

Photo: Spring 2026, in front of the head office (Sakura City, Chiba Prefecture))

Tokiwa Phytochemical Co.,Ltd.

ESG Report 2026

Period: April 2025 - March 2026 Issue date: August 17, 2026

● Editorial Policy

Tokiwa Phytochemical's ESG Report is designed to provide a deep understanding of our sustainability policies, philosophies, goals, organizational systems, and specific initiatives to all stakeholders, including shareholders, business partners, and local communities.

Under our corporate philosophy, "To show gratitude to plants and to be a company that is kept alive by them," we aim to maximize the natural power of plants and contribute to society. Learning from their quiet strength and continuous adaptation, we are committed to constant evolution. This "ESG Report 2026" primarily highlights our initiatives from the previous fiscal year.

● Reporting Period

April 1, 2025 – March 31, 2026

● Publication Info

Release Date: August 17, 2026 (Mon)

● Third-Party Organizations

Third-Party Organization	Category	Details
Japan Credit Rating Agency, Ltd. (JCR)	Environment, Social	Positive Impact Evaluation
Japan Management Association (JMA)	Environment	GHG Emissions Verification
Sustainability Support Organization	Environment	Eco-Action 21 Certification
Tokyo Small and Medium Business Investment & Consultation Co., Ltd.	Governance	Shareholder
Chiba Chuo Certified Public Tax Accountants Co.	Governance	External Auditor
Mitsubishi UFJ Research and Consulting Co., Ltd.	Governance	Patent Financial Valuation

● Evolution of ESG Reports

2009~ Social & Environmental Report


2009


2010


2011


2012

2013~ CSR Report


2013


2014


2015


2016


2017


2018


2019

2020~ Sustainability Report


2020


2021


2022

2023~ ESG Report


2023


2024


2025

Company Profile

Company Name: Tokiwa Phytochemical Co., Ltd.

Established: October 8, 1949

Capital: 80 million yen

Employees: 174

President & CEO: Jin Tatsuzaki, Ph.D.

Headquarters: 158 Kinoko, Sakura, Chiba

Tokyo Branch: 6F Nihonbashi Uchiyama Bldg, 4-4-16 Nihonbashi-Honcho, Chuo-ku, Tokyo

HQ
Sakura, Chiba

Tokyo Branch
Chuo-ku, Tokyo



Business Segments



Raw Material Mfg.

Pharmaceutical APIs
Health Food Ingredients
Cosmetic Ingredients
Food Additives



Contract Mfg.

Raw Materials
Intermediates



Reagents & Analysis

High-Purity Compounds
Contract Purification
Metabolome Analysis

Mission Statement

We established this company with the earnest desire to contribute to the promotion of public welfare through the medicinal application of phytochemical achievements. Therefore, our business is not aimed solely at profit-making, but we also dedicate half of our strength to the development of phytochemistry.

If we can thereby bear a part of the foundation for the reconstruction of our homeland, the purpose of our establishment will have been nearly accomplished.

tokiwa PHYTOCHEMICAL

株式会社常磐植物化学研究所
行 動 規 範

私たちは、『経営理念』と、以下に定める『行動規範』を遵守します。
そして、地域、社会の未来を牽引できる倫理観を持ち続け、社会的責任を果たします。

【 行動規範 】

1．人間として正しい行動をします。
2．人の命と健康、人権、文化、宗教を尊重します。
3．学び、成長の機会を生涯持ち続けます。
4．事業継続力 (BCP)、ESG 経営力を高めます。
5．法令や規則を厳格に遵守します。
6．個人・機密情報を守り、正確に情報発信します。
7．反社会的勢力との関係を排除します。

社長、役員、部門長は、本規範を率先垂範し、shine の人間力向上に努めます。

※社内においては、tokiwa で働く従業員を「shine」と表記します。

２０２６年４月１日
株式会社常磐植物化学研究所
代表取締役社長
立﨑 仁

営業本部	R&BD 本部	管理本部	生産本部	DX 本部	品質保証室	経営企画室

Corporate Philosophy

We will:

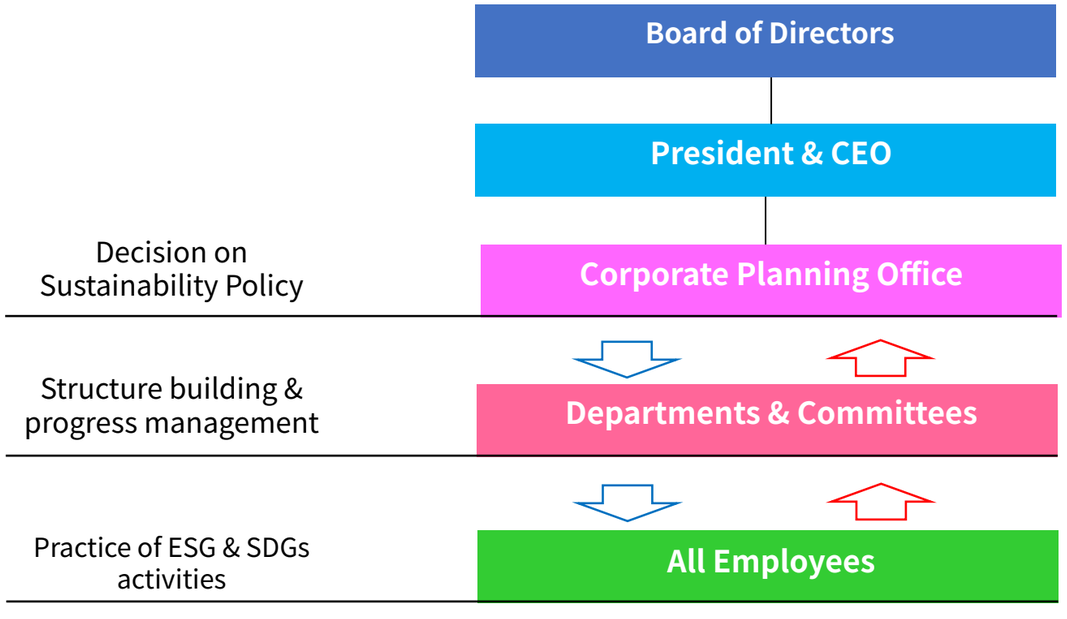
Harness the power of plants to create new value.

Manufacture the highest quality products with ultimate technology.

Contribute to the happiness of employees and the development of society.

Show gratitude to plants and be a company kept alive by them.

● Sustainability Promotion Structure



● Sustainability Policy

tokiwa PHYTOCHEMICAL

株式会社常磐植物化学研究所

経 営 理 念

私たちは、
植物のちからを引き出し、新たな価値を創造します。
最高の技術で、最高の製品を製造します。
shine の幸福と社会の発展に貢献します。
そして、植物に感謝し、生かされる会社になります。

行 動 規 範

サステナビリティ方針

1．私たちは、限りある経営資源を大事にします。
2．私たちは、社会、地球、植物から生かされる人・組織・会社で
あるために、何をすべきかを常に考え、行動します。
サステナビリティ方針を基本に、以下の方針を定め、実施します。

人権方針 / 健康経営方針 / BCP 方針 / 労働安全衛生方針 / 品質方針 / 環境経営方針 / 調達方針 / 情報セキュリティ基本方針

２０２６年４月１日
株式会社常磐植物化学研究所
代表取締役社長
立﨑 仁

営業本部	R&BD 本部	管理本部	生産本部		DX 本部	品質保証室	経営企画室
黒川	楊	宮入	木村	川上	河上	伊藤	立﨑

Top Message

The Challenge of a "Plant Inspired Company"

Thank you very much for reading Tokiwa Phytochemical's ESG Report 2026.

This year, we celebrate our 77th anniversary. We would like to express our deepest gratitude to our customers, business partners, shareholders, local communities, and above all, our employees and their families for their support.

Our corporate philosophy is based on being "kept alive" by nature. Neither people nor companies can exist in isolation; we are kept alive through connections with many people and the natural environment. Plants are the ultimate teachers of this truth.

Plants have inhabited the Earth thousands of times longer and more widely than humans. They account for over 80% of the Earth's biomass, supporting all life as the cornerstone of the carbon cycle.

"Plants do not move."

They do not migrate like animals, nor do they eliminate competitors by force. Even under severe constraints, plants have flourished through their survival strategy of "Adaptation, Symbiosis, and Regeneration."

In 2025, we received the Minister of Health, Labour and Welfare Award at the "Most Compassionate Company in Japan Awards," and in 2026, we were honored with our second Minister of the Environment Award. Furthermore, we have financed over 90% of our required funds through ESG finance to put ESG into practice. This term, we will focus on restoring satoyama (rural landscapes), culture, and our founding business.

Lastly, we propose the "PIC (Plant Inspired Company)" management model, learning from plant survival strategies, to expand sustainable growth models to society and contribute to creating a bright future for humans and plants.



President & CEO

Jin Tatsuzaki, Ph.D. (Pharmaceutical Sciences)



- Vice Chairman, Tokyo Crude Drugs Association
- Board Member, Japan Bulk Pharmaceutical Chemical Manufacturers Association
- Board Member, Japan Kanpo Medicine Manufacturers Association
- Board Member, Japan Institute for Health Food Standards (JIHFS)
- Board Member, Japan Blueberry Association
- Chairman of Human Resource Development Committee, Chiba Association of Corporate Executives
- Councilor & Chairman of Regional Development Committee, Sakura Chamber of Commerce and Industry
- Board Member, Narita Corporation Association
- Board Member, Tsukamoto Museum of Art
- Trustee, Iwaki Scholarship Foundation



Photo: Summer 2025 Aerial View of Head Office & Factory (Sakura, Chiba)

Table of Contents

p. 7 Value Creation Map

p. 8 Sustainability Strategy

- Value Creation Map, Foundation of Sustainability Strategy, Issue Identification Process
- Issue Analysis (Learning from Plant Survival Strategy) Mandala Creation
- Positive Impact Assessment toward 2030, KPIs, and Activity Results
- Re-evaluation of Risks & Opportunities, Financial & Non-financial Impact Assessments
- SDGs Initiatives

p. 15 Environment

p. 33 Social

p. 45 Governance

p. 51 Stakeholder Engagement

●Value Creation Map

Toward the World's No. 1 Phytochemical Company

With our corporate philosophy as the core, we learn from plant survival strategies (self-transformation & altruism) to create sustainable "People, Products, and Capital," aiming to become the world's leading phytochemical company. The map below illustrates our continuous value creation.

Sustainable

People

- Health & Productivity Management
- Self-Development
- Philosophy Training
- Work-Style Reform, etc.

Development of Organization & Human Resources to Support the "World's No. 1 Phytochemical Company"

Products

- Recycling of Waste
- Achieving Carbon Neutrality
- 5S Activities
- R&D of Plant Extracts, etc.

Deepening & evolving product strength, expanding trust through co-creation, leaping into global market, and fulfilling corporate responsibility for social issues

Capital

- ESG Finance
- Transparent Management (Governance)
- Positive Impact Assessment, etc.

Sustainable Capital & Human Resource Investment

Learning from Plant Survival Strategies — **Self-Transformation** / **Altruism** — **, to be a Company Kept Alive**

Corporate Philosophy	We draw out the power of plants to create new value. We manufacture the best products with the highest technology. We contribute to the happiness of our employees and the development of society. And, with gratitude to plants, we will be a company that is 'kept alive'.

●Foundation of Sustainability Strategy

Toward the World's No. 1 Phytochemical Company

Under our philosophy of "Kept Alive with Gratitude to Plants," we apply the survival strategy of plants—which thrive without moving—to our own corporate strategy. During our 2024 company-wide training, we created our own Survival Strategy Mandala to define and drive action plans to become a truly "sustained" company.

●Issue Identification Process

Issue Analysis
Mandala Creation
(**Learning from Plant Survival Strategy**)

▼

Issue Identification
Positive Impact Assessment

▼

Performance Monitoring (2025)

●Issue Analysis: Mandala Creation (Learning from Plant Survival Strategy)

Tokiwa Phytochemical's Survival Strategy Mandala

tokiwaファンになってもらう	Win-Winな関係を築く	品質管理体制を提供する	協力企業や同業他社と協働する	意見を出し合って決める	ダイバーシティ人財を迎える	能動的に情報発信する	利益を還元する	社員1人1人が利益を生み出す
敬意と感謝を伝える	与える（お取引先様）	技術を開示する	透明性のある組織を運営する	調節する（事業・規模）	規模に適した人財を獲得する	前向きな姿勢を見せる	与える（銀行・オーナー）	社会に存在価値を示す
対等な関係を構築する	誇りを共有する	経営の手本となる	有事に備える	幅広い市場に浸透する	計画的な設備投資を行う	今後への期待感を示す	盤石な財務基盤を構築する	透明性のある情報を開示する
新たな認証を取得する	利益を還元する	資源を再利用する	与える（お取引先様）	調節する（事業・規模）	与える（銀行・オーナー）	SDGSの目標７，12を達成する	潜在的なニーズから商品を作り出す	多様化組織を作る
エネルギーを効率的に利用する	適応する（業界・社会）	３R製品を作る	適応する（業界・社会）	常盤の「生かされる」行動と経営	適応する（業界・社会）	目先の利益を追わないESG経営を推進する	適応する（業界・社会）	成長市場に注力する
雇用を創出する	生態系を保護する	サプライチェーンの中心としての自覚を持つ	与える（お客様）	自らを変える進化・変化（社員）	繋がる（社会・宇宙）	市場の声に耳を傾け柔軟な対応をする	苦境でも活路を見出す	グローバル市場に展開する
tokiwaのウェルビーイングに触れてもらう	そうだ！tokiwaに聞こう！	満足・ハピネス・感動・夢を与える	変革マインドを持つ	多様な価値観を理解する	コミュニケーションを促進する	常盤薬祖神社で祈る	学会発表やアカデミアに参加する	ウェルビーイング施設を通じてつながる
品質と価格のバランスの取れた製品を提供する	与える（お客様）	安全性データを拡充する	新たな試みに挑戦する	自らを変える進化・変化（社員）	人生を楽しみ目的を持って生きる	被災地域、戦争地域を支援する	繋がる（社会・宇宙）	挨拶と礼儀正しい行動を取る
環境配慮の選択肢となる	必須成分を提供する	独自エビデンスを提供する	経験を取りに行く	時間をかけて成長する	本を読み人間性を磨く	清掃と地域行事に参加する	教育活動を推進する	tokiwaで得られる仲間と交流する

●FY2030 KPIs & Target Setting (Established in 2023) · · · · · · · · ► Toward the World's No. 1 Phytochemical Company

To increase positive impacts and mitigate negative impacts identified in the Positive Impact Assessment, Tokiwa Phytochemical has established the following action policies (KPIs) and has been active since FY2024.

Category	Impact Category	Initiatives	KPIs & Targets for FY2030	Related SDGs
Social / Economic	Health & Hygiene / Economic Convergence	Creating a Healthy Society	Develop and provide 2 original health-conscious products by FY2030	3
Social	Health & Hygiene	Employee Health Promotion	① Achieve an 80% usage rate of the Healthy Terrace in FY2025 ② Maintain Certified Health & Productivity Management Outstanding Organization recognition	3
Social	Education	Educational Contribution / Nurturing Next-Gen Talent	① Hold the Sakura Science Academy (for researchers) once a year ② Conduct lectures for elementary, junior high, and high school students, including Sakura Academia, 3 times a year ③ From FY2025, present the Jin Matsuo Award (Phytochemical Symposium) once a year	4
Social	Employment	Creating a Comfortable Work Environment	Obtain Youth Yell certification by FY2026	8
Social	Employment	Creating a Comfortable Work Environment	By FY2030: ① Reduce overtime to less than 10 hours/month ② Improve paid leave utilization (70% or more of employees take at least 70% of granted leave)	8
Environment	Water Quality	Reduction of Environmental Impact	By FY2030, limit total groundwater extraction to 3,500 m^3 (per 100 million yen in sales)	6
Environment	Resource Efficiency / Waste Safety	Resource Recycling	By FY2030, recycle 100% of waste (extraction residues) as usable resources	11 12
Environment	Climate	Reduction of Environmental Impact	Create J-Credits by FY2030	7 13
Environment	Climate	Reduction of Environmental Impact	① Achieve carbon neutrality by FY2030 ② Increase self-consumption solar power capacity to 750 kW by FY2030 ③ Maintain 100% renewable energy ratio for electricity consumption ④ Register for "Renewable Energy 100 Declaration RE Action" by FY2025	7 13
Economic	Economic Convergence	Contribution to Local Communities	Establish a system by FY2030 to turn the headquarters and main plant into BCP bases during disasters	9 13

●FY2030 KPIs & FY2025 Results

Toward the World's No. 1 Phytochemical Company

Activities began in FY2024. In this second year of our KPIs, environmental initiatives are ahead of schedule, while social initiatives are being re-organized for progress toward FY2030.

Category	Impact Category	Initiatives	KPIs & Targets for FY2030	FY2024 Results	FY2025 Results
Social / Economic	Health & Hygiene / Economic Convergence	Creating a Healthy Society	① Develop and provide 2 original health-conscious products by FY2030	① 1 product	① **Cumulative: 1 product**
Social	Health & Hygiene	Employee Health Promotion	① Achieve an 80% usage rate of the Healthy Terrace in FY2025 ② Maintain Certified Health & Productivity Management Outstanding Organization recognition	① 93.9% ② Bright 500	① **100%** ② **Next Bright 1000**
Social	Education	Educational Contribution / Nurturing Next-Gen Talent	① Hold the Sakura Science Academy (for researchers) once a year ② Conduct lectures for elementary, junior high, and high school students, including Sakura Academia, 3 times a year ③ From FY2025, present the Jin Matsuo Award (Phytochemical Symposium) once a year	① Once [Dec] ② 4 times ③ Once [Nov]	① **Once [Sep]** ② **5 times** ③ **Once [Nov]**
Social	Employment	Creating a Comfortable Work Environment	① Obtain Youth Yell certification by FY2026	① Planned	① **In progress**
Social	Employment	Creating a Comfortable Work Environment	By FY2030: ① Reduce overtime to less than 10 hours/month ② Improve paid leave utilization (70% or more of employees take at least 70% of granted leave)	① Avg 14.9 hrs/month ② 63%	① **22.2 hrs/month** ② **55%**
Environment	Water Quality	Reduction of Environmental Impact	① By FY2030, limit total groundwater extraction to 3,500 m^3 (per 100 million yen in sales)	① 2,413 m^3/100M yen	① **2,374 m^3/100M yen**
Environment	Resource Efficiency / Waste Safety	Resource Recycling	① By FY2030, recycle 100% of waste (extraction residues) as usable resources	① 100%	① **100%**
Environment	Climate	Reduction of Environmental Impact	① Create J-Credits by FY2030	① 10.1 t (Registered)	① **71.0 t (Registered)**
Environment	Climate	Reduction of Environmental Impact	① Achieve carbon neutrality by FY2030 ② Increase self-consumption solar power capacity to 750 kW by FY2030 ③ Maintain 100% renewable energy ratio for electricity consumption ④ Register for "Renewable Energy 100 Declaration RE Action" by FY2025	① 399.9 t-CO2 ② 440 kW ③ 10.2% ④ Declared in Feb (Registered)	① **22.9 t-CO2** ② **495 kW** ③ **45.6%** ④ **Declared (100% by 2030)**
Economic	Economic Convergence	Contribution to Local Communities	① Establish a system by FY2030 to turn the headquarters and main plant into BCP bases during disasters	① Under planning	① **Internal: HQ Solar 4.2kW** ② **External: Healthy Terrace Solar 20.1kW**

●Risks & Opportunities / Re-evaluation

Toward the World's No. 1 Phytochemical Company

Based on the action policies set in the Positive Impact Assessment and the progress in FY2025, "Risks" and "Opportunities" were evaluated as follows.

