------------------------------|
| Number of employees  | 60                                                      |
| Work locations       | Plants, facilities, and departments across each company |
| Job responsibilities | Diverse range of roles                                  |



Composition by Type of Disability



Age Composition



Retention Rate

# Creation of a Safer Work Environment

We are taking safety measures to prevent occupational accidents and traffic accidents to realize a safe and secure workplace environment.  
We assess and analyze accident status to reduce risks and prevent recurrence.

## ◆ Understanding and Utilizing Accident Status Data

We consolidate information about occupational and traffic accidents and then organize it so that we can assess their status and trends. In fiscal 2025, we advanced the visualization of data to make it easier to ascertain accident trends and causes. We are using this information to prevent accidents at worksites.

## ◆ Prevention of Occupational Accidents

The occupational accidents that occur at TANAKA mainly involve getting caught or entangled in equipment, bodily reaction or overexertion, and falls. Many of these accidents are caused by work actions or contact with equipment.

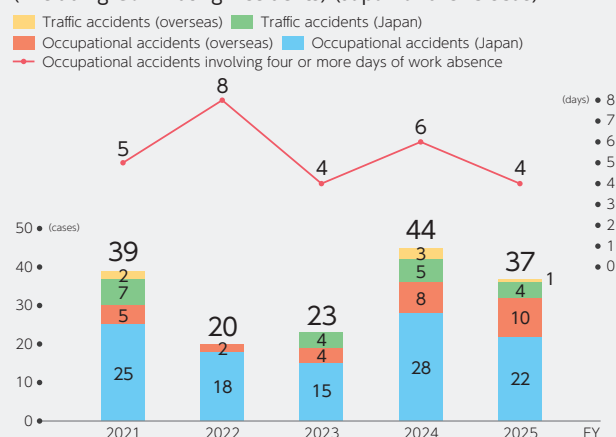
In light of these trends, we are reviewing our safety education and work procedures. We will continue to endeavor to prevent accidents before they occur.

## ◆ Initiatives to Prevent Traffic Accidents

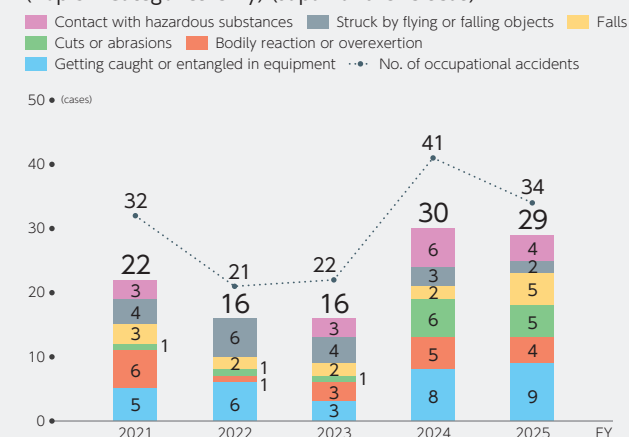
In recent years, there has been a trend toward a higher portion of accidents for which our employees are the victims compared to those for which they are at fault. We are encouraging traffic safety for all automobile, motorcycle, and bicycle users. In particular, we previously provided financial assistance for when our employees purchased vehicles equipped with collision-mitigation braking systems. Although this program concluded in fiscal 2025, we continue to take various measures for traffic safety. Against this backdrop, the number of accidents for which our employees are at fault has remained flat in recent years.

We will continue our efforts to prevent traffic accidents by raising awareness of the updated rules aligned with the amended Road Traffic Act, issuing safety alerts, and providing ongoing safety education.

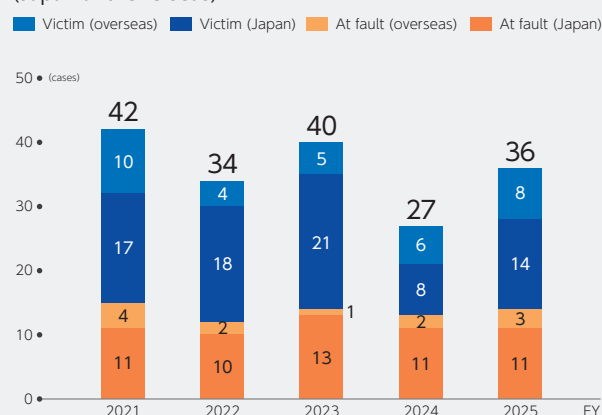
Number of Occupational Accidents and Traffic Accidents by Year (Excluding Commuting Accidents) (Japan and Overseas)