Category	Impact Category	Initiatives	Risks	Opportunities
Social / Economic	Health & Hygiene / Economic Convergence	Creating a Healthy Society	・Labor shortage due to an increase in nursing care associated with an ultra-aging society ・Labor shortage and rising prevalence of lifestyle-related diseases (obesity, diabetes, etc.) ・Decline in happiness in a stressful society **・Coping with geopolitical trends**	・Extending healthy life expectancy through the spread of health foods formulated with own products ・Contributing to physical and mental well-being **・Creating community gathering places through Satoyama conservation activities**
Social	Health & Hygiene	Employee Health Promotion	・Decline in employee performance ・Labor shortage	・Improving employee performance ・Improving employee satisfaction ・Creating opportunities to secure human resources ・Retention of human resources
Social	Education	Educational Contribution / Nurturing Next-Gen Talent	・Loss of opportunities to secure new human resources ・Troubles due to lack of communication with local communities	・Creating opportunities to secure human resources ・Building good relationships with local communities ・Contributing to the development of phytochemicals by nurturing next-generation talent
Social	Employment	Creating a Comfortable Work Environment	・Decrease in employee satisfaction ・Outflow of human resources and resulting labor shortage	・Realization of diversity management where diverse human resources can work regardless of age or gender ・Development of core human resources
Environment	Resource Efficiency / Waste Safety	Resource Recycling	・Increase in CO_2 emissions due to waste treatment ・Soaring costs of waste treatment	・Creation of new value and business opportunities from plant resource waste **・Challenging technology to reduce the volume and cost of waste treatment** **・Declaring SME version of SBTi to further reduce greenhouse gases** **・New creation activities from biochar production**
Environment	Climate	Reduction of Environmental Impact	・Poor harvest of plant raw materials due to climate change ・Soaring logistics costs due to climate change **・Loss of biodiversity, ecosystem degradation**	・Sustainable procurement of plants ・Discovering the potential of other plants **・New environmental collaboration through new networks** **・Maintaining biodiversity and ecosystems through forest conservation activities**

*Bold text indicates areas that have been re-evaluated in this report.

●Financial Impact Assessment

世界一の植物化学企業へ

By learning "self-transformation" and "altruism" from plant survival strategies, we are promoting sustainable [people, goods, and funds] toward a "company that is allowed to exist."

By promoting ESG management and health management, we will advance corporate operations aimed at building a sustainable society.

Sustainable

People
・Developing organizations and talent to support the realization of "the world's No. 1 phytochemical company"

Goods
・Deepening and evolving product capabilities
・Expanding trust through co-creation
・Leaping into the global market
・Responsibility as a company addressing social challenges

Funds
Sustainable capital investment and talent investment through ESG finance

E S G Management & Health Management

E Environment
・CO2 emissions reduction
・100% recycling of plant extraction residue
・Preserving biodiversity
・Water quality preservation
・Waste reduction

S Social
・Health management
・Educational CSR
・Local community cleanup
・Diverse work styles
・Reduction of overtime

G Governance
・Shareholders' meeting
・All-company assembly
・Corporate philosophy training
・Consultation hotlines
・Legal compliance

Health Management
・SAKURA Sports Park
・sakura Healthy Terrace
・Sakura Herb Garden
・Welfare enhancement
・Health supplements

ESG Risks	ESG Opportunities
① **Financial Loss:** Tightening environmental regulations, climate change natural disasters, and human rights lawsuits may directly cause financial losses. ② **Loss of Social Trust:** ESG-related scandals can erode trust from customers, employees, and shareholders, leading to sales decline and lower stock prices. ③ **Sanctions:** Non-compliance with environmental regulations or misconduct can result in fines or business suspension, hindering operations.	① **Enhancing Corporate Value:** Providing eco-friendly products and services boosts customer support and enhances brand image. ② **Sustainable Growth:** Sustainability initiatives strengthen long-term competitiveness and promote steady growth. ③ **New Business Opportunities:** Reducing environmental impact, effective resource recycling, and addressing social needs can create new business models.

●Non-Financial Impact Evaluation

Toward the World's No. 1 Phytochemical Company

This map shows our Sustainability Management and Decarbonization. With SDGs as our business core, we have promoted ESG management (Environment, Social, Governance) and Health & Productivity Management (Body, Food, Mind).
As a new initiative for mental health, we are expanding activities based on learnings from forest preservation during our forest management.
As the next phase of SDGs, we will expand the circle of well-being to 'Myself, Close relationships, Community/Society, and Earth' through the Well-being Department established in 2025.

ESG Environment ,Social ,Governance

エコアクション21 認証・登録番号0003872

再エネ100宣言 RE Action

CARBON OFFSET CITY GAS





2026 健康経営優良法人 KENKO Investment for Health 中小規模法人部門 ネクストブライト1000

SECURITY ACTION ★★ セキュリティ対策自己宣言

適正製造規範 GMP JIHFS 一般社団法人 日本健康食品規格協会

SYSTEM CERTIFICATION HACCP SGS

tokiwa PHYTOCHEMICAL

Sustainability Management

×

Decarbonization

- E Environment
- S Social
- G Governance
- Health Management
- Forest Management

NEW!



4

柴海農園 SHIBAKAI Nouen

SDGs Sustainable Development Goals

SUSTAINABLE DEVELOPMENT GOALS



Well-being

Mind / Body / Food

佐倉ハーブ園



sakuraヘルシーテラス



SAKURAスポーツパーク



●SDGs Initiatives

Toward the World's No. 1 Phytochemical Company

All 17 GOALS initiatives toward 2030 were launched within FY2025. In FY2026, we will verify our progress, place SDGs initiatives at the core of our business operations, and advance to the next stage: "expanding the circle of well-being to oneself, close relationships, the community/society, and the Earth."





2025年ESGレポート　項目_SDGs

●	2030年度までに健康に配慮したオリジナル商品2品目を開発・提供する
●	①2025年度にヘルシーテラスの利用割合を80%とする ②健康経営優良法人を維持する
●	①佐倉サイエンスアカデミー（研究者向け）を年一回開講する ②佐倉アカデミアを含む小中高生向け講義を年3回実施する ③2025年度以降、年に1回 松尾仁賞（植物化学シンポジウム）表彰を実施する
●	2030年度までにユースエール認定を取得する。
●	2030年度まで ①時間外労働の削減　10時間未満/月 ②有給休暇取得率の向上、付与された有給休暇の日数の70%以上取得した人の割合70%以上。
●	2030年度まで地下水吸い上げ量を3,500㎥（売上高1億円あたり）とする
●	2030年度まで廃棄物（輸出残渣）100%をリサイクル可能な資源として活用
●	2030年度までにJクレジットを創出する
●	①2030年度までにカーボンニュートラルを達成する ②2030年度までに自家消費太陽光発電の発電容量を750kWとする ③使用電力の再生可能エネルギー比率100%を維持する。 ④2025年度までに「再エネ100宣言RE Action」に登録する
●	本社・自社工場を災害時等のBCP拠点化し、2030年度までに拠点としての体制を整備する
●	【産業廃棄物量】ストレッチフィルムの資源循環
●	【産業廃棄物量】残渣のバイオガス化
●	【CO2排出量】ガソリン車をEV車へ更新
●	【排水量】水質に配慮した生産活動
●	【CO2排出量】グリーン調達・グリーン購入
●	【一般廃棄物量】食品ロス・減に向け生ごみ処理機活用
●	【食品・産業廃棄物量】植物資源廃棄物のリサイクル
●	【CO2排出量】太陽光発電
●	【CO2排出量】カーボンオフセットエネルギーを使用
●	ペットボトルキャップリサイクルからリクチン提供への協力
●	【再エネ推進：太陽光パネル】sakuraヘルシーテラス＋本社棟
●	【CO2排出量：暑さ対策】涼の避難対策
●	【環境活動】社員の環境活動から広がる、資源リユースと教育支援の輪
●	【再エネ100宣言】目標と推移
●	【CO2排出量：ガス→電気】給湯器の再エネ100電気化
●	【生物多様性】土壌づくりの進化
●	【地下水】サステナブルな地下水活用2025
●	【森林保管×脱炭素】新たなネットワークで新たな環境の取り組み【バイオ炭】
●	環境ガバナンス
●	「VENETRON」2025 NIE New Ingredient Awards 第2位
●	「SIRTMAX」Natural Choice Awards Ingredient Edition
●	マルシェ開催
●	健康経営サブリ
●	社員食堂のリニューアル
●	ラジオ体操指導員認定取得推奨（ラジオ体操セミナー、ラジオ体操優良団体等表彰）
●	スポンサー協力
●	健康まちづくりプロジェクトへの協賛
●	高大連携活動カリタス女子中学高等学校
●	労働条件
●	労働時間と公正な賃金
●	静粛活動
●	外部の利害関係者の人権
●	多様性　平等　包摂性
●	地域行事協賛（秋祭り、房ボールイカダCUP、佐倉花火フェスタ、さくら天下祭り）
●	環境経営・健康経営の推進
●	千葉県優秀企業経営者表彰　副賞寄附
●	CHIBAビジコン2026サポーター賞の提供
●	SAKURA Blossom Garden　～誕生から「地域共生」と「資源循環」の深化へ～
●	地域関与強化活動
●	能登半島地震チャリティー映画上映会
●	サプライヤーに対するCSR評価（環境提行、社会提行）
●	児童労働・強制労働・人身売買の禁止
●	SECURITY ACTION
●	情報セキュリティ評価
●	法令順守・監査対応（GMP、HACCP、宗教認証など）
●	外来種反の管理（反競争的行為）行動規範
●	知財戦略
●	経営理念浸透
●	全社総会

Environment: Targets & Results

No.	Aspect	Impact Category	Action Details	KPI/Target by FY2030	FY2025 Results (YoY)	Related SDGs
E1	Environment	Water Quality	Reduction of Environmental Impact	①Reduce total groundwater withdrawal to 3,500 m^3 (per 100 million yen in sales) by FY2030	**①2,374 m^3/100M JPY (-39 m^3/100M JPY)**	6 安全な水とトイレを世界中に
E2	Environment	Resource Efficiency, Safety & Waste	Resource Reuse	①Utilize 100% of waste (extraction residue) as recyclable resources by FY2030	**①100% (+-0%)** ①Sub-target: Gradually promote monetization from FY2026 → Strengthen collaboration with partners (improve value, etc.), create new partners	11 住み続けられるまちづくりを 12 つくる責任 つかう責任
E3	Environment	Climate	Reduction of Environmental Impact	①Create J-Credits by FY2030	①Credits created: **71.0 t (+60.9 t)**	12 つくる責任 つかう責任 13 気候変動に具体的な対策を
E4	Environment	Climate	Reduction of Environmental Impact	①Achieve carbon neutrality by FY2030 ②Increase self-consumption solar power capacity to 750 kW by FY2030 ③Maintain 100% renewable energy ratio for electricity consumption ④Register for "Renewable Energy 100 Declaration RE Action" by FY2025	**①22.9 t-CO2 (-377.0 t-CO2)** **②495 kW (+55 kW)** **③45.6% (+35.4%)** **④Promoting Declaration (100% by 2030)**	7 エネルギーをみんなにそしてクリーンに 13 気候変動に具体的な対策を

Environment - Environmental Policy, EA21 Org Chart & Implementation System

Environmental Policy



tokiwa PHYTOCHEMICAL

株式会社常磐植物化学研究所
環 境 経 営 方 針

1．基本理念

植物のちからを引き出し、新たな価値を創造し、人々の健康と社会の発展に貢献します。植物資源の調達から、植物化学研究、製品化まで、環境、社会への影響を重視し、持続可能な開発を目指します。また、薬用植物の栽培と教育を通じて、植物への感謝を示し、人と植物の明るい未来づくりに貢献します。

2．環境方針

私たちは環境問題、SDGs（持続可能な開発目標）を重視し、以下の方針を遵守します。また、「佐倉市ゼロカーボンシティ宣言」を支持し、2030 年までに二酸化炭素排出量実質ゼロを目指します。

① 環境経営体制の強化
環境改善を継続的かつ発展的に行っていく為の経営管理サイクルを強化します。
第三者機関による分析・評価の結果を真摯に受け止め、目標の見直しと改善を継続します。

② カーボンニュートラルを目標に、省エネルギーおよび CO_2 排出量削減の推進
エネルギー効率を高め、環境にやさしい事業活動に取り組みます。

③ 循環経済（Circular Economy）の実現に向け、4R (Rethink, Reduce, Reuse, Recycle) の推進
廃水、廃棄物及び食品廃棄物の低減、化学物質使用量削減、有効資源の再使用、紙、ダンボール、金属及び食品等の再資源化を積極的に行います。グリーン購入の推進に努め、食品製造工程の改善により、原材料ロスを削減します。

④ 環境関連法規の遵守
環境法規を遵守し、国や地方の行政方針に従います。

⑤ 環境方針の周知と教育の推進
地球環境と共栄していくため、shine 一人一人の環境保全の意識を高めます。
また、薬用植物の栽培と教育を推進し、薬用植物の保全に貢献します。

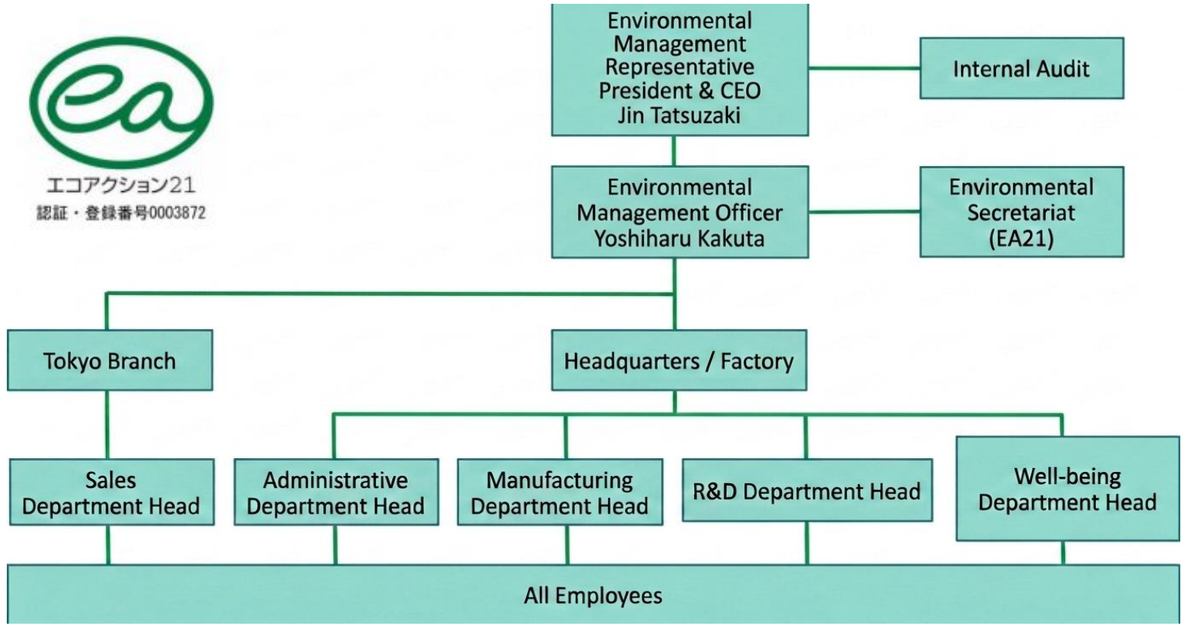
⑥ 地域の人々との共生
地域社会の一員として、地域の人々の安全と環境保全に努めます。

２０２６年４月１日
株式会社常磐植物化学研究所
代表取締役社長 立崎 仁

営業本部	R&BD 本部	管理本部	生産本部		DX 本部	品質保証室	経営企画室
			木村	川上	河上	伊藤	立崎

● Environmental Management System Org Chart

エコアクション21
認証・登録番号0003872



● Scope of Certification & Registration

Registration No. : 0003872
Registration Date : 2009/07/13
Registered Org : Tokiwa Phytochemical Co., Ltd.
Applicable Sites : Head Office & Factory, Tokyo Branch, Raw Material Warehouse, Wastewater Treatment Plant, Sakura Herb Garden, sakura Well-being Terrace
Location : 158 Kinoko, Sakura City, Chiba Prefecture, Japan
Business Activity : Manufacture & sale of active pharmaceutical ingredients, cosmetic ingredients, functional food ingredients, and food additives; Operation of Herb Garden

● Environmental Officers & Emergency Contact

Environmental Management Officer : Yoshiharu Kakuta **TEL** : +81-43-498-0007

Environment – EA21 Org Chart, Roles & Responsibilities, 2026 Environmental Initiatives

● Roles & Responsibilities

Environmental Management Representative	・Overall responsibility for environmental management ・Ensure all employees are informed of the environmental policy formulation and review ・Provide personnel, equipment, funds, and time required to implement the environmental management system ・Approve environmental targets ・Appoint the Environmental Management Officer ・Conduct overall evaluation and review by representatives
Environmental Management Officer	・Establish, implement, and maintain the environmental management system ・Approve environmental activity implementation plans and records ・Report environmental activity results to the Representative
Secretariat	・Conduct self-checks on environmental load and environmental initiatives ・Prepare a list of environmental laws and regulations ・Draft environmental targets and environmental activity plans ・Aggregate environmental activity implementation results
Internal Audit	・Conduct internal audits and prepare internal audit checklists ・Report internal audit status and propose improvements to the Environmental Management Representative
Department Managers	・Create environmental activity plans and records for each department ・Create environmental activity procedures for each department ・Implement department-specific environmental targets/plans and report progress ・Identify department issues, correct them, take preventive actions, and report
All Employees	・Understand the environmental policy and realize the importance of environmental initiatives ・Observe established rules, participate voluntarily and actively in environmental activities ・Fill in personal action plan sheets

● FY2026 Action Plan

Category	FY2026 New/Ongoing Action Plan	Related SDGs
Water Quality	・Monitoring water usage by building	
Electricity & Gas	・Install additional solar panels (Production Office, Extension Building) ・Switch factory fluorescent lights to LEDs (manufacturing sites) ・Preparation for recycling and utilization of boiler exhaust heat ・Receive energy-saving diagnosis for electricity	
Certification	・SBTi target declaration for SMEs (Registration completed: May) ・Study Scope 3 calculation (Categories 1-8) ・Eco-Action 21 Advanced level preparation ・Expansion of J-Credit generation	
Ongoing	・Refer to the activity archive up to FY2025	—

Environment – EA21 Activities: Activity Archive up to FY2025

	Category	Initiatives	Evaluation (FY)
All Facilities	**Reduction of CO2 Emissions (Electricity)**	■ Checklists to prevent lights left on at facilities/factories	Ongoing
		■ Standardization & scheduling of equipment maintenance	Ongoing
		■ Regular cleaning of air purifiers	Ongoing
		■ Energy-saving equipment (operation check after solar panel installation)	Ongoing
		■ Monitoring solar panel power generation	Ongoing
		■ Checking power status of unused electrical equipment/lighting	Ongoing
		■ Reviewing usage of refrigerators/freezers	Completed (2023)
		■ Energy-saving diagnostic for factory equipment	Completed (2024)
		■ Energy saving at Umeyama Warehouse (mercury lamps to LEDs)	Completed (2024)
		■ Carbon-free electricity contract for Healthy Terrace	Completed (2025)
		■ Additional solar panels (2025: Terrace, Head Office)	In progress (2023–)
		■ Introduction of carbon-offset PCs	In progress (2024–)
		■ Thermal insulation window measures	In progress (2025–)
		■ Renewal of contracts to renewable electricity	Completed (2025)
		■ Introduction of ecomo energy-saving equipment	
	Reduction of CO2 Emissions (Fuel)	■ Boiler management	Ongoing
		■ Regular inspection and repair of steam leaks	Ongoing
		■ Management of company cars (mileage, gasoline cost, tire pressure)	Ongoing
		■ Announcement promoting eco-driving tips	Ongoing
		■ Switching to carbon offset LNG	Completed (2022)
		■ Transition to carbon-free garbage bags	Completed (2023)
		■ Carbon-free gas survey for Healthy Terrace	Completed (2024)
		■ Joining "Renewable Energy 100 Declaration"	Completed (2024)
		■ Switching water heaters to renewable electricity	Completed (2025)
		■ Introduction of EVs for company cars	In progress (2024–)
		■ Upgrading to EV forklifts	In progress (2022–)
	Reduction of General Waste	■ Management of waste volume and sorting	Ongoing
		■ Collection and management of recyclable waste/empty cartridges	Ongoing
		■ Reduction of paper/copy paper	Ongoing
		■ Developing new utilization methods and business partners	Ongoing
		■ Food waste composter usage (reduction of food loss)	Ongoing
		■ Digitalizing manuals to reduce paper usage	Completed (2023)
		■ Converting sorted waste plastics to solid fuel	Ongoing (2023–)
		■ Recycling stretch film	Ongoing (2024–)
		■ Biogas generation from residues	Ongoing (2024–)

	Category	Initiatives	Evaluation (FY)
All Facilities	**Reduction of Industrial Waste**	■ Composting residues	Ongoing
		■ Sorted management of industrial waste volume	Ongoing
		■ Sorted management of food waste	Ongoing
		■ Sorting steel scrap and waste plastics	Ongoing
		■ Prevention of glass equipment breakage	Ongoing
	Reduction of Water Consumption (Discharge)	■ Regular inspections for water leaks in factories	Ongoing
		■ Monitoring and managing factory water usage	Ongoing
		■ Repair of factory water pipes/leakages	Ongoing
		■ Planning/implementation of water saving by reviewing washing processes	Ongoing
		■ Checking main valve closing upon departure	Ongoing
		■ Flow meter data collection and announcements	Ongoing
		■ Managing and announcing head office water usage	Ongoing
		■ Production activities considering water quality	Ongoing
		■ Advanced sustainable utilization of groundwater (survey)	Ongoing (2025–)
	Reduction of Chemical Substance Usage	■ Managing ethanol purchase volume	Ongoing
		■ Confirming ethanol recovery from residue dryers	Ongoing
		■ Monitoring chloroform/acetonitrile usage	Ongoing
		■ Managing usage of poisonous and deleterious substances/reagents	Ongoing
		■ Creating HPLC analytical methods to reduce mobile phase usage	Ongoing
		■ Equipment selection for extraction residue dryers	Ongoing (2025–)
	Reduction of Defective Products	■ Monitoring and managing reprocessed products	Ongoing
		■ Identifying causes of reprocessed products	Ongoing
Tokyo Branch	**Improving Environmental Management Efficiency (Sales Growth)**	■ Developing new customers	Ongoing
		■ Exhibiting at domestic trade shows & hosting webinars	Ongoing
		■ Monitoring accepted notifications of Foods with Function Claims	Ongoing
		■ Inspecting water leaks	Ongoing
		■ Energy-saving (electricity) activities	Ongoing
Head Office	**Reuse & Recycling, Community Cleaning, Biodiversity**	■ Monthly community cleanup activities	Ongoing
		■ Green procurement & purchasing	Ongoing
		■ Recycling plant waste (composting)	Ongoing (2024–)
		■ Reuse matching app for unused items	Ongoing (2023–)
		■ Vaccine donation via plastic bottle cap collection	Ongoing (2024–)
		■ Environmental initiatives through new networks [Biochar]	Ongoing (2025–)
		■ Evolution of soil preparation	Ongoing (2025–)

Activities with no fiscal year indicated started prior to FY2022.

Environment – Environmental Regulations

Compliance Status

Presence of Violations/Lawsuits: There are no violations of environmental laws or regulations. The recycling rate under the Food Recycling Act is maintained at 80% or higher. No warnings or violations have been cited by relevant authorities for the past 13 years. (As of May 31, 2026)

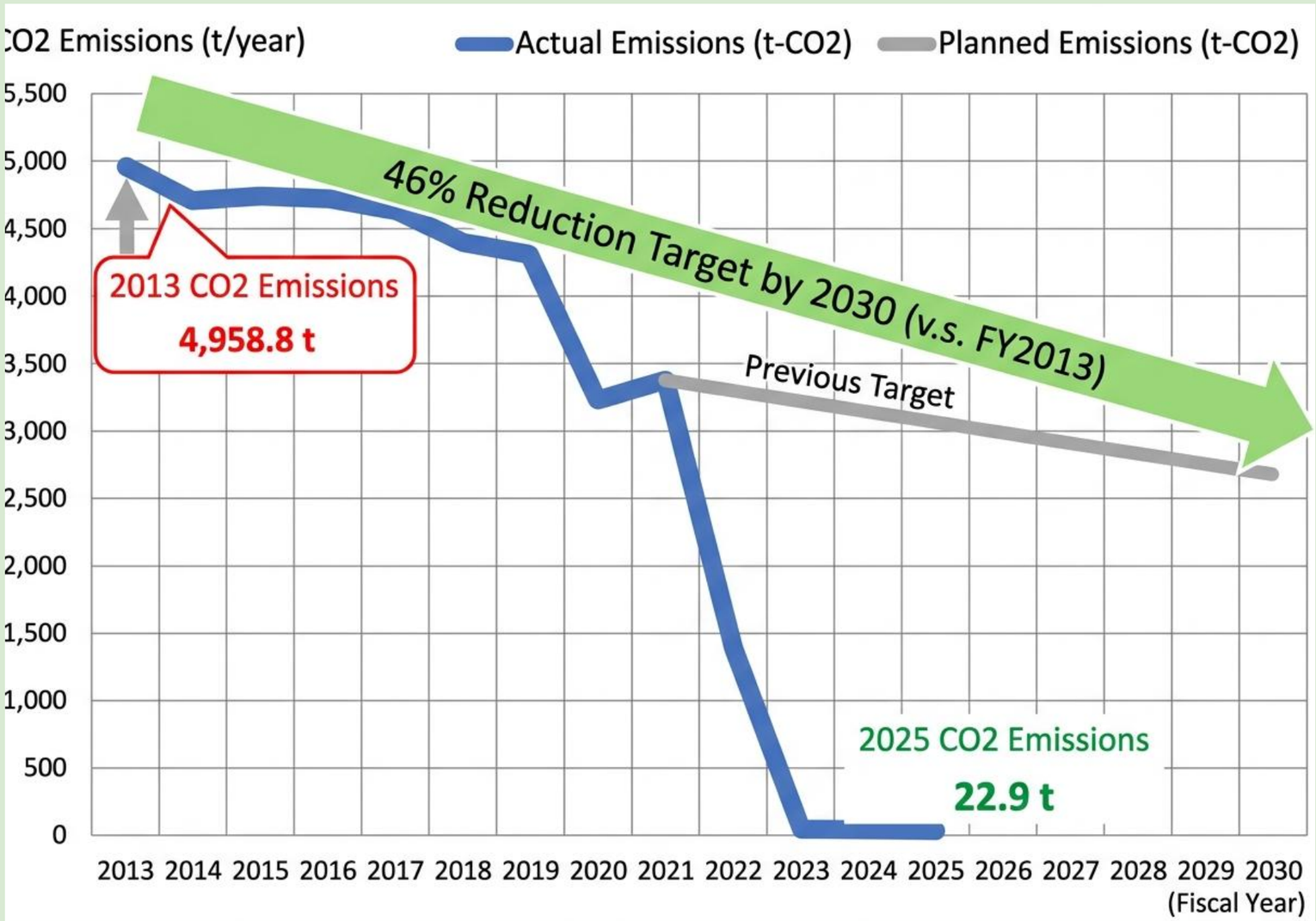
Facilities / Items	Environmental Laws & Regulations	Notif.	Report	Inspec.	Others
All Facilities	Act on Global Warming Countermeasures		○		
	Sewerage Act	○	○	○	
	Energy Conservation Act	○	○		
	Plastic Resource Circulation Act			○	
	Home Appliance Recycling Act			○	
	End-of-Life Vehicle Recycling Act			○	
Head Office / Factory	Industrial Safety & Health Act			○	Health Checkups
	Factory Location Act	○			
Factory Equipment	Noise Regulation Act	○		○	
	Vibration Regulation Act	○			

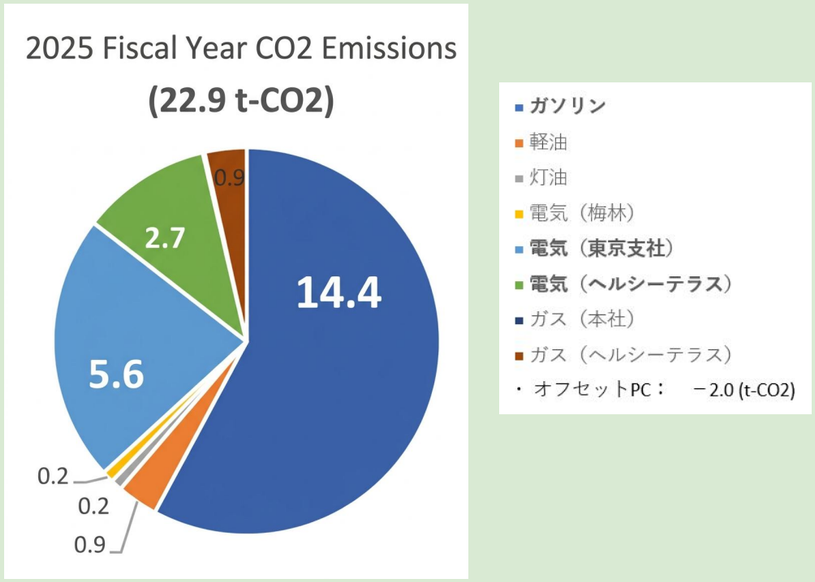
Facilities / Items	Environmental Laws & Regulations	Notif.	Report	Inspec.	Others
R&D Building	PRTR Act			○	
	High Pressure Gas Safety Act			○	
Factories, Towers, Tanks, etc.	Fire Service Act	○	○	○	
Spray & Residue Dryers	Offensive Odor Control Act	○			
Industrial Well	Industrial Water Act		○		Licensed
Refrigerated/Freezer Containers	Fluorocarbons Emission Control Act			○	Equipment Survey/Inspec.
Food Waste	Food Recycling Act	○	○		
Diesel Trucks	NOx & PM Act			○	
Composting Yard	Fertilizer Regulation Act	○			
General & Industrial Waste	Waste Management Act		○		Manifest Management
Boilers	Air Pollution Control Act, etc.	○			

Environment - CO2 Emissions Trend (FY2013-FY2025 Actual)

E4

Actual CO2 Emissions Trend & Breakdown





CO2 emissions for FY2025 were net 22.9 t-CO2.
• Reduction rate compared to FY2013 is 99.5%.
• Breakdown of main emissions in FY2025:
Scope 1
(1) Gasoline: 14.4 t-CO2
Scope 2
(1) Electricity (Branch Office): 5.6 t-CO2
(2) Electricity (Healthy Terrace): 2.7 t-CO2
Offset: -2.0 t-CO2

Greenhouse Gas Emissions (FY2025)
• Location-based
Scope 1: 16.4 t-CO2e
Scope 2: 3,355.5 t-CO2e
• Market-based
Scope 1: 16.4 t-CO2e
Scope 2: 1,866.1 t-CO2e

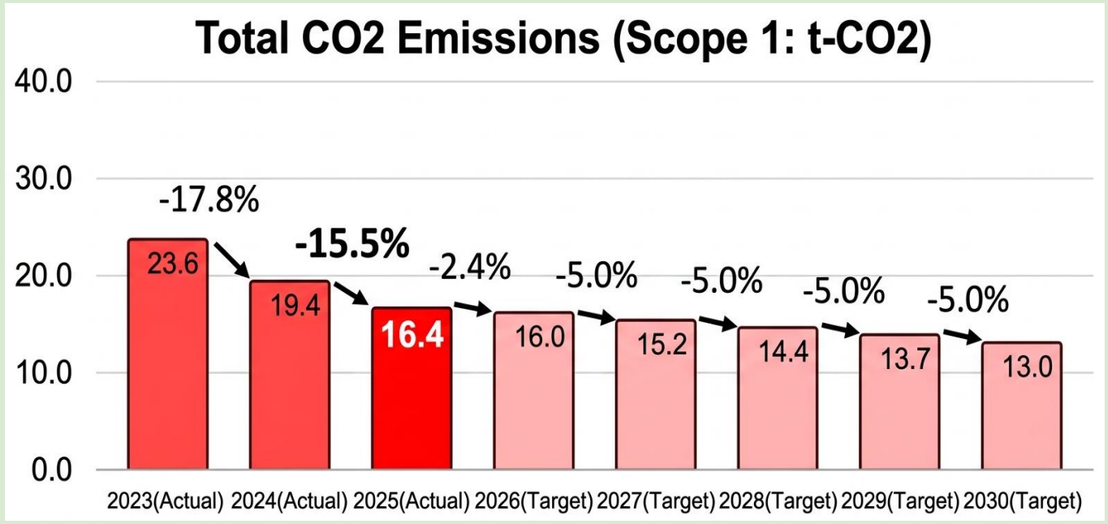
Environment - Environmental Data

E4

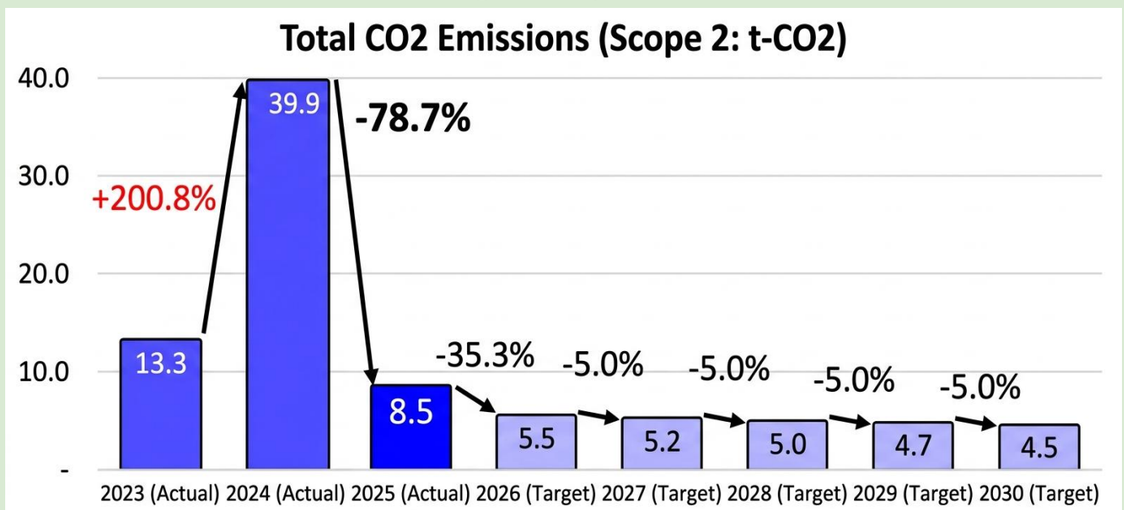
【Actual Net CO2 Emissions】

(FY2023-FY2030 Actuals & Targets, FY2025 Monthly Actuals)