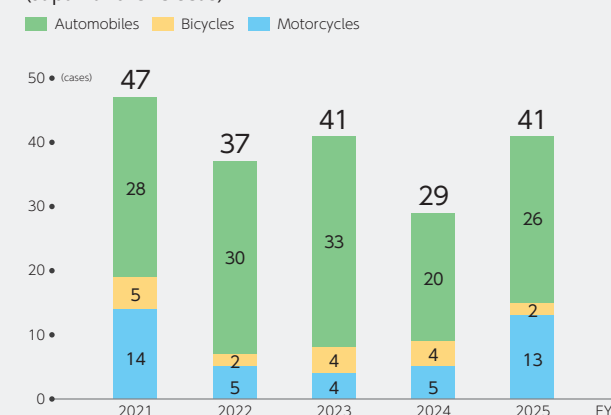
Occupational Accident Status by Risk Category (Top Six Categories Only) (Japan and Overseas)



Number of Traffic Accidents for Which Our Employees Were at Fault and the Victim by Year (Excluding Single-vehicle Accidents) (Japan and Overseas)



Traffic Accident Status by Vehicle Type (Excluding Accidents Involving Pedestrians) (Japan and Overseas)





## Creation of a Safer Work Environment

### ◆ Introduction of Examples of Safety Measures Taken to Address Priority Issues

#### Example 1 > Fall prevention

Ichikawa Plant of  
TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.



Before improvement

After improvement

To reduce the risk of slipping and falling on steel plates installed on walkways during rainy weather, anti-slip coating was applied.

#### Example 2 > Fall prevention

Ichikawa Plant of  
TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.



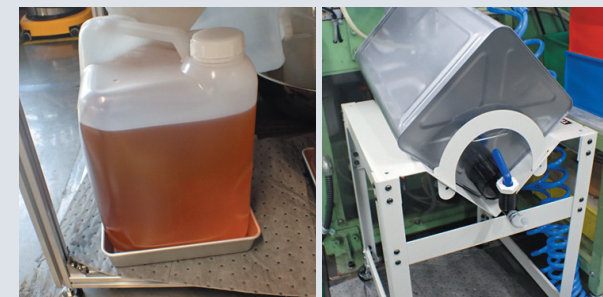
Before improvement

After improvement

To eliminate the danger associated with climbing and descending ladders while transporting goods to the Utilities Management Department, a new staircase with sufficient width was installed at a different location.

#### Example 3 > Lower back pain prevention

Isehara Plant of  
TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.



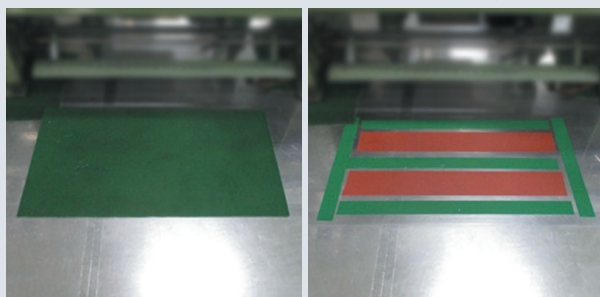
Before improvement

After improvement

To reduce the risk of lower back pain caused by transferring liquids between containers, titled container stands and containers with a dispensing tap were introduced.

#### Example 4 > Fall prevention

Isehara Plant of  
TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.



Before improvement

After improvement

To reduce the risk of tripping and falling due to floor mats slipping out of position in front of equipment, anti-slip materials were installed under the mats to prevent them from shifting.

#### Example 5 > Fall prevention

Hiratsuka Technical Center of  
TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd.



Before improvement

After improvement

Signage was previously used to warn of difference in level between floors, but a ramp was installed to remove the difference in level. Handrails were also installed to prevent tripping from the side and to ensure that carts and similar equipment approach the ramp straight on.

#### Example 6 > Fall prevention

EEJA Ltd.



Before improvement

After improvement

To reduce the risk of falling during an emergency, hazard warning tape was applied to the raised threshold at the bottom of the fire door.