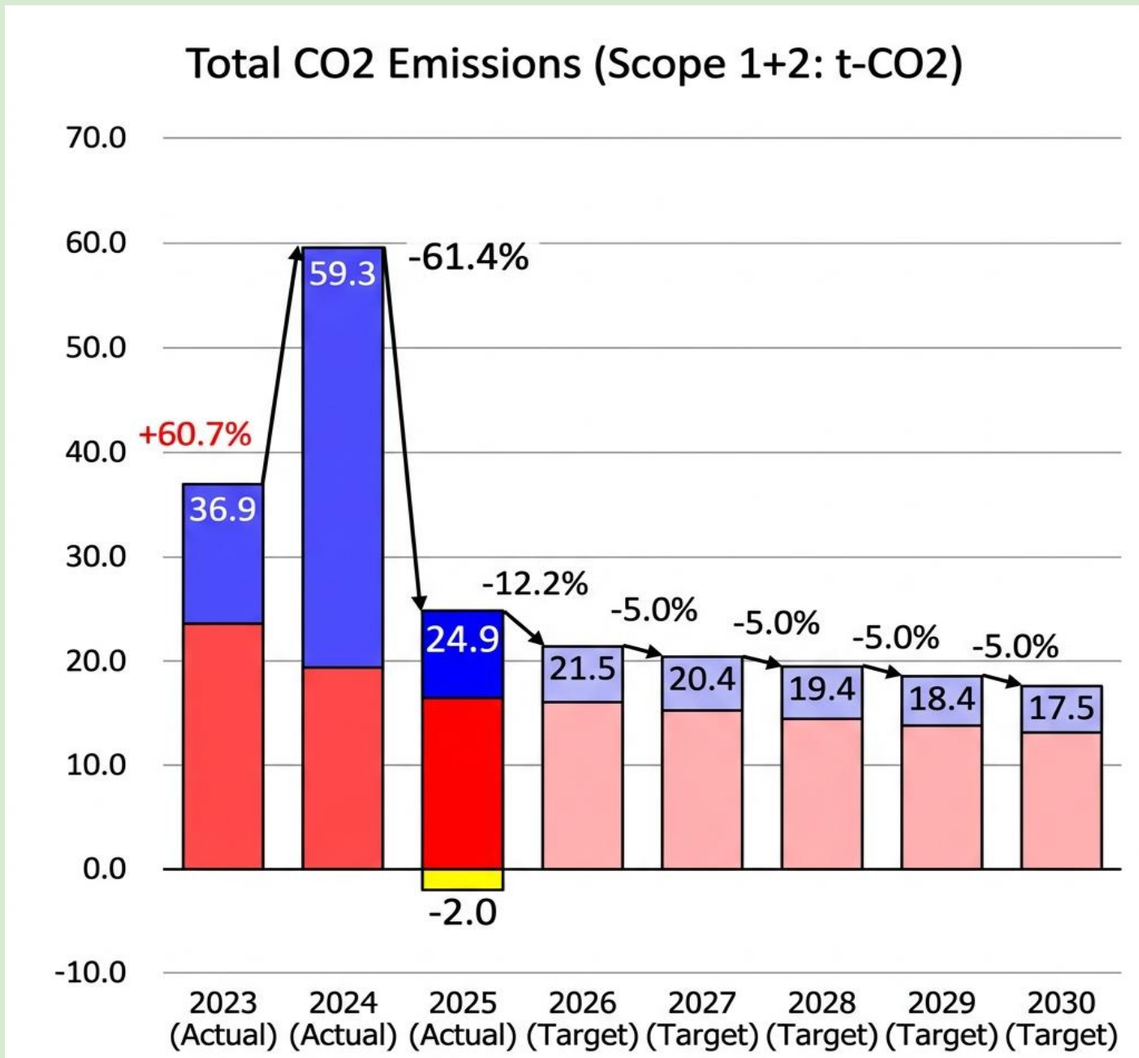
● Net CO2 Emissions & Reduction Targets (Scope 1)



● Net CO2 Emissions & Reduction Targets (Scope 2)



● Net CO2 Emissions & Reduction Targets (Scope 1 + Scope 2)



Environment - Environmental Data

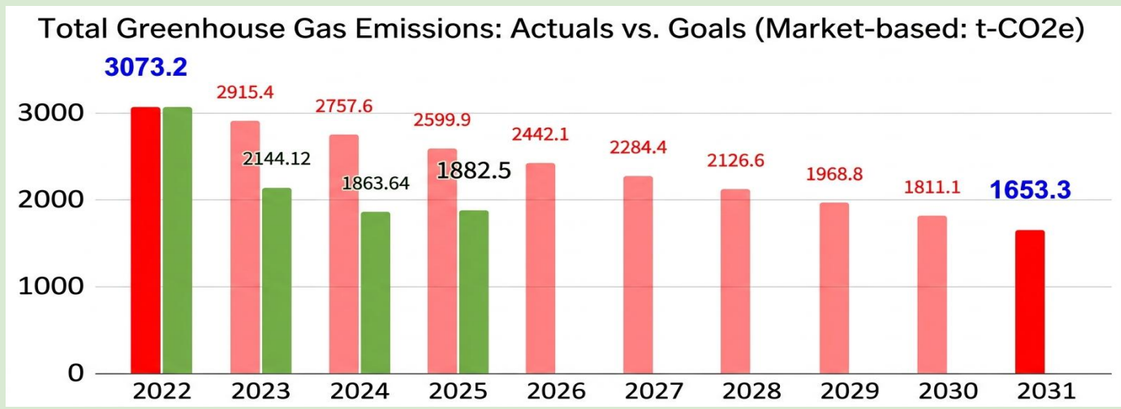
E4 SBTi for SMEs Commitment [GHG Emissions Reduction]

Targets and Results under Location-based and Market-based Standards

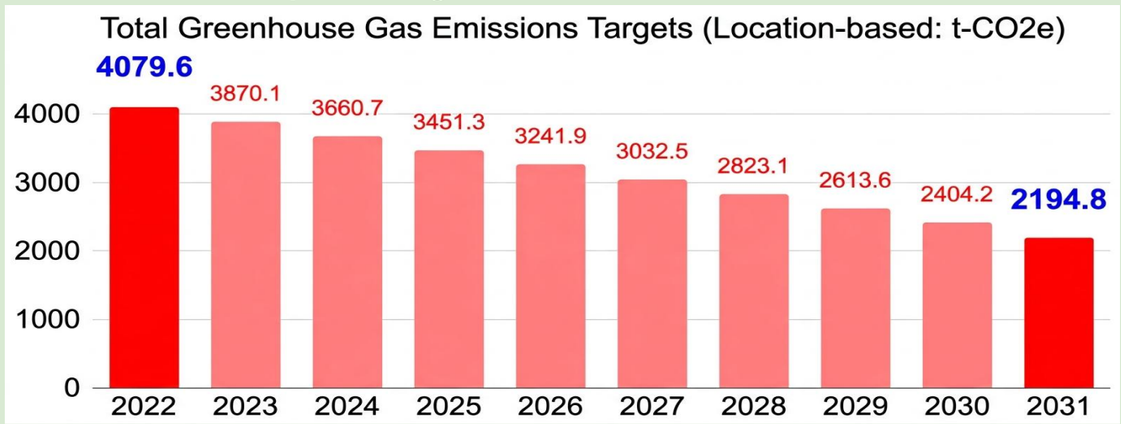
SBTi for SMEs Science-Based Target: Declared a commitment to a 46.2% reduction (1.5°C level) by 2031 compared to the 2022 base year, and obtained validation in May 2026.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

● Market-based Scope 1+2 Results and Targets



● Location-based Scope 1+2 Targets



Factor Source: Ministry of the Environment, List of Calculation Methods & Emission Factors (for FY2023 onwards)

E4 Third-Party Calculation & Verification

Supply Chain Greenhouse Gas Emissions

Regarding FY2025 CO2 emissions, a third-party verification body conducted "GHG Emissions Verification" in July based on the 2025 emission factors.

Verified GHG Emissions (t-CO2e)	
Scope 1	16.4
Scope 2 (Market-based)	1,866.1
Scope 2 (Location-based)	3,355.5

Scope of Calculation: Head Office & Factory, Tokyo Branch, Umebayashi Warehouse, sakura Healthy Terrace
Calculation Method: GHG Emissions Calculation, Reporting, and Disclosure System and Operator's Procedures
Emission Factor Source: Ministry of the Environment, List of Calculation Methods & Emission Factors (for FY2023 onwards)

GHG Protocol (Greenhouse Gas Protocol)

International standards for companies and organizations to accurately measure and report GHG emissions.

Target Gases for Calculation

CH4, N2O, PFCs, SF6, NF3, CO2, HFCs (Handled by tokiwa → Subject to calculation)

	Fluorocarbon Emissions (t-CO2e)			
FY	2022	2023	2024	2025
Emissions	0	19.22	15.84	0
GWP Source	AR4	AR4	AR5	AR5

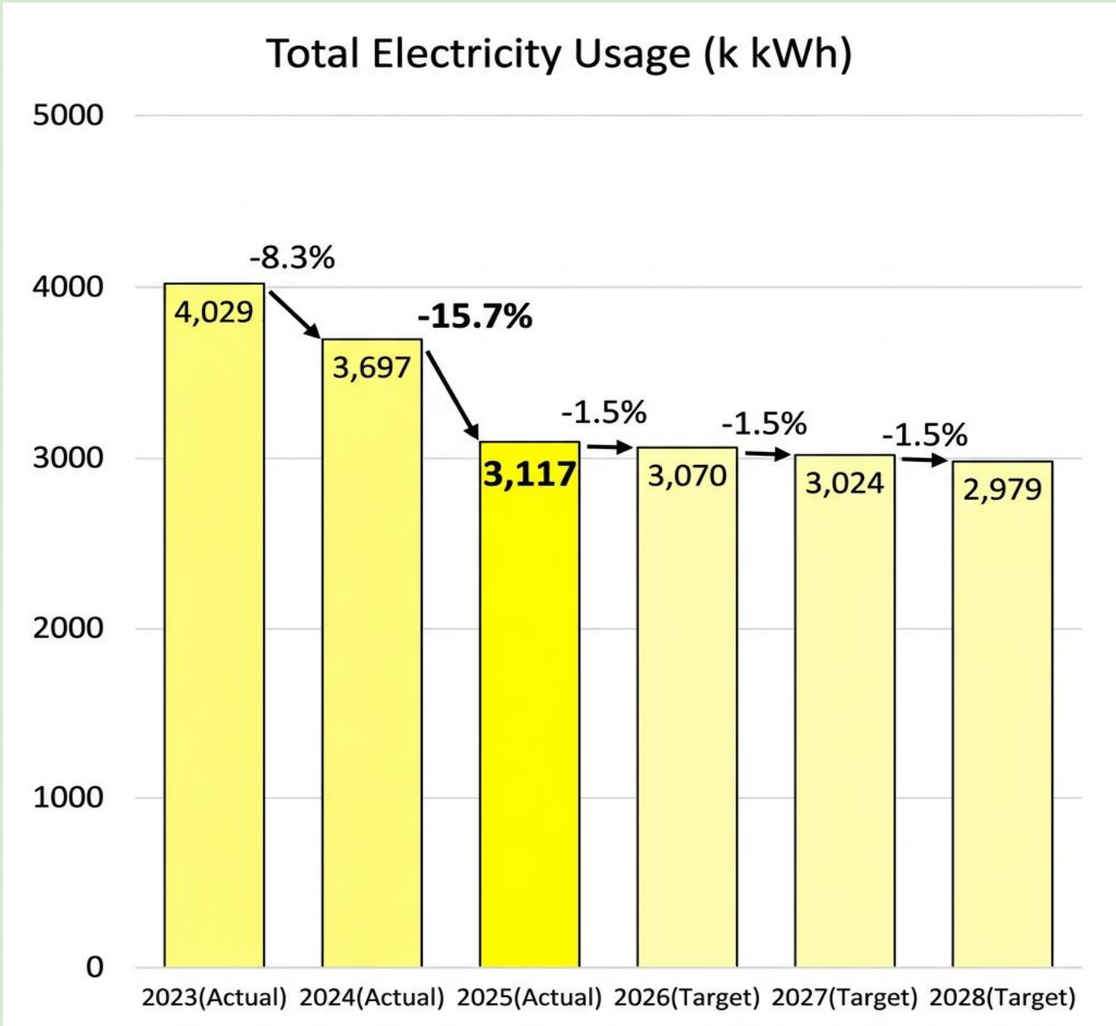
Factor Source:
Types of Fluorocarbons and Global Warming Potential (GWP) Used for Reporting Calculated Leakage of Fluorocarbons

Environment - Environmental Data (FY2025 Performance: Electricity / City Gas / Waste / Chemical Substances / Water)

Environmental Action Plan Targets, Results, and Evaluation (All Sites)

Item	Target & Actual	Evaluation
Electricity Consumption	Target: 3,565 thousand kWh Actual: 3,117 thousand kWh	**Achieved!**
CO2 Emissions	Target: 40.0 t-CO2 Actual: 24.5 t-CO2	**Achieved!**
City Gas (Boiler Only)	Target: 10,070 t Actual: 10,618 t	**Not Achieved**
City Gas (Water Heater)	Target: 1,006 t Actual: 433 t	**Achieved!**
General Waste	Target: 27.4 t Actual: 26.5 t	**Achieved!**
Food & Industrial Waste	Target: 586 t Actual: 667 t	**Not Achieved**
Chemical Substances Used	Target: 783,272 L Actual: 784,000 L	**Not Achieved**
Total Wastewater	Target: 105,337 m^3 Actual: 94,246 m^3	**Achieved!**

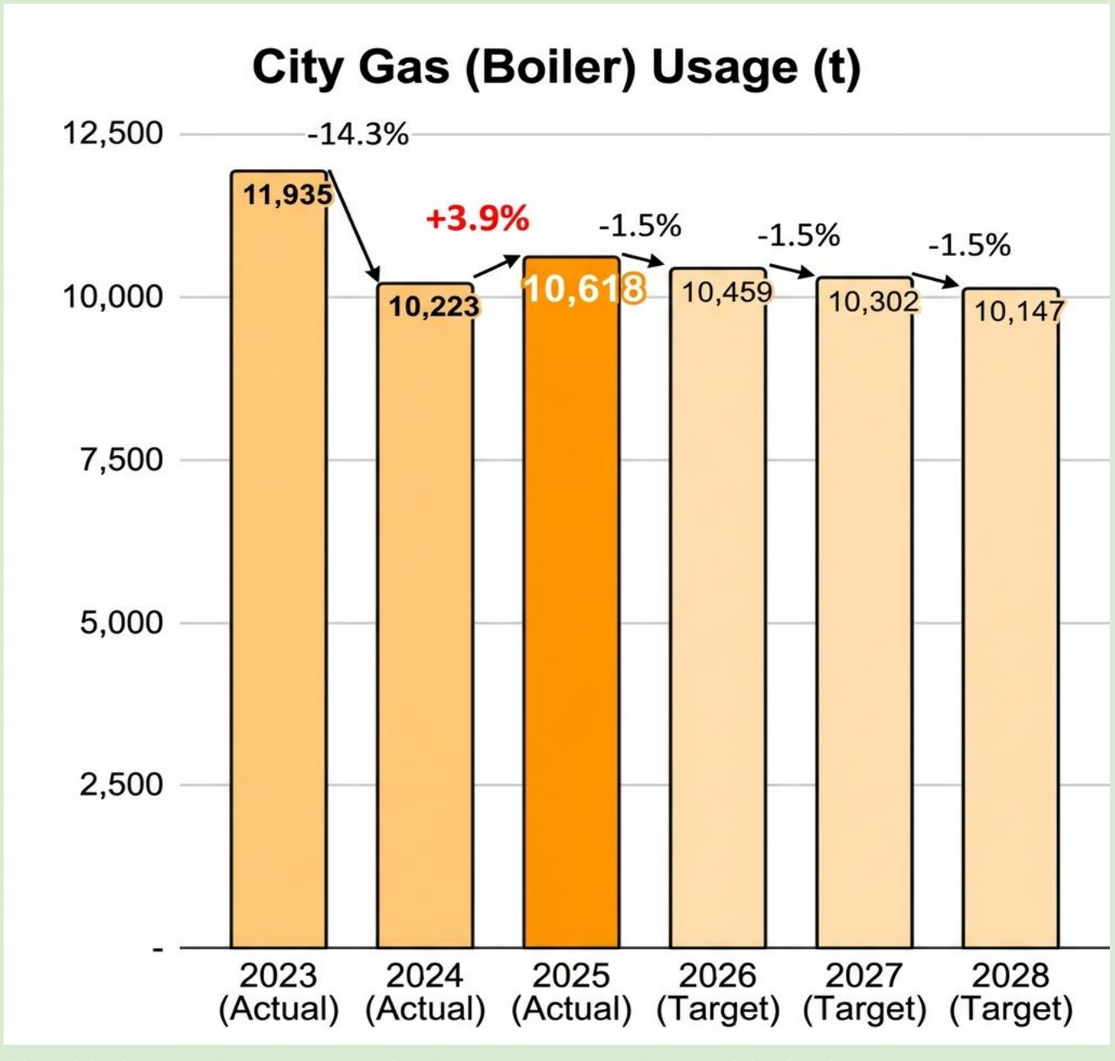
Total Electricity Consumption (FY2023-2025 Actuals, FY2026-2028 Plan)



*We significantly improved our reduction plan through energy-saving initiatives, efficient equipment operation, and the maintenance of solar panels.

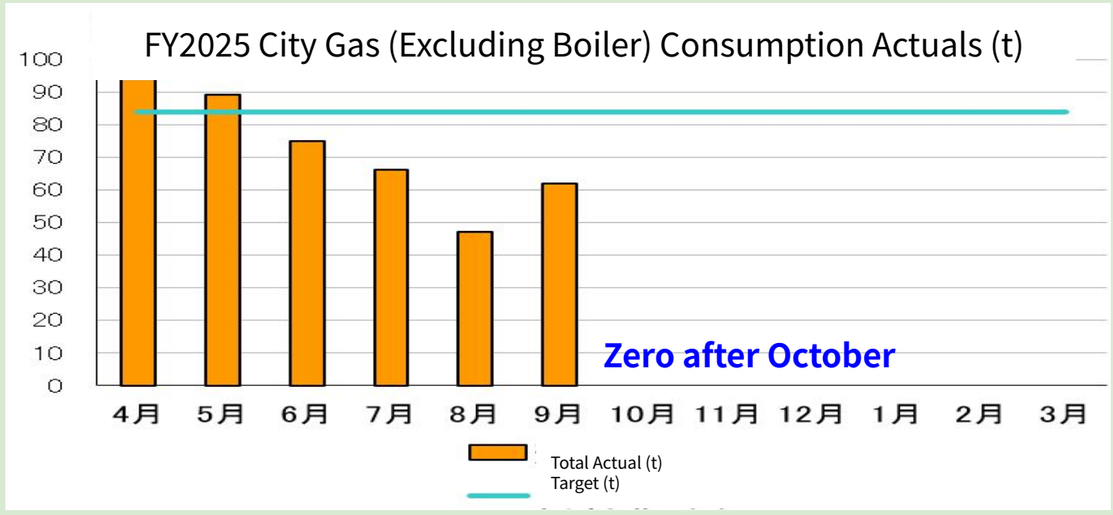
Environment - Environmental Data

E4 City Gas (Boiler) Consumption (FY2023-2025 Actuals, FY2026-2028 Plan)



*Although boiler operation was optimized in FY2024, consumption increased this fiscal year.
We will conduct steam energy-saving diagnostics and implement measures against heat loss and piping leaks.

E4 City Gas (Water Heater) Consumption (FY2025 Monthly Actuals)



*With the start of sakura Healthy Terrace operations, data is segmented and managed.
After October, all city gas water heaters were replaced with electric water heaters.

E2 Food Waste Generation and Recycling Rate of Food Resources (FY2025 Actuals)

[Breakdown of Food Resource Recycling Rate Actuals] Target: 100%

① Generation: 610.0 t
② Generation Prevention: 521.2 t
③ Recycling Volume: 610.0 t
④ Heat Recovery Volume: 0.0 t
⑤ Waste Reduction Volume: 0.0 t
⑥ Volume Other than Recycling: 0.0 t
⑦ Waste Disposal Volume: 0.0 t

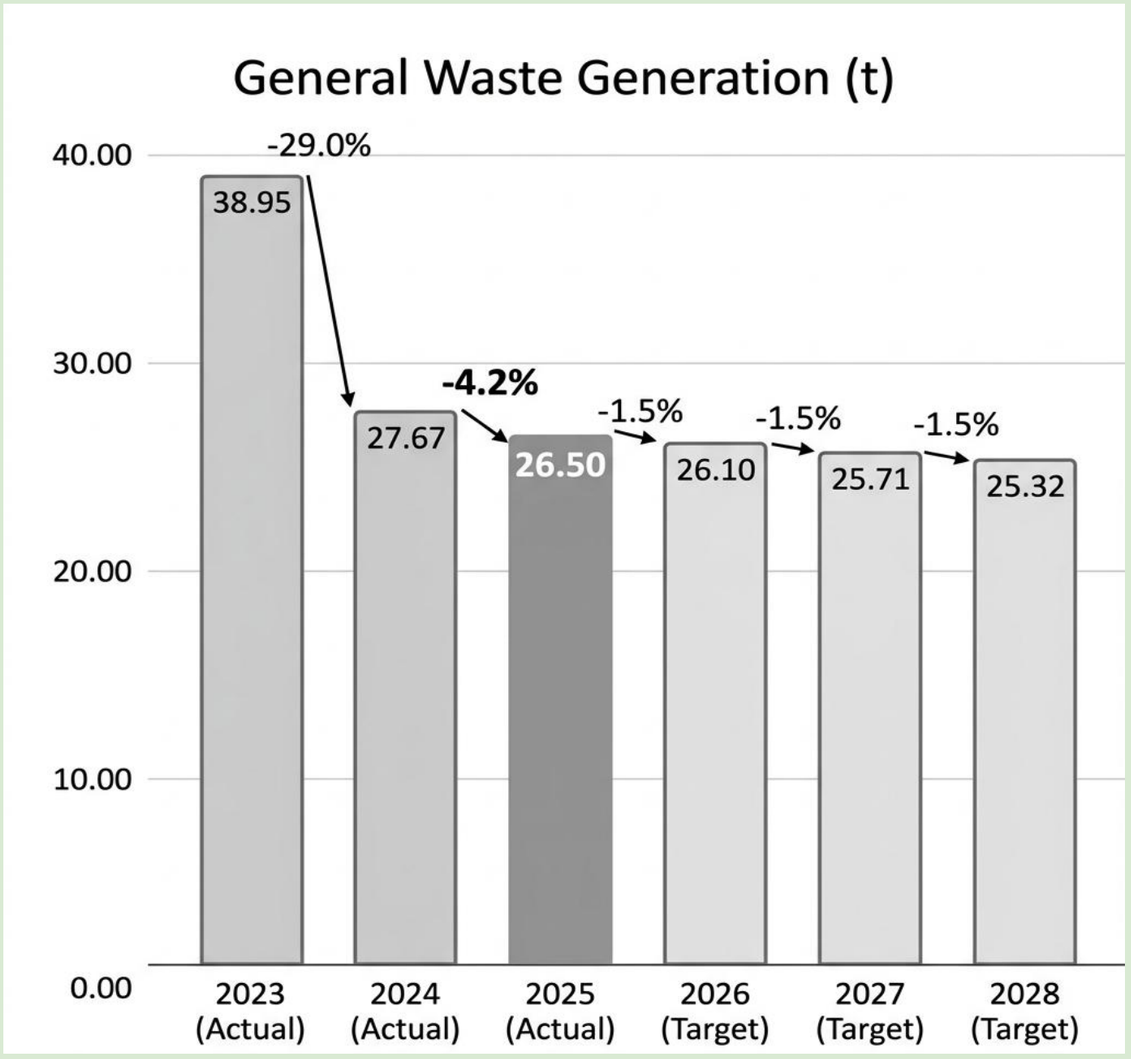
$$\text{Food Resource Recycling Rate (\%)} = \frac{(②+③+④\times 0.95+⑤)}{(①+②)} \times 100$$

$$= 100\ \%$$

Environment - Environmental Data

E2

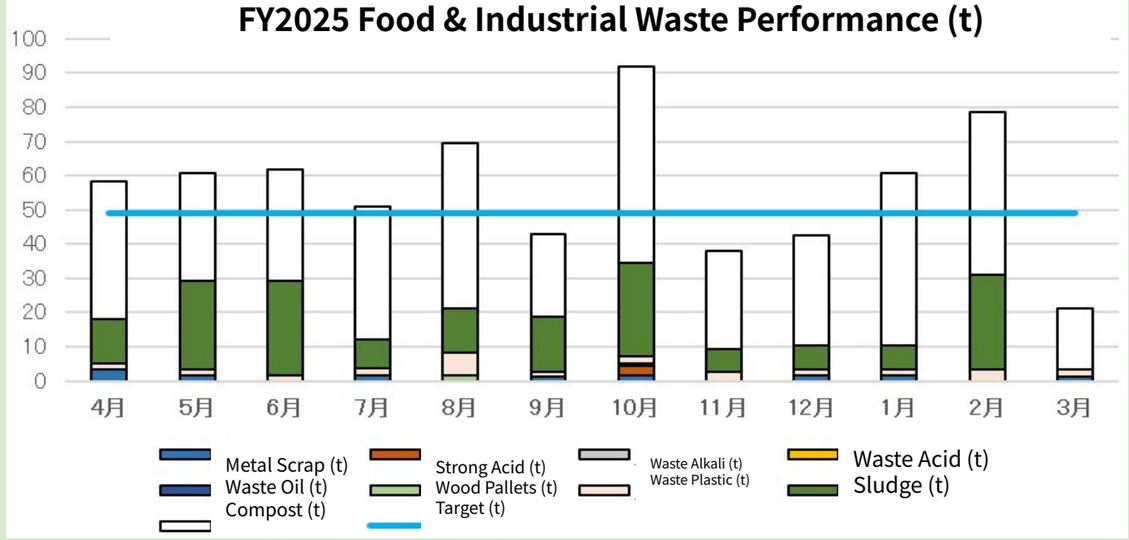
General Waste Volume
(FY2023–2025 Actuals, FY2026–2028 Plan)

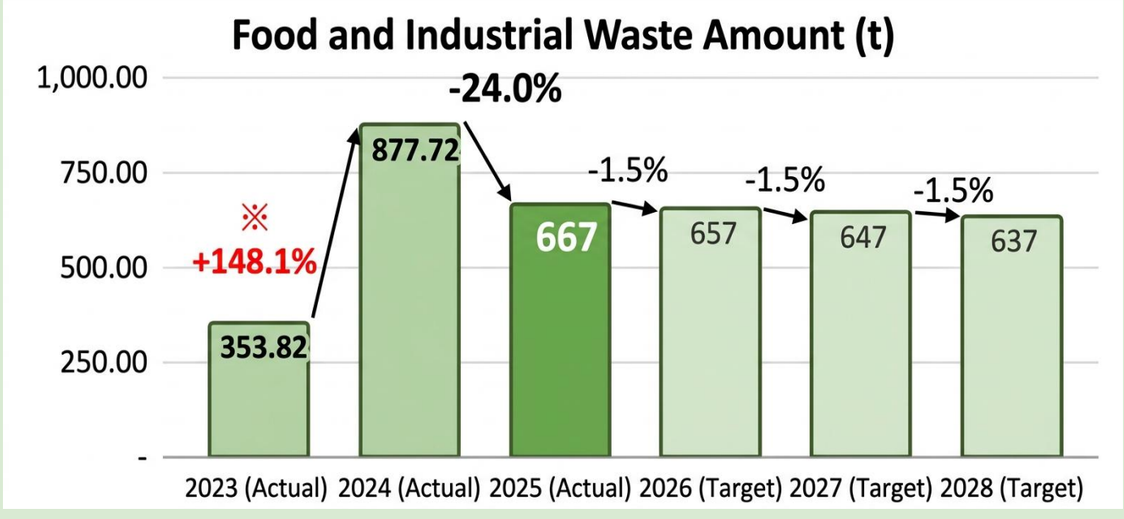


*We promote resource recycling and strive to reduce waste.

E2

Food & Industrial Waste Volume
(FY2023–2025 Actuals, FY2026–2028 Plan)

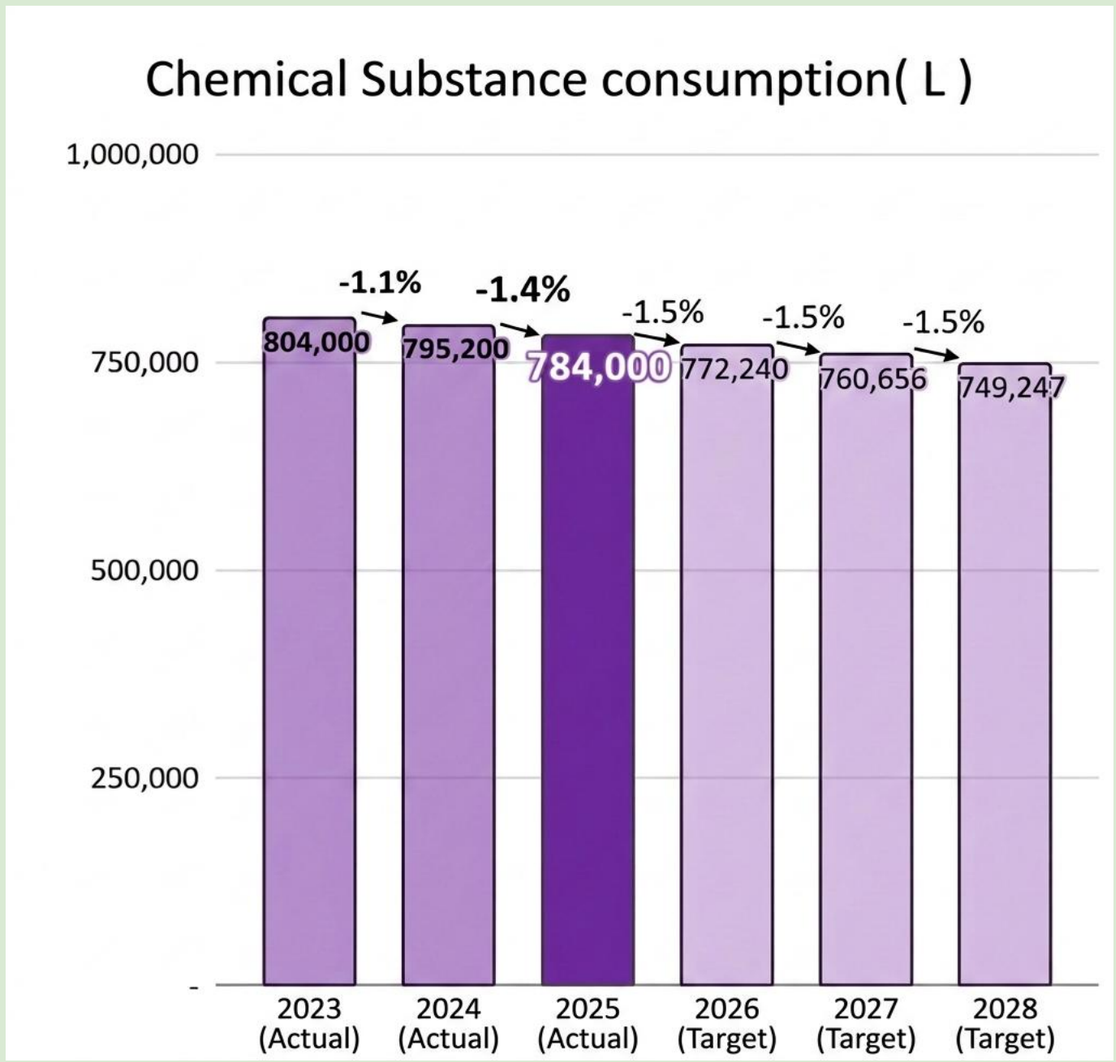




*Since December 2023, all items, including compost and sludge, have been managed under the manifest system, and targets have been revised to total values. We plan to reduce compost in the next fiscal year.

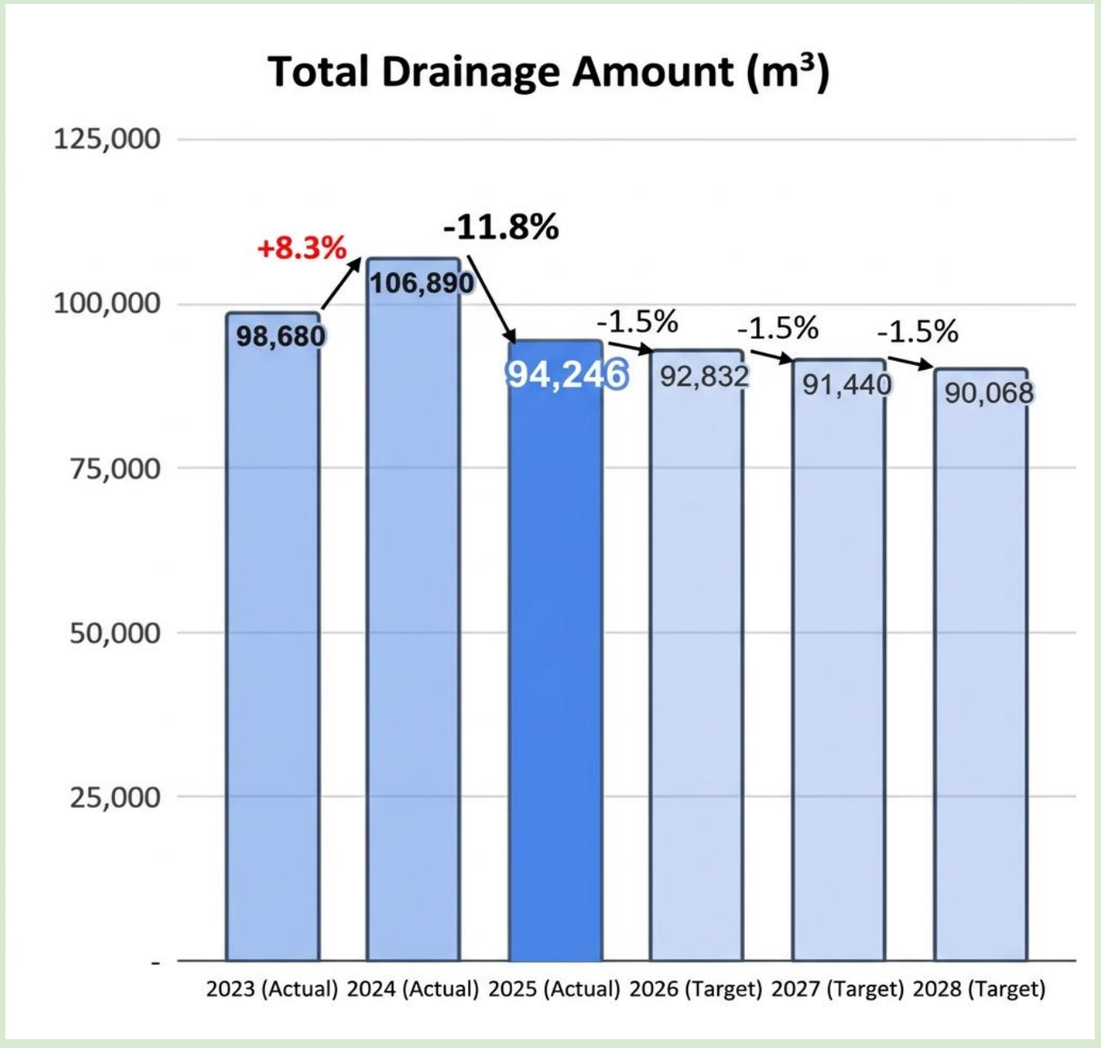
Environment - Environmental Data

E2 Chemical Substance Consumption
(FY2023–2025 Actuals, FY2026–2028 Plan)



*We will systematically reduce consumption to meet our target reduction rate of -1.5%.

E1 Water Consumption
(FY2023–2025 Actuals, FY2026–2028 Plan)



*Starting next fiscal year, we will monitor consumption for each manufacturing building and leverage data analysis to drive further reductions.

Environment - New Initiatives

【Groundwater】
Sustainable Groundwater Utilization 2025



Groundwater Conceptual Diagram

・With support from Water Scape Co., Ltd., we promoted groundwater utilization by "visualizing invisible groundwater" to ensure sustainable resource use.

・For the FY2025 initiatives, we conducted diagnostic assessments and analyses of external factors to deepen our understanding of groundwater utilization:

① Confirmed the relationship between groundwater and society in Sakura City and surrounding areas, understanding historical background and social impacts.

② Understood the basin range of utilized groundwater, analyzing the Shimosa Group geology and neighboring river basins.

③ Understood groundwater use during critical impact periods using Sakura City's precipitation and evapotranspiration data.