# 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. 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. We will improve our workplace environment so that employees can work with vitality and a positive attitude.
3. 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  
Employees learn to recognize stress and how to address it through self-care training.

## ◆ Health Promotion Initiatives

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

### ①Health 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. Employees (including their families) selected items to tackle individually and then tried to improve their lifestyle habits for about two months.

### ②Providing 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).



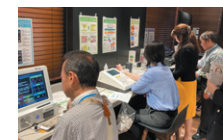
Display panels for a food education event (Tomioka Plant)

### ③Specific Health Guidance

We gave specific health guidance to eligible employees in collaboration with the Tokyo Metal Business Health Insurance Association.

### ④Health Measurement Event

At each plant and facility, we hold employee-participation events, such as physical fitness tests, bone density measurements, and vegetable intake checks.



Health measurement event (headquarters)

### ⑤Health Seminars

At each plant and facility, we hold health-related seminars on topics such as eating habits, lower back pain, sleep, heatstroke, oral care, and intestinal health.

### ⑥Quitting Smoking

We implement initiatives such as a ban on indoor smoking at plants and facilities, and subsidization of medical costs for outpatient therapy to quit smoking at smoking cessation clinics. In addition, we have prohibited smoking traditional cigarettes at our headquarters since July 2025.

### ⑦Infection Control Measures

We are working to prevent infections by organizing on-site influenza vaccination clinics, providing subsidies, and installing alcohol-based sanitizing stations throughout our facilities.

## TOPICS

### Renewal of Silver Certification as Healthy Companies

In fiscal 2025, we again received Silver Certification as a Healthy Company from the National Federation of Health Insurance Societies.

### Recognition under the 2026 Certified Health & Productivity Management Outstanding Organizations Recognition Program

We were recognized under the 2026 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.



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

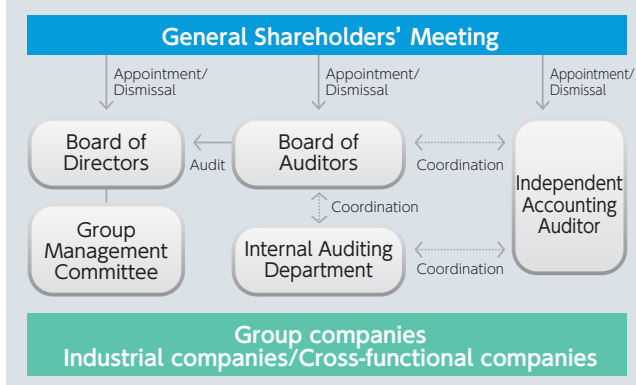
# To Be an Honest and Healthy Company

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.

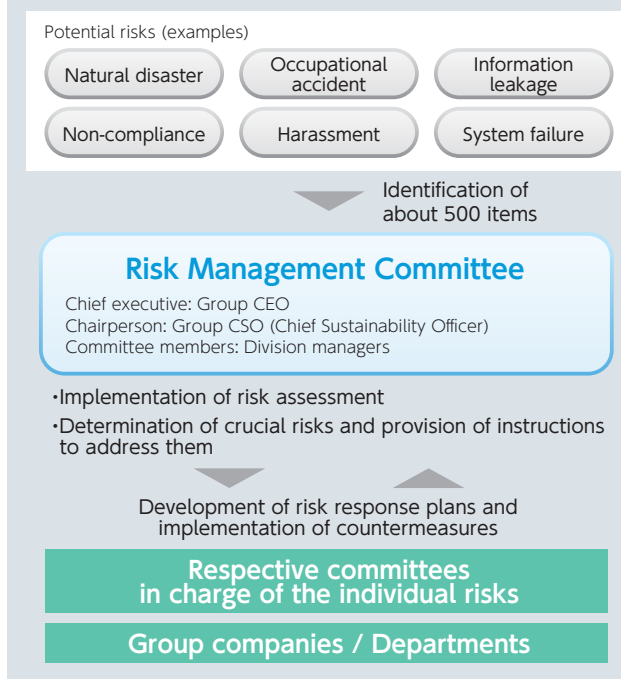
### ● Governance Structure Diagram



## ◆ 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



## ◆ Initiatives for Business Continuity

We recognize that various risks affecting our business environment, such as natural disasters, infectious diseases, and changes in the international situation, constitute an important management issue. We believe we have a social responsibility as a company to ensure the safety of our employees and maintain essential business operations even if those risks materialize.

Guided by this principle, we have formulated and operate a Business Continuity Plan (BCP). We are working to enhance the effectiveness of this plan through periodic reviews and drills. In recent years, we have been developing structures by focusing on the causes of business disruption, the impact on management resources, and the resulting consequences, rather than limiting our scope to specific events.

We are also continuously striving to clarify our initial response and strengthen our information-sharing structure to enable swift and accurate decision-making in the event of an emergency. Moving forward, we will accurately monitor changes in the social and business environments and work to further strengthen our business continuity capabilities while aiming to sustainably increase our corporate value.



# 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 'ILO Declaration on Fundamental Principles and Rights at Work' by the International Labour 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

TANAKA has prepared a compliance guidebook and disseminated it to all our employees. The aim in doing so is to raise compliance awareness and prevent misconduct. We promote understanding of the content at various opportunities. These include training for new hires as well as training for employees stationed abroad and overseas expatriate staff, the Female Management Development Program, and contract compliance training organized by the Legal Department. We have also made this guidebook available on our Intranet portal site. Furthermore, we have developed e-learning materials covering the subjects of the whistleblowing system, compliance with the Antimonopoly Law, prevention of corruption, personal information protection, and trade secrets. We also provide education on local laws and regulations to employees stationed abroad. Through these efforts, we are working to raise awareness of compliance across our entire group.

### ◆ 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, work permits, visas, etc.

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

### ◆ Harassment Prevention Training

TANAKA continues to provide various training programs aimed at preventing harassment for both our officers and employees. In fiscal 2025, we provided harassment education to approximately 300 managerial-level personnel as a part of the Female Management Development Program. In addition, we are fostering an awareness of mutual respect through initiatives such as diversity understanding training and participation in the Universal Manners Test. Through these efforts we aim to prevent behaviors that could lead to harassment and to create a workplace environment in which everyone can work with peace of mind.

### ◆ Whistleblowing System

In fiscal 2025, 13 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 ongoing compliance education that reflects both laws and regulations in Japan and overseas to ensure the appropriate management of trade secrets. Until fiscal 2024, in accordance with laws in Japan, we provided e-learning and conducted comprehension checks, primarily for Japan-based employees, to foster an understanding of confidentiality and non-compete obligations.

In fiscal 2025, we developed educational materials that comply with the local laws of each country in preparation for expansion into overseas bases. We are working to address laws and regulations that vary by region while building a globally consistent educational structure. In fiscal 2026, we are planning to provide e-learning for our overseas bases.

In Japan, we are proceeding with preparations for the next phase of education looking ahead to an appropriate response to legal amendments. In particular, we are working to raise awareness and strengthen management structures in light of the heightened risk of information leakage associated with the expanded use of social media and the promotion of digital transformation (DX).

Going forward, we will continue to ensure the appropriate handling of trade secrets across our entire group and strive to mitigate such risks.