・We raised internal awareness regarding sustainable groundwater use in business activities, fostering business practices with gratitude for precious water resources.

・For the FY2026 initiatives, we will proceed with diagnostics of internal factors (well equipment specifications, etc.) to ensure safe, secure, and sustainable groundwater utilization.

【Biodiversity】
Evolution of Soil Preparation



Creating "Living Soil" through Composting

In FY2025, we further evolved our composting activities by utilizing weeds and pruned branches from the herb garden, striving to balance a "rich soil ecosystem" with "environmental footprint reduction."

・**Blending Original Materials:** Added "rice husks" and newly introduced "in-house biochar" to the weeds and pruned branches. This created an ideal habitat where soil microorganisms and earthworms can be more active.

・**Completion of "Living Soil":** Microorganisms made the soil fluffy (aggregate structure), dramatically improving water drainage and retention, creating an environment where plants grow vigorously.

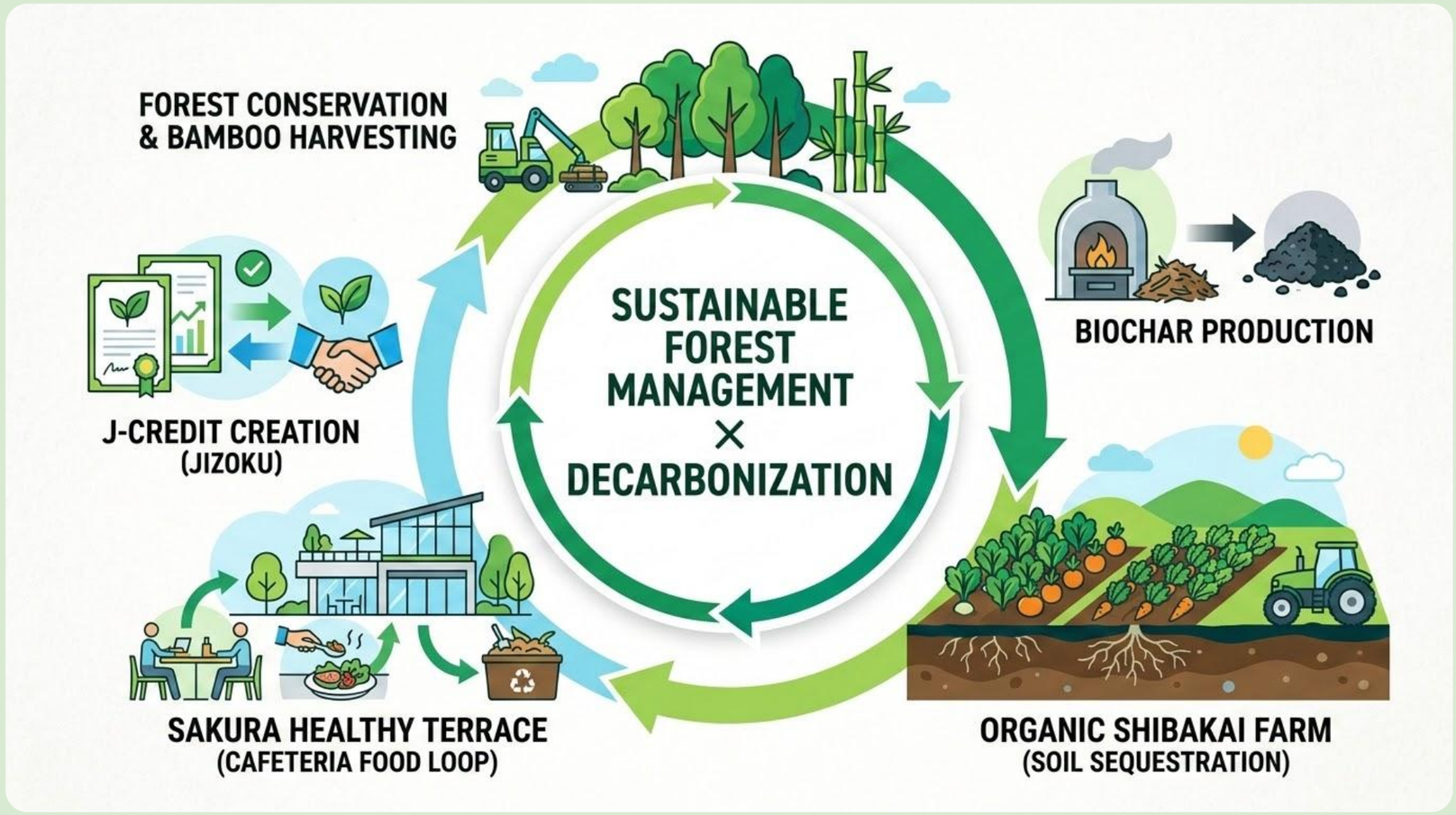
・**Application to Medicinal Herb Plot:** Fully introduced this carefully prepared circular compost to the newly established "Medicinal Herb Plot," completing a cycle that nurtures new life using only resources from the herb garden.

Environment - New Initiatives

E3

【Forestry Management × Decarbonization】

New Environmental Initiatives via a New Network 【Biochar】



We are working jointly with the local community, **【Eucalyptus Kikori Club】**, on forest conservation **【Forest Management】** and initiatives to prevent global warming by increasing CO2 absorption. The issue of abandoned bamboo groves causes forest destruction and river pollution, as well as pest damage. To address this, harvested bamboo is converted into **【Biochar】** and utilized at **【Shibakai Nouen Co., Ltd.】**, a local organic farm, to promote carbon (CO2) sequestration in the soil.

Vegetables harvested at the farm are served in the cafeteria of **【sakura Healthy Terrace】**, allowing employees and local residents to experience **【Circular Environmental Initiatives】** themed around "Food and the Environment."

In FY2026, we will partner with **【Jizoku Co., Ltd.】** to commercialize carbon sequestration into J-Credits, contributing to global environmental conservation and **【Sustaining Decarbonization】** through forest diversity (CO2 absorption, watershed protection, and biodiversity conservation).

Environment - New Initiatives

E4

【RE100 Declaration】
Goals & Progress



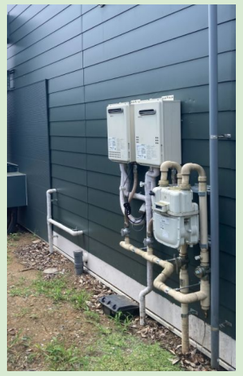
In April 2025, we joined the "RE Action" initiative.

RE Action is a framework that encourages electricity consumers (corporations, local governments, educational/medical institutions, etc.) to declare their target and take action to convert 100% of their electricity to renewable energy, driving market and policy changes.

Our goal is to achieve 100% renewable energy (carbon neutrality) for all operations by 2030. In FY2025, switching our electricity menus successfully increased our renewable energy share from 10.2% in FY2024 to 45.6%. We will expand this review to leased offices to hit our 100% target.

E4

【CO2 Emissions: Gas to Elec.】
100% Renewable Water Heaters





We switched the water heaters at sakura Healthy Terrace from city gas to 100% renewable electricity.

This shift successfully achieved a CO2 reduction of 【1.9 t/year】.

City Gas Heater ➡ Electric EcoCute

E4

【CO2: Energy Saving (Elec.)】
Introduction of 'ecomo'



We introduced 'ecomo' to a portion of our cubicles to reduce electricity consumption in our factories.

This reduced CO2 by 【22.2 t/year】, and we plan to expand this setup to other cubicles.

Environment - New Initiatives

E4

【CO2 Emissions: Converting Gas to EV】
Upgraded Forklifts to EVs



We introduced and switched one gasoline forklift to an electric forklift. By charging it using offset electricity, we are working to reduce fossil fuel (gasoline) consumption (reducing emissions by 4.8 t-CO2/year).

E4

【RE Promotion: Solar Panels】
sakura Healthy Terrace + Head Office Building





We converted the electricity used at sakura Healthy Terrace to 100% renewable energy, and installed solar panels 【20.16kW】. Additionally, we installed solar panels 【4.48kW】 at the Head Office Building, securing electricity for both the company and the local community as a BCP base.

E2

Resource Reuse & Educational Support
Originating from Employee Environmental Activities



お礼状

株式会社常盤植物化学研究所　様

拝啓

日頃より久喜市放課後子ども教室集積南小学校みなっ子ゆうゆうプラザの活動趣旨にご賛同いただき、温かいご寄付をお寄せくださいましたことに、心より御礼申し上げます。
この度いただきました「靴(60本)」は、講座で子どもたちが利用する材料として大切に活用させていただきます。また、令和4年度より毎年ご協力いただきました保冷剤も「びんフラワー講座」「親子でびんフラワー講座」におきましても利用させていただき、児童や保護者、地域のサポーターに大変喜ばれております。今後もゆうゆうプラザの活動目的となっております「子どもたちが地域社会の中で、心豊かで健やかに育まれる環境づくり」のために役立てていきたいと思います。
みなさまからのご厚意が、子どもたちの笑顔の大きな力となっております。
本来でしたら、お伺いしてお礼申し上げるところでございますが、略儀ながら書中をもちましてご寄付のお礼申し上げます。

敬具

令和8年3月19日

埼玉県久喜市教育委員会放課後子ども教室
集積南小学校みなっ子ゆうゆうプラザ
実施委員長　平野うとム

みなみっ子ゆうゆうプラザ
公式キャラクター クロン

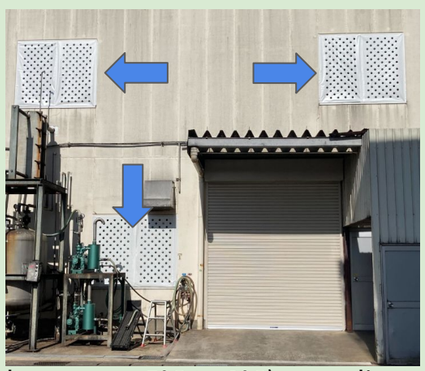
Through employee environmental activities and our "Give & Take! Unwanted Items Matching" program, we have continuously donated ice packs and empty glass bottles to "Minamikko Yu-Yu Plaza" in Kuki City, Saitama Prefecture. These materials, which would normally be discarded, are reused as teaching materials for after-school children's classes. We will continue this social contribution to connect environmental efforts with the smiles of future generations. We would like to share the heartwarming thank-you letter we received.

After-school Children's Class, Kuki City Board of Education / Kurihashi Minami Elementary School Minamikko Yu-Yu Plaza
https://minamikko.sakuraweb.com/

E4

CO2 emissions:
Heat countermeasures
Window blocking effect





As a window thermal insulation measure (reducing temp by approx. 5°C to 8°C), we adjusted indoor AC settings and promoted lighting energy conservation. The blinds are made of resin and do not retain heat, featuring a bright design. We also applied dot thermal insulation sheets on windows with strong afternoon sun.

Environment - Ongoing Initiatives

E4

Plastic Bottle Cap Recycling to Vaccines



We started collecting plastic bottle caps in March 2025. In 2026, we will connect this effort to providing vaccines to children in developing countries.

Collection boxes are placed at sakura Healthy Terrace (open to the public) and inside our offices. We will continue this as an ongoing initiative for everyone to contribute to society.

E2

Give & Take! Unwanted Items Matching



This initiative allows employees to pass on items they wish to give to colleagues who want them, reducing waste and promoting resource efficiency.

In FY2025, items like Expo 2025 tickets, Japan Mobility Show tickets, unused printers & ink, dried flowers, and sweets were successfully matched and reused.

E4

【CO2 Emissions】 Use of Offset Energy



CARBON OFFSET CITY GAS

カーボンオフセット都市ガス供給証明書
（地球環境貢献型）

Certificate of Carbon Offset City Gas Supply

株式会社常磐植物化学研究所 様

東京ガス株式会社は、株式会社常磐植物化学研究所 様へのカーボンオフセット都市ガスの供給を証明いたします。カーボンオフセット都市ガスの採用は、地球規模での温室効果ガス削減に加え、持続可能な社会の実現に貢献します。

当社が作成した算定ルールに基づく、当該のカーボンオフセット都市ガスメニューの算定及び運用状況については、一般財団法人日本品質保証機構が第三者検証を実施しました。

- お客さま名 株式会社常磐植物化学研究所
- ガス使用契約番号 4711-105-5035
- カーボンオフセット都市ガス供給期間 2025年04月-2025年08月
- カーボンオフセット都市ガス供給量 350,138m³(検針階級)
- CO_2オフセット量 985t-CO_2
- プロジェクト
  Katingan Peatland Restoration and Conservation Project

東京瓦斯株式会社
取締役 代表執行役社長 笹山 晋一

COPY



2026年6月吉日

株式会社常磐植物化学研究所 御中

東京ガス株式会社

カーボンオフセット都市ガス（排出係数調整型）供給通知書

貴社との「カーボンオフセット都市ガス（排出係数調整型）の指給に関する合意書」に基づき、貴社事業所にカーボンオフセット都市ガス（排出係数調整型）を供給しておりますことをご報告申し上げます。

供給（対象事業所一覧）

対象供給開始月	対象供給期間 終了月	対象事業所	お客さま番号	ご使用量（検針数量）	カーボンオフセット都市ガス（排出係数調整型）供給量	メニューAの排出係数調整のために使用したカーボンクレジット
2025年9月	2026年3月	株式会社常磐植物化学研究所	4711-105-5035	448,669m3	0m3	448,669m3分クレジット等

以上

※1：ガス事業者別排出係数は下記のページをご確認ください
https://policies.env.go.jp/earth/ghg-santeikohyo/calc.html
※2：各値は検針値は、都市ガスを温度が25℃で圧力が1 bar の状態（標準環境状態）に換算した値で計算したものとします。

COPY

We have continuously purchased and used city gas and electricity as offset energy since FY2023.

E2

【EA21 Initiative】 Environmental Governance



エコアクション21

認証・登録証

認証・登録番号	0003872
認証・登録事業者	株式会社常磐植物化学研究所
事業活動	医薬品原薬、化粧品原料、機能性食品原料及び食品添加物の製造・販売、ハーブ園の運営、sakura ヘルシーテラスの運営
対象事業所	本社・工場、東京支社、原料倉庫・排水処理場・佐倉ハーブ園・sakura ヘルシーテラス、梅林農園
認証・登録日	2009年7月13日
更新・登録日	2025年7月13日
有効期限	2027年7月12日

上記事業者は「エコアクション21ガイドライン2017年版」(環境省)の要求事項に適合していることを証します。

一般財団法人 持続性推進機構
理事長 森本英香

COPY

We have held Eco-Action 21 (EA21) certification since 2009, undergoing renewal audits and intermediate assessments in alternating years.

Environment - Awards

Eco-Action 21 of the Year 2025
2nd Minister of the Environment Award & Silver Award







Eco-Action 21 of the Year is an award organized by the Institute for Promoting Sustainable Societies. Its purpose is to realize a decarbonized society by recognizing environmental management reports and initiatives that lead to solving social issues, to widely disseminate diverse environmental initiatives, and to accelerate environmental efforts.

Evaluation and Review by the Environmental Manager

In our environmental preservation activities for FY2025, we aimed to suppress the increase in environmental impact associated with business growth and maintain CO2 emissions at a high level of "99% reduction compared to FY2013", promoting various measures.

As specific CO2 reduction measures, we have planned and executed planned capital investments, such as converting lighting in each building to LED, phased replacement with electric forklifts, and introducing energy-saving equipment to power facilities.

In addition, "sakura Healthy Terrace" consolidated energy sources by electrifying water heating systems from city gas, and newly installed solar power generation facilities in March of this year, further accelerating our efforts against global warming.

On the other hand, regarding the effective utilization of waste, although we have been taking continuous measures, we have not reached our target value at this point, and we consider this an important issue for the future and intend to work on further process improvement.

Our new response for this fiscal year was to declare a target based on the scientific evidence of the small and medium-sized enterprise version of SBTi: "A reduction of 46.2% or more at the 1.5°C level by 2031 with 2022 as the base year", which was approved and registered in May 2026. Furthermore, as an environmental initiative, we launched the "From Biochar Making to Environmental Initiatives" activity, utilizing felled bamboo generated from bamboo forest preservation. This is an extremely important step toward building a recycling-oriented society in cooperation with the local community, and we have high expectations for its future contribution to our business.

Social - Targets & Results

No	Pillar	Impact Category	Initiative	Targets / KPIs by FY2030	FY2025 Results	Related SDGs
S1	Social / Economy	Health & Sanitation / Economic Convergence	Creating a Healthy Society	Develop and provide two original health-conscious products by FY2030	Launched mate extract "MATESOL" in April 2024. In February 2025, made it compliant with Foods with Function Claims for "helping to reduce visceral fat." (A new product was developed and provided as of FY2025; the next original product is under development.)	
S2	Social	Health & Sanitation	Promoting Employee Health	(1) Achieve 80% usage rate of Healthy Terrace in FY2025. (2) Maintain Certified Health & Productivity Management Outstanding Organization.	(1) Achieved at 100%*. *Calculated as: Annual meals of employees / (Annual working days x Number of employees - Paid leave taken). (2) Certified as Health & Productivity Management Outstanding Organization 2026 (Next Bright 1000).	
S3	Social	Education	Contribution to Education / Nurturing Next-Generation Talent	(1) Hold Sakura Science Academy (for researchers) once a year. (2) Conduct lectures for elementary, junior high, and high school students, including Sakura Academia, three times a year. (3) Present the Jin Matsuo Award (Phytochemical Symposium) once a year from 2024 onwards.	(1) Held the 5th Sakura Science Academy on September 23, 2025. (2) Conducted educational CSR 5 times: May: Sakura Nanbu Junior High School (Herb Garden tour) June: Sakura Nego Elementary School (Herb Garden tour) July: Chiba Prefectural Sakura High School (participated in Sakura Domain Science Festival) September: Chiba Prefectural Sakura High School (experimental lecture "Sakura Active") January: Sakura Usuiminami Junior High School (career seminar) (3) Presented the 3rd Jin Matsuo Award at the Phytochemical Symposium on November 28, 2025.	
S4	Social	Employment	Creating a Comfortable Workplace Environment	Acquire Youth-Yell certification by FY2026.	Not applied in FY2025 as certification requirements were not met. -> Aiming to apply in FY2026, but due to some requirements not being met by FY2025 results, the target is adjusted to obtain certification by FY2030.	
S5	Social	Employment	Creating a Comfortable Workplace Environment	By FY2030: (1) Reduce overtime work: Monthly overtime less than 10 hours (Average of the last 11 months: 15.1 hours/month). (2) Improve paid leave usage rate: Percentage of employees taking 70% or more of granted paid leave to be 70% or more (Average of the last 11 months: 57%).	(1) Overtime hours: Average 22.2 hours/month (2) Percentage of employees taking 70% or more of granted paid leave: 55%	
S6	Economy	Economic Convergence	Contribution to Local Communities	Establish a BCP base at the headquarters and company-owned factory for disasters, and set up the system as a base by FY2030.	Installed solar panels on the roof of Healthy Terrace to enable it to function as an evacuation shelter.	

Social - Development of Phytochemistry and Creating a Healthy Society

S1 Health & Productivity Management Policy

tokiwa PHYTOCHEMICAL

株式会社常磐植物化学研究所
健 康 経 営 方 針

私たちは、「shine の幸福と社会の発展に貢献する」ことを経営理念に掲げており、shine の健康こそが shine の幸福と全事業におけるサステナビリティ活動の根幹であると考えます。
そこで、独自の健康経営として「waku－waku（ワクワク）健康宣言」を実施し、shine の健康増進に努めます。

waku-waku（ワクワク）健康宣言

1．感謝とワクワク
人、社会、そして植物に生かされていることに感謝し、ワクワクを大事にします。
2．ベジファーストと噛む習慣
sakura ヘルシーテラスにて野菜を中心とした健康的な昼食を提供します。
300 グラム（キャベツ 1/4 玉相当）以上の野菜や果物の摂取と、野菜を先に食べること（ベジファースト）及びよく噛んで食べることを推奨します。
3．適度な運動習慣
毎朝のラジオ体操の実施と、SAKURA スポーツパークを活用したイベント、部活動の実施を推進します。
4．「健康経営サプリ」の提供
「健康経営サプリ」を通じ、健康増進の機会を提供します。
5．健康的な知識・意識の向上
健康習慣についての情報提供と、学習の機会を定期的に設けます。
6．健康診断の実施と人間ドックの推奨
健康診断の検査項目を充実させ、さらに、人間ドックの受診を推奨します。
また、ストレスチェック実施後のフィードバックを行います。

２０２６年４月１日
株式会社常磐植物化学研究所
代表取締役社長
立﨑 仁

営業本部	R&BD 本部	管理本部	生産本部		DX 本部	品質保証室	経営企画室
齋	楊	曽	木村	川上	河上	伊藤	立﨑

S1 "VENETRON" 2025 NIE New Ingredient Awards 2nd Place



Rafuma extract "VENETRON" won 2nd place in the "New Science" category at the "2025 NIE New Ingredient Awards" hosted by the US industry magazine "Nutrition Industry Executive (NIE)".

It is highly evaluated for its multi-functionality, efficacy in small doses, and versatility to adapt to a wide range of product formats.

S1 "SIRTMAX" Natural Choice Awards Ingredient Edition



"SIRTMAX" won the Healthy Aging Ingredient category at the Asian functional food award, "Functional Foods for Wellness Summit Awards 2026 (FFWS 2026)".

FFWS is a prestigious program that recognizes companies and products demonstrating outstanding innovation and contributions in functional foods, supplements, and nutrition across Asia.

Social - Creating a Healthy Society

S1 Holding Marche Events



We hold Marche events several times a year at our well-being facility. A large number of kitchen cars, handmade crafts, and workshops participate, attracting approximately 6,000 visitors.

In FY2025, a total of five events were held (April, June, September, November, and February).

S2 llout of Health & Productivity Supplement



To promote employee health and community contribution, we run the "Health & Productivity Supplement" initiative, providing supplements containing our proprietary ingredients to employees and local residents. As part of this, we offered free "Mate Drinks" formulated with Tokiwa's proprietary functional ingredient "MATESOL" (which helps reduce visceral fat) at "sakura Healthy Terrace". By leveraging phytochemistry for daily health support, we contribute to the well-being and healthy lifestyles of our employees and local communities.

S2 Renovation of the Employee Cafete

In April 2024, the well-being facility "sakura Healthy Terrace" opened next to our headquarters as an employee cafeteria.
In November 2025, it was renovated into a restaurant directly managed by Shibakai Nouen Co., Ltd., an organic farm in Inzai City that utilizes our bamboo charcoal. Serving fresh, farm-direct organic vegetables, it supports health both inside and outside the company. It features a natural atmosphere and a relaxing space overlooking the seasonal views of the adjacent Sakura Herb Garden.

sakuraヘルシーテラス × 柴海農園 SHIBAKAI Nouen







Social – Promoting Health and Nurturing Next-Generation Talent

S2 romoting Radio Calisthenics Instructor Certification

Calisthenics Seminars, Commendation for Excellent Organizations





We have continued daily morning radio calisthenics for over 50 years and encourage employees to obtain certified instructor qualifications. In August 2025, we invited lecturers from the National Radio Calisthenics Federation to hold a joint workshop.

Additionally, two employees became 1st-class certified instructors and one obtained a 2nd-class certification, actively promoting correct calisthenics within our organization.

Left: Radio Calisthenics Instructor Certification Badge
Center: 2nd-Class Instructor Badge / Right: 1st-Class Instructor Badge

S3 ponsorship of the "Healthy Town Planning" Project



We sponsored a project initiated in October 2023 by General Incorporated Association Spice in collaboration with Sakura Minami High School night division students, aimed at inspiring civic action. Footprint-shaped fluorescent panels featuring our logo were installed, with an official unveiling event held in FY2025.

S2 Sponsorship & Community Support





We sponsor the youth lacrosse club "Sakura Beagles" and the 3x3 pro basketball team "Hokusoh Rhinos," offering SAKURA Sports Park as their school venue to support children's growth and regional development.

We also host concerts at "sakura Healthy Terrace" for local artists, including Sakura-born singer-songwriter "Yunami," fostering vibrant local culture.

S3 Academic Collaboration: Caritas Girls' School





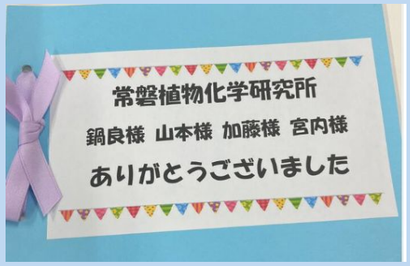
We supported a two-year collaborative project between Nihon Pharmaceutical University and Caritas Girls' Junior & Senior High School to develop botanical-infused throat lozenges.

In FY2025, the developed product "Gingembre Bon Bon" was officially launched, featuring our proprietary ginger extract "Ginger Warmer" and TW-KK (Kikyoto formulation).

Social - Nurturing Next-Generation Talent

S3 Herb Garden Tour





In FY2025, as part of our CSR activities for two schools, we conducted field trips to our "Sakura Herb Garden." Students explored the garden and learned about plant characteristics using their five senses—seeing, touching, smelling, and tasting.

S3 Sakura Domain Science Festival



We participated in a hands-on science experiment event hosted by Chiba Prefectural Sakura High School on July 31, 2025.

We offered elementary, junior high, and high school students, as well as the general public, the opportunity to experience the scents and effects of plants, drawing comments like, "I didn't know plants had such effects! I want to try using them!"

S3 Research Collaboration with Narita Seiryo High School



We supported the "Japanese Madder (Nihon Akane) Revival Project" run by Narita Seiryo High School, providing composition analysis of madder roots, student advising, and facility tours.

In 2024, the project won first place at the Chiba Prefecture Agricultural Club Federation Research Presentation. The team has also been selected to produce the garden exhibition for GREEN×EXPO 2027.

By leveraging our proprietary technologies, we contribute to nurturing next-generation innovative talent.

S4 Youth Yell Certification Challenge

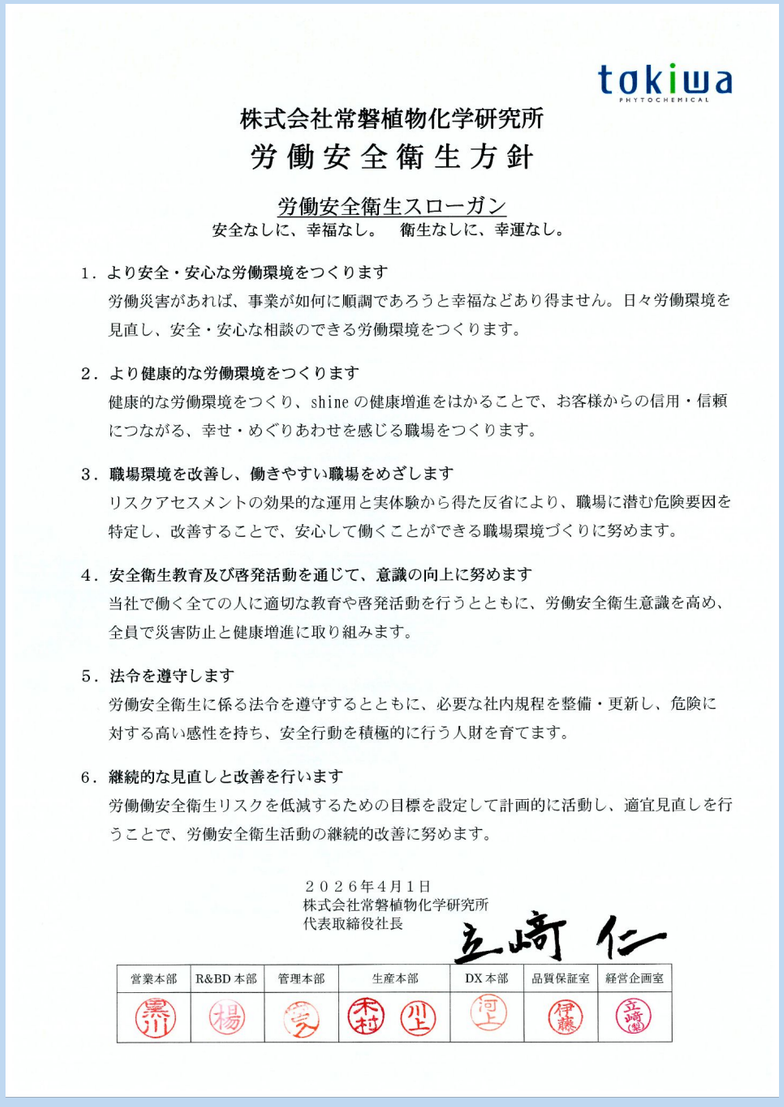
We have been working toward applying for "Youth Yell" certification in FY2026 with the goal of creating a comfortable working environment.

Currently, of the 19 required criteria, 13 have been met and 6 remain unmet. One unmet criterion is the average monthly overtime for regular employees, which stands at 22.2 hours against the target of 20 hours or less. We plan to accelerate work-style analysis and digital transformation (DX) to improve our workplace from next year onward.

We are also refining our internal systems to address the other 5 unmet items and preparing for disclosure.

Social - Creating a Better Working Environment

S5 Occupational Health & Safety Policy



tokiwa PHYTOCHEMICAL

株式会社常磐植物化学研究所

労 働 安 全 衛 生 方 針

労働安全衛生スローガン

安全なしに、幸福なし。　衛生なしに、幸運なし。

1．**より安全・安心な労働環境をつくります**

労働災害があれば、事業が如何に順調であろうと幸福などあり得ません。日々労働環境を見直し、安全・安心な相談のできる労働環境をつくります。

2．**より健康的な労働環境をつくります**

健康的な労働環境をつくり、shine の健康増進をはかることで、お客様からの信用・信頼につながる、幸せ・めぐりあわせを感じる職場をつくります。

3．**職場環境を改善し、働きやすい職場をめざします**

リスクアセスメントの効果的な運用と実体験から得た反省により、職場に潜む危険要因を特定し、改善することで、安心して働くことができる職場環境づくりに努めます。

4．**安全衛生教育及び啓発活動を通じて、意識の向上に努めます**

当社で働く全ての人に適切な教育や啓発活動を行うとともに、労働安全衛生意識を高め、全員で災害防止と健康増進に取り組みます。

5．**法令を遵守します**

労働安全衛生に係る法令を遵守するとともに、必要な社内規程を整備・更新し、危険に対する高い感性を持ち、安全行動を積極的に行う人財を育てます。

6．**継続的な見直しと改善を行います**

労働働安全衛生リスクを低減するための目標を設定して計画的に活動し、適宜見直しを行うことで、労働安全衛生活動の継続的改善に努めます。

２０２６年４月１日

株式会社常磐植物化学研究所

代表取締役社長　立崎 仁

営業本部	R&BD 本部	管理本部	生産本部		DX 本部	品質保証室	経営企画室
黒川	楊	宮	木村	川上	河上	伊藤	立崎(仁)

S5 Working Conditions

We consider the development of a working environment where employees can maintain physical and mental health and maximize their potential to be a key priority.

While supporting flexible working styles through a flextime system, the acquisition rate for maternity, childcare, and paternal leave has reached 100%. Although the paid leave utilization rate remained at 55% (percentage of employees taking 70% of their granted leave), we will continue to promote an environment where leave is easily accessible.

In addition to continuous improvement of the working environment, we have established chemical substance handling regulations to ensure safety and regulatory compliance.

S5 Working Hours & Fair Wages

We are committed to appropriate working hour management and establishing a fair wage system. In FY2025, three non-managerial employees exceeded the special limit of the 36 Agreement (500 hours/year). We take this seriously and will enforce strict attendance monitoring and workload equalization to prevent recurrence.

Regarding wages, we have formulated a mid-to-long-term base-up plan aimed at investing in human capital, which is expected to be achieved as scheduled. We aim to enhance organizational vitality through the steady return of achievements.

Social - Human Rights Initiatives

S5 Human Rights Policy

tokiwa PHYTOCHEMICAL

株式会社常磐植物化学研究所
人 権 方 針

私たちは、「生かされる」会社・人を目指しています。自然と植物のために、社会と人のために、何ができるかを考え、問い続けて生きています。「for me」ではなく、「for you」を常に大事に考えることで、明るく、愉しく、思いやりのある・差別のない社会、人間社会になると信じています。

常磐植物化学研究所は、経営理念・行動規範、および国連の「ビジネスと人権に関する指導原則」（以下、指導原則という）に従い、本方針を定め、日本と地元地域社会を牽引する植物化学（ファイトケミカル）の専門企業として、「人権を尊重する責任を果たす」ことを宣言し、実践に努めます。

本方針の適応範囲は、当社事業に関係するステークホルダーとし、shine とそのご家族、地域社会の皆様、お取引先様、株主様、関連会社などを含みます。

1. **人間大事**
   経営理念研修・経営で培ってきた「人間大事の精神」を生かし、人権尊重の心を持ち続けます。人権への悪影響、人権侵害の恐れ、助長が確認された際は、速やかにそれに対処し、また人権への悪影響が無いよう予防に努めます。特に、社内で生じたハラスメントについては、厳正に対処します。

2. **人権デュー・ディリジェンス（人権ＤＤ）の実施**
   取締役会直轄の人権ＤＤ委員会、責任者、担当者を設け、指導原則に従い、社内外における人権への悪影響の特定、予防・軽減、対応と実績調査、外部への情報開示に努めます。

3. **救済メカニズムの構築**
   人権侵害への救済の仕組みとして、社内に人権救済目安箱の設置、社外からの問合せに人権項目を加え、社内外で確認された人権侵害に対し、早期かつ直接的に是正していくことを努めます。

4. **社内教育および社会啓蒙**
   人権への悪影響、人権侵害について、年に１回以上教育の機会を設けます。また、社会啓蒙として、社外セミナー・広報媒体等で、人権を尊重する企業の責任について言及し、人間大事と人権尊重の啓蒙に努めます。

5. **有識者、ステークホルダーとの対話と協議**
   指導原則に基づき、有識者、ステークホルダーとの対話を大切にしながら、定期的に協議を重ねていきます。人権の尊重と保護に対して責任を持って取り組むべく、あらゆる指摘に速やかに対処し、本方針を改定して参ります。

２０２６年４月１日
株式会社常磐植物化学研究所
代表取締役社長
立崎 仁

営業本部	R&BD 本部	管理本部	生産本部		DX 本部	品質保証室	経営企画室
黒川	楊	宮	木村	川上	河上	伊藤	立崎(仁)

S5 Awareness Activities



We established our "Human Rights Policy" in accordance with our Corporate Philosophy, Code of Conduct, and the UN Guiding Principles on Business and Human Rights. To fulfill our commitment to "conducting human rights education at least once a year," we hold an annual "Human Rights Seminar."

In FY2025, we invited Ms. Yuki Morita from JOICFP to speak on "SRHR (Sexual and Reproductive Health and Rights)." Through this, we shared the importance of addressing health challenges as an organization rather than "individual endurance," which led to introducing "SRHR Leave" for all genders and ages.

S5 Prevention of Discrimination & Harassment

To protect a workplace environment where all employees can feel safe and perform at their best, we thoroughly prevent all forms of harassment. We have established internal consultation desks and built a system to ensure prompt and appropriate responses.

In FY2025, we conducted harassment training for all employees, including executives. Through continuous monitoring and education, we strive to foster a workplace culture with high psychological safety and raise awareness of human rights.

In addition, we conduct an employee satisfaction survey twice a year to gather various opinions from employees. Measures addressing the identified challenges are discussed and implemented, involving our executives.

Social - BCP Policy & Human Rights Initiatives

S5

BCP Policy

tokiwa PHYTOCHEMICAL

株式会社常磐植物化学研究所
ＢＣＰ方針

私たちは、災害が発生した際には、
「全ての生命を守る」「お客様と地域の支援」
を最優先に行動することを宣言します。

1．すべての shine とそのご家族の安全を確保します
災害が発生した際には、何よりも常磐植物化学研究所で働く全ての shine とそのご家族の命、安全を確保することを最優先に行動します。

2．お客様の信用と shine の雇用を守り、企業としての責任を果たします
事業の継続と早期回復を実現するために、あらゆるやり方で解決できるよう努力し、ステークホルダーからの信用・信頼と、shine の暮らしを守ります。

3．透明性のある情報を開示します
社内外における情報収集を徹底し、必要な情報を迅速に開示・提供します。

4．地域と社会を支援します
地域・社会との協調、連携、復興支援を行い、社会貢献に努めます。

5．BCP 意識の向上を図ります
私たちが日々平穏に生きていられるのは当たり前ではないことを認識し、自然、社会、日常へ常に感謝する意識を全社で醸成します。

２０２６年４月１日
株式会社常磐植物化学研究所
代表取締役社長

営業本部	R&BD 本部	管理本部	生産本部		DX 本部	品質保証室	経営企画室

S5

Human Rights of External Stakeholders

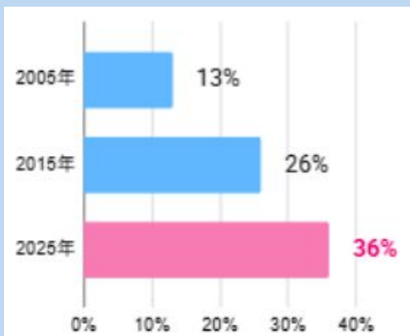
We respect the human rights of not only our own employees but also all customers, business partners, and local community members involved in our business activities.