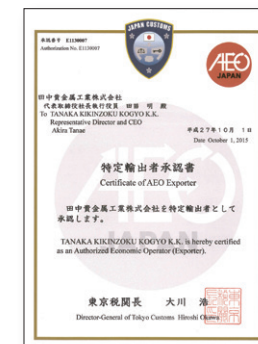
### ◆ Security Export Control

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

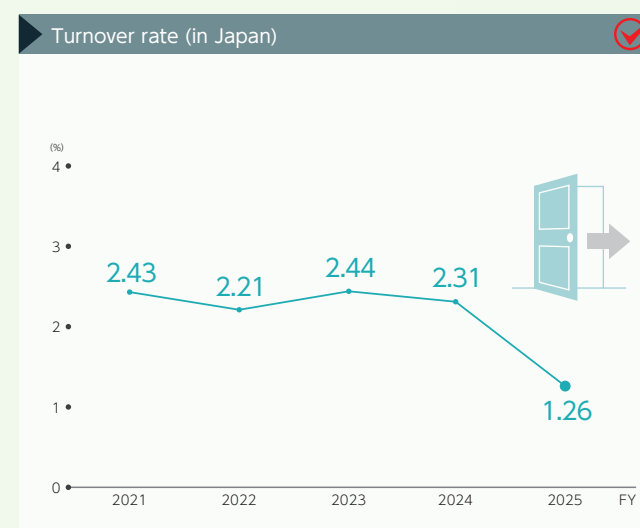
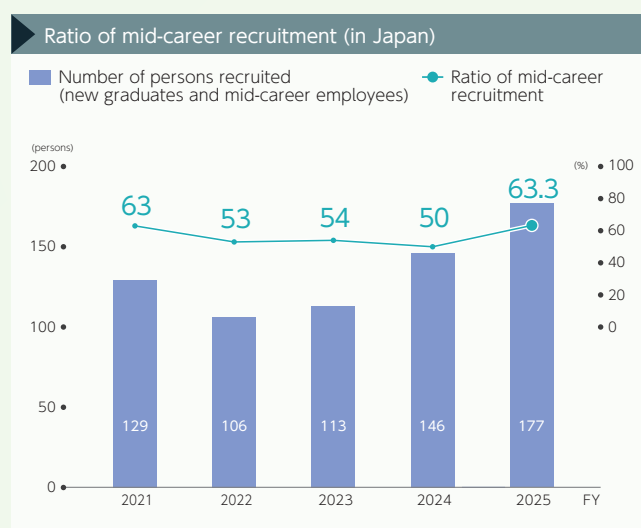
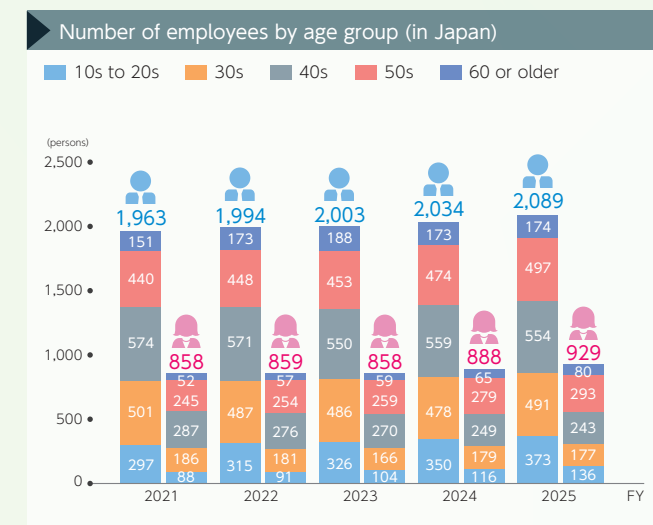
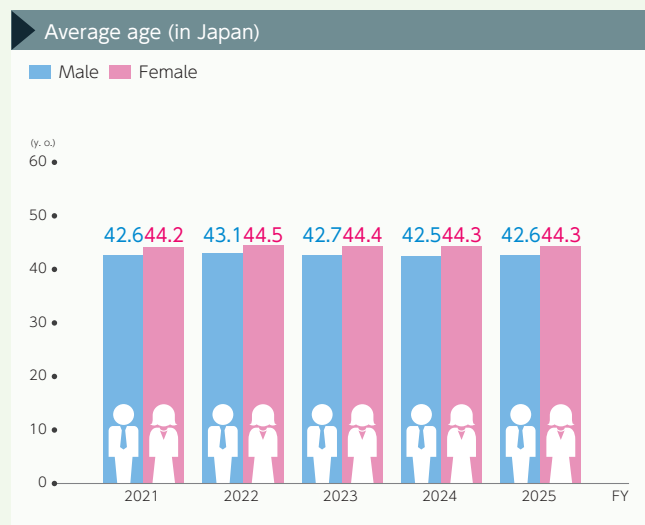
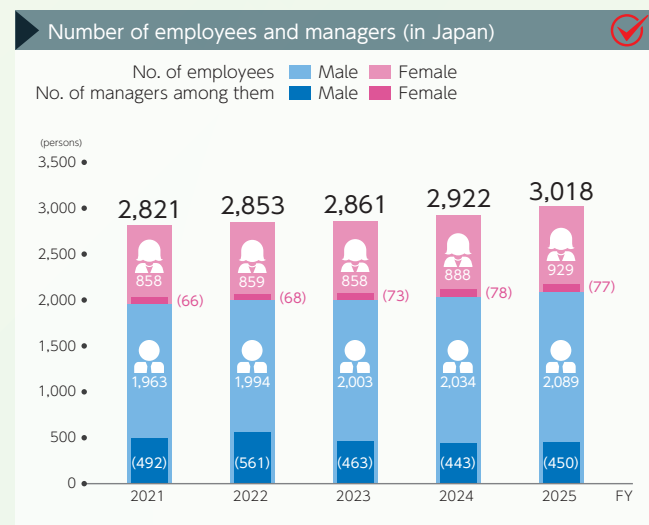
Certified as an exporter authorized by the customs authority (AEO exporter), TANAKA PRECIOUS METAL TECHNOLOGIES Co., Ltd. has in place compliance systems for the security of freight, transportation, sites, etc., internal audits, management of contractors, communication networks with custom authorities 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.  
FY2021 - 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.

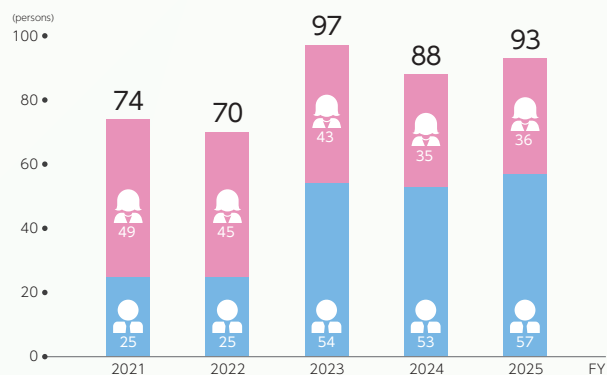


\* Data in the graph with the  mark is assured by a third party.

# CSR Performance

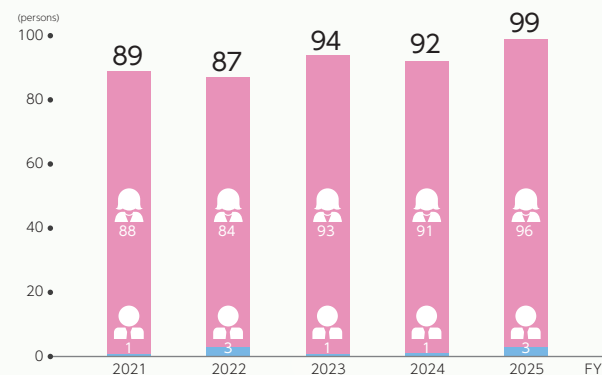
Number of employees who took child care leave (in Japan) 

Male Female



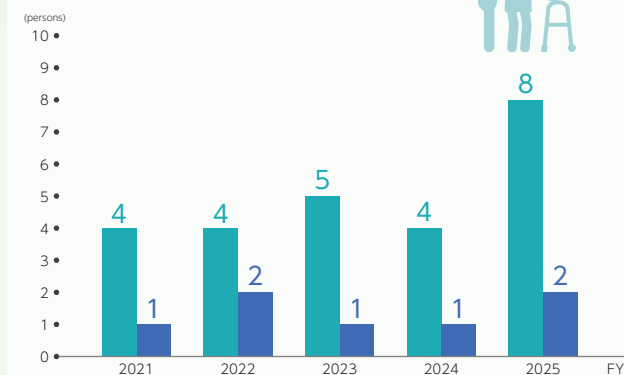
Number of employees who used reduced working hours for child care (in Japan) 

Male Female



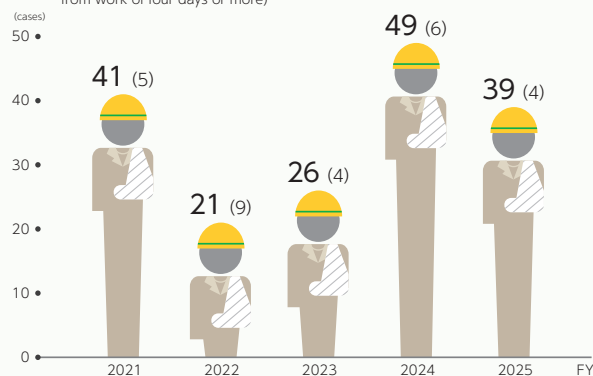
Number of employees who took nursing care leave and number of employees who used reduced working hours for nursing care (in Japan) 