Regarding human rights issues in the supply chain, we work with our business partners to reduce risks through ethical and sustainable procurement activities (see p. 46 for details).

In addition, we thoroughly implement environmental preservation and safety measures for local communities around our business bases, and work to prevent negative impacts and establish relief systems through sincere dialogue.

S5

Diversity, Equity & Inclusion



Female Employee Ratio Trends

We focus on creating an environment where everyone can fairly continue their careers and take on challenges without being restricted by gender or life events (pregnancy, childbirth, childcare, nursing care, menopause, etc.).

While introducing diverse working styles such as working from home, a flextime system (introduced in Feb 2025), a selective three-day workweek, and a side job system, we actively promote childcare leave for male employees.

As a result of this continuous environmental development, the ratio of female employees, which was 13% in 2005, has increased to 36% today. A foundation where diverse human resources can maximize their abilities is steadily growing.

Social - Local Community Contribution & Lectures

S6

Sponsorship of Local Events

Festival, Cardboard Raft CUP, Sakura Fireworks Festa, Sakura Tenka F











To contribute to the preservation of traditional culture and the revitalization of the region, we actively sponsor various local events. In particular, at the "Sakura Autumn Festival," which has been held for over 300 years since the Edo period, our employees participate as participants in pulling the floats and carrying the portable shrines, helping to enliven the festival together with the local people. We also sponsor events such as the "Cardboard Raft Cup" held at Lake Inbanuma in Sakura City, the "Sakura Fireworks Festa" that lights up the summer night sky, and, starting this year, the "Sakura Tenka Festival," which recreates the festival of the Edo period using floats that were used in the Nihonbashi festival, thereby contributing to the revitalization of the region.

S6

Lectures on Environmental & Heal





In FY2025, we delivered 13 lectures, led by our President and other employees. Through these lectures on our environmental and health management, we strive to promote and expand both practices further.

<Lecture List>

- Nippon Life Health and Productivity Management Seminar
- Tsukuba Science and Technology Industry Initiative Lecture
- Axa Life Insurance 'Health & Productivity Management Bright 500 Seminar'
- 'The Company Most Worthy of Respect in Japan' Award Report Session
- Sakura Chamber of Commerce and Industry Women's Association
- Decarbonization School
- Hiroshima Prefecture Environmental Management System Seminar
- Chiba University Lecture
- Health and Productivity Management Award
- Eco-Action 21 Corporate Exchange Event
- Industrial Research Association (4th Wednesday Group February Meeting)
- Local Zebra Cross-Talk Event
- Japan Association of Management Consultants Study Tour Lecture

Social - Local Community Contribution

S6 Chiba Prefecture Outstanding Entrepreneur Awa
Donation of Prize Money



In March 2025, we donated the 500,000 yen prize money from the Governor's Award at the 29th Chiba Prefecture Outstanding Entrepreneur Awards to Sakura City, the Social Welfare Council, and two local elementary schools.

Donation Breakdown:
- Sakura City: 100,000 yen
- Social Welfare Council: 200,000 yen
- Two local elementary schools:
  Lacrosse equipment equivalent to 100,000 yen each

S6 CHIBA Business Contest 2026 Supporter Award

As a supporter company, we established the "tokiwaSODA Award". This award approaches "diabetes prevention and blood sugar management" through innovative means. Due to its high affinity with our focus on plants and health, we presented it to the following entrepreneur and business plan:



● Hiromitsu Matsunaga, Guest Entrepreneur, Startup Lab, Academic Research and Innovation Promotion Organization, Chiba University
~ A challenge for delicious rice for those concerned about blood sugar levels ~

We are collaborating with Jizoku Co., Ltd., the recipient of last year's award, on new environmental activities through a new network.

S6 SAKURA Blossom Garden
~Deepening "Local Coexistence" and "Resource Circulation" since establishment~

We have further developed "SAKURA Blossom Garden", established in FY2024 as a project commemorating the 70th anniversary of the municipal organization, as a demonstration site embodying "local coexistence" and "resource circulation".

Students from the Sakura Branch of Inba Special Needs School grow seedlings from seeds collected at the Sakura Herb Garden, which are then planted in the flowerbeds of the City Hall.

In addition, we have introduced our own "Biochar" as a soil conditioner and paved stepping stones (pathways) within the garden to improve accessibility.







Social - Awards

S6

Health & Productivity Management Award in Yamanashi: Excellence Award





At the "Health and Productivity Management Award 2025 in Yamanashi" held on November 20, 2025, we were selected as one of the five finalists in the corporate category and gave a presentation. As a result, we received the "Excellence Award."

The Health and Productivity Management Award is a contest where companies selected from across the country introduce their health management initiatives. This was a remarkable achievement as the first presentation and award win representing Chiba Prefecture in the corporate category.

We are deeply honored that tokiwa's activities (such as health promotion through health management supplements, well-being facilities like "sakura healthy terrace," and improvements in ease of working) were highly evaluated among numerous initiatives nationwide.

Based on the lessons learned from this award, we will continue to contribute to the happiness of our employees and the development of society, striving to build a company that is "sustained" by everyone.

Evaluation and Review by the Director of Corporate Planning

To become a "company that appreciates plants and is sustained by them," we hope to be a company that both internal and external stakeholders want to "keep alive."

"sakura healthy terrace" and "SAKURA Sports Park" are facilities created to ensure the well-being of all stakeholders, both inside and outside the company. Supporting the physical and mental health of our employees daily, we welcomed 21,956 visitors in FY2025. We believe this is extraordinary for a BtoB company.

We have hired two players from the "Hokusoh Rhinos," whom we sponsor, started a restaurant business with Shibakai Farm, and collaborated on a biochar project with Jizoku Co., Ltd., Shibakai Farm, and Eucalyptus Woodcutters Club. These are fruits of our activities focusing on "gathering people" to become a "sustained company."

On the other hand, we have also engaged in various activities for our employees as internal stakeholders. As a result of our health and productivity management, we have been certified as a "Health & Productivity Management Outstanding Organization 2026 - Next Bright 1000."

We believe it is extremely important to balance both expanding business performance and executing health and productivity management.

Social - Ongoing Initiatives

Category	FY2025 Results	Related SDGs
Creating a Healthy Society	• We regularly host a community market at our well-being facilities. It attracts a large number of food trucks, handmade crafts, and workshop booths, welcoming approximately 6,000 visitors in total. • In FY2025, the market was held five times in total (April, June, September, November, and February).	
Educational Contributions & Next-Gen Development	• On September 23, 2025, we held the 5th Sakura Science Academy & Sakura Active. The Sakura Science Academy features lectures by world-class researchers to make plant chemistry (science) accessible and engaging. This year, we invited Dr. Masanori Somei, Director of the Someiyakko Research Institute, who gave a lecture on "Somre," a compound key to addressing food supply issues. In its 14th session, Sakura Active offered a workshop on the purification principles and technologies of anthocyanins using resins. • On November 28, 2025, the 61st Phytochemical Symposium was held at the Yayoi Campus of the University of Tokyo. In collaboration with the Society of Phytochemical Studies, we presented the 3rd Matsuo Jin Award to the following five recipients: - Kotaro Matsumoto (Graduate School of Science, Tohoku University) - Nami Watanabe (Department of Biological Science and Technology, Tokyo University of Science) - Shunsuke Kawanishi (Graduate School of Pharmaceutical Sciences, Chiba University) - CHENG Wenjiao (Faculty of Pharmaceutical Sciences, Univ of Tokyo) - Taishi Tanabu (Graduate School of Science, Gakushuin University)	 
Community Contribution	• To support disaster recovery from the Noto Peninsula Earthquake, we organized the 3rd Charity Movie Screening on January 18, 2026. We hosted Director Naofumi Arima of the film "When the Calm Lights Up ~Oku-Noto, Memories of Suzu~" for a talk on production stories and messages for Noto. All ticket proceeds and matching corporate donations were contributed to the NPO "Team Noto Kuishinbou" to sustain relief efforts.	
Local Environmental Cleanup	• Aligned with our theme "Coexistence with the Local Community," we have conducted monthly environmental cleanups around our premises since 2007. As of March 2026, we have held 206 sessions. On a voluntary basis, employees actively join to sweep sidewalks, clean the neighboring shrine grounds, and weed corporate premises to maintain the local landscape.	 

Governance

●Governance Structure

Established the "Sustainability Promotion Office" in April 2020.

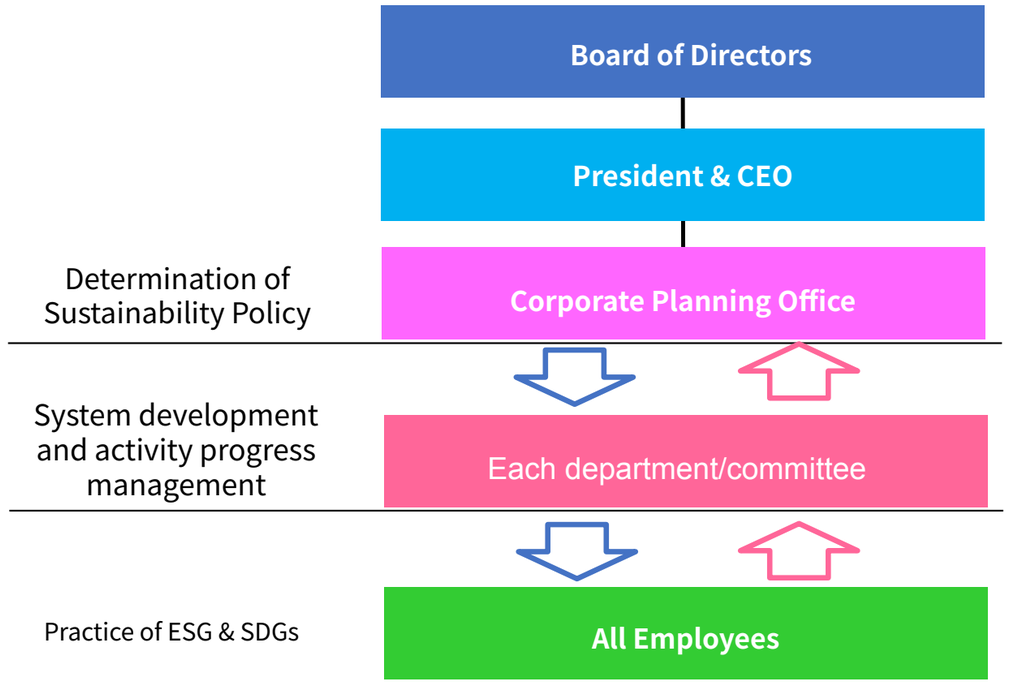
In April 2023, it was integrated with the "Corporate Planning Office" under the direct control of the President and Representative Director. The "Corporate Planning Office" determines policies, and each department and committee establishes structures and manages the progress of activities, establishing a system where all employees implement sustainability activities. In fiscal 2025, the executive structure was revamped to strive for further reinforcement of governance.

●Risk Management

We monitor the supply chain, conduct product safety evaluations, maintain manufacturing structures in accordance with HACCP and health food raw material GMP standards, and conduct information security evaluations.

●Risk Response Process

We have established Health and Safety Committees and various consultation desks, and conduct evaluations and monitoring by the EA21 Committee.



Director Skill Matrix

Name	Position	Gender	Corporate Management	Finance / Accounting	Legal / Risk Management	HR / Talent Development	IT / Digital	Global	Sustainability / ESG	R&D	Manufacturing Tech	Sales / Marketing	Quality / Regulatory
Hitoshi Tatsuzaki	President	Male	○	○	○	○		○	○	○	○	○	
Jinwei Yang	Executive Director	Female	○		○	○		○	○	○	○	○	
Yoshihito Kimura	Managing Director	Male	○		○			○	○		○		○
Noriyuki Miyairi	Director	Male	○	○	○	○	○		○			○	
Risa Tatsuzaki	Director	Female	○	○	○			○	○				○
Takako Tatsuzaki	Director	Female							○			○	
Masao Tanaka	Auditor	Male	○	○									

Governance – Sustainable Procurement

Procurement Policy



tokiwa PHYTOCHEMICAL

株式会社常磐植物化学研究所

調 達 方 針

私たちは、公明正大でかつ倫理的な調達活動を通じ、
持続的な企業価値の向上とサプライヤー様との相互繁栄を目指します。

1．**社会的責任の尊重**
環境への配慮、人権尊重、労働環境の改善といった社会的責任をサプライチェーン全体で推進していきます。

2．**コンプライアンスの遵守**
事業活動を行うすべての国・地域において、関連する法令、社会規範、および国際的なルールを遵守します。

3．**リスクマネジメントの徹底**
サプライチェーンの健全性を確保し、災害や供給停止などのリスクに備えることで、安定的な事業継続を図ります。

4．**品質へのこだわり**
倫理的かつ持続可能なプロセスを通じて、確かな品質と安全をお届けします。

5．**サプライヤー様との協働**
パートナーシップを重視し、サプライヤーとの長期的な信頼関係を築くことで、相互の成長と発展を目指します。

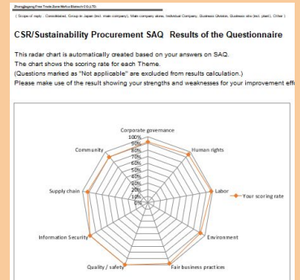
２０２６年４月１日
株式会社常磐植物化学研究所
代表取締役社長
立﨑 仁

営業本部	R&BD 本部	管理本部	生産本部	DX 本部	品質保証室	経営企画室
黒川	楊	愛	木村 川上	河上	伊藤	立﨑

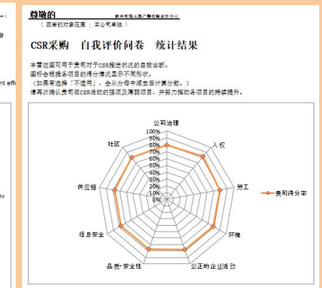
Supplier CSR Evaluation
(Environmental & Social Practices)

To raise awareness and improve CSR, we conduct surveys of approximately 15 overseas suppliers using the "CSR Procurement Self-Assessment Questionnaire" developed by the Global Compact Network Japan.

In FY2026, we will also begin surveying domestic suppliers, conducting CSR surveys of the top 10 or more suppliers in terms of purchase volume both domestically and internationally.



	Total score	Your score	Your scoring rate
Corporate governance	100	92	92%
Human rights	45	43	96%
Labor	115	113	98%
Environment	75	69	92%
Fair business practices	90	88	98%
Quality / safety	35	35	100%
Information Security	45	45	100%
Supply chain	25	23	92%
Community	20	18	90%



	所占分数	得分	贵司得分率
公司治理	100	80	80%
人权	45	37	82%
劳工	115	91	79%
环境	75	59	79%
公正的企业活动	100	78	78%
品质·安全性	35	27	77%
信息安全	45	35	78%
供应链	25	27	77%
社区	20	16	80%

Prohibition of Child Labor, Forced Labor, and Human Trafficking

We procure plant raw materials globally to manufacture products that contribute to health. Working with diverse suppliers, we promote these human rights initiatives:

- We investigate child labor, forced labor, human trafficking, and inhumane treatment, seeking supply chain improvements if found.
- We prohibit discrimination based on race, nationality, gender, religion, creed, or disability, respecting equal opportunity and diversity.


China - Apocynum


India - Senna





Governance　Information Security

Principal policy of information security



株式会社常磐植物化学研究所

情報セキュリティ基本方針

私たちは、お客様にご満足いただけるサービスを提供するために、
高度情報化社会における情報資産を事故・災害・犯罪などの脅威から守り、
お客様ならびに社会の信頼に応えるべく、情報セキュリティ基本方針を定め、
当社の情報セキュリティに対する取り組みとして宣言します。

1．社内体制および情報セキュリティポリシーの整備を実施します
当社は、セキュリティの維持及び改善のために必要な管理体制を整備し、必要な情報セキュリティ対策を行うために社内の正式な規則として情報セキュリティポリシーを定めます。

2．リーダーシップにおける責任および継続的改善を主導します
当社の経営者は、情報セキュリティポリシーの遵守により、当社及びお客様の情報資産が適切に管理されるよう主導します。

3．法令、契約上の要求事項の遵守します
当社の業務に従事する者は、事業活動で利用する情報資産に関連する法令、規制、規範及びお客様との契約上のセキュリティ要求事項を遵守します。

4．当社業務に従事する者の取組みを確かなものにします
当社の業務に従事する者は、情報セキュリティの維持及び改善のために必要とされる知識、技術を習得し、情報セキュリティへの取り組みを確かなものにします。

5．違反及び事故への対応体制を整備し違反・事故時の影響を低減します
当社は、情報セキュリティに関わる法令、規制、規範及びお客様との契約に関わる違反及び情報セキュリティ事故への対応のための体制を整備し、すべてのステークホルダーに対し、違反及び事故の影響を低減します。

２０２６年４月１日
株式会社常磐植物化学研究所
代表取締役社長
立﨑 仁

営業本部	R&BD 本部	管理本部	生産本部	DX 本部	品質保証室	経営企画室
黒川	楊	久	木村 川上	河上	伊藤	立﨑(仁)

SECURITY ACTION

SECURITY ACTION ★★
セキュリティ対策自己宣言

In conjunction with the formulation and publication of this policy, we have declared our commitment to achieving a "Two-Star (★★)" rating under the "SECURITY ACTION" program promoted by the Information-technology Promotion Agency, Japan (IPA).
"SECURITY ACTION" is a system in which small and medium-sized enterprises (SMEs) declare their commitment to continuously working on information security measures. Based on this policy and our two-star declaration, we will continue to strengthen our internal systems and promote employee education, striving to maintain and improve a robust information security system that will give peace of mind to all our stakeholders.

Evaluation of information security

In response to the increasing sophistication and complexity of recent cyberattacks, we are currently conducting a comprehensive review of our information security management system and policies. In particular, we are working on developing