Nursing care leave  
Reduced working hours for nursing care



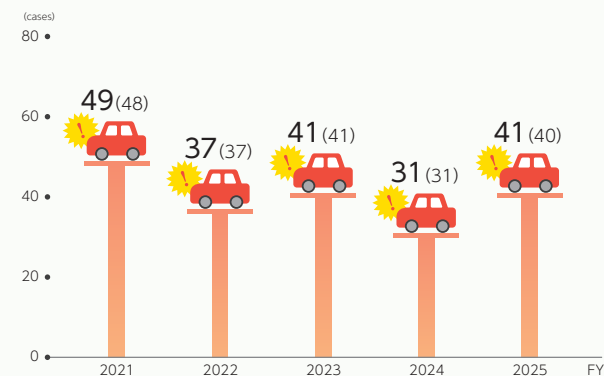
Number of occupational accidents 

 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 

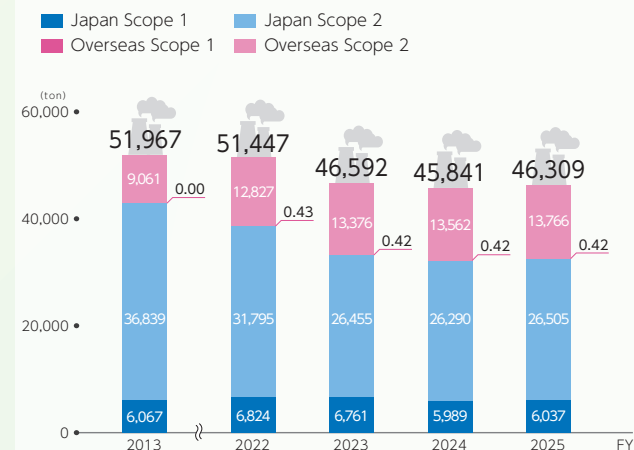
 Traffic accidents  
(The number in parentheses is the number of accidents during driving to or from work)



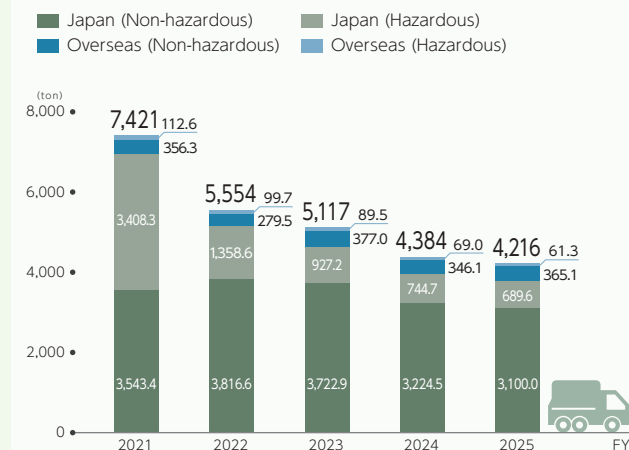
\* Data in the graph with the  mark is assured by a third party.

# CSR Performance

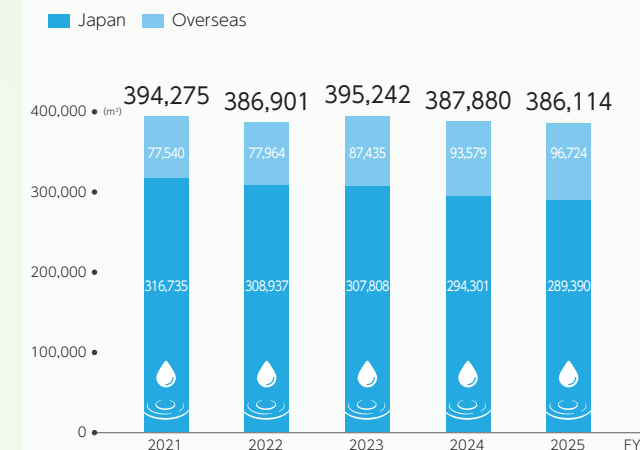
## CO<sub>2</sub> emissions (TANAKA; Japan and Overseas)



## Industrial waste emissions (TANAKA; Japan and Overseas)

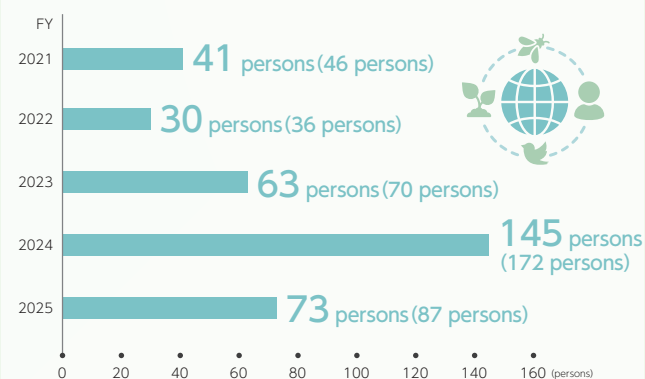


## Water Intake (TANAKA; Japan and Overseas)

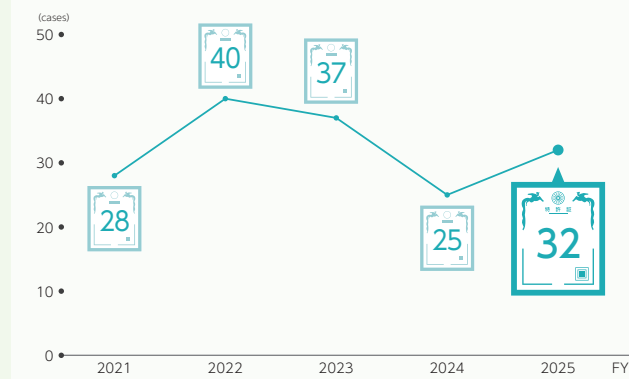


## Number of participants in activities to conserve biodiversity (in Japan) \* real number

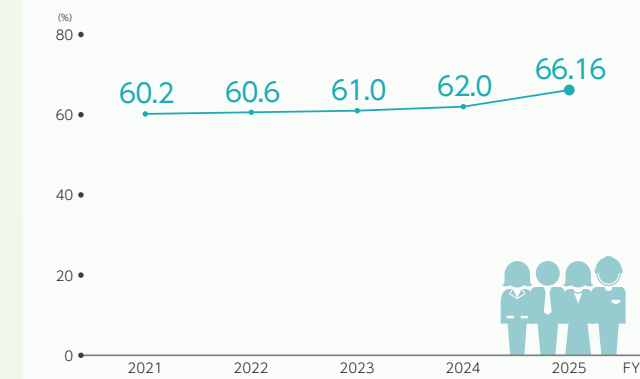
The figure in the parentheses is the total cumulative number.



## Number of new patents registered in Japan (in Japan)



## Union membership rate (in Japan)



\* Data in the graph with the  mark is assured by a third party.

## 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

June 22, 2026

Mr. TANAKA Koichiro  
Representative Director & 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 2025 (January 1, 2025 to December 31, 2025). 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.
- On site inspection

#### 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 with the Company.

Takashi Fukushima  
Representative Director  
Sustainability Accounting Co., Ltd.

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(Appendix)

#### Lists of Performance Indicators

| Indicators                                                          | Results of the fiscal year 2025                                                                             |
|---------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| Energy consumption(crude oil equivalent)                            | 25.3 ML                                                                                                     |
| CO <sub>2</sub> emissions                                           | Scope1: 6.04 kt-CO <sub>2</sub><br>Scope2 (market-based): 40.3 kt-CO <sub>2</sub>                           |
| Industrial waste emissions                                          | Total: 4.22 thousand tons<br>Non-hazardous Waste: 3.47 thousand tons<br>Hazardous Waste: 0.75 thousand tons |
| Water withdrawal                                                    | 386 thousand m <sup>3</sup>                                                                                 |
| Number of employees (as of December 31, 2025)                       | Male 2,089 persons<br>Female 929 persons                                                                    |
| Number of managers (as of December 31, 2025)                        | Male 450 persons<br>Female 77 persons                                                                       |
| Number of employees who took child care leave                       | Male 57 persons<br>Female 36 persons                                                                        |
| Number of employees who used reduced working hours for child care   | Male 3 persons<br>Female 96 persons                                                                         |
| Number of employees who took nursing care leave                     | 8 persons                                                                                                   |
| Number of employees who used reduced working hours for nursing care | 2 persons                                                                                                   |
| Turnover rate                                                       | 1.26 %                                                                                                      |
| Number of occupational accidents                                    | 39 cases                                                                                                    |
| Number of traffic accidents                                         | 41 cases                                                                                                    |

Boundary of each performance indicators are given in CSR report 2026.

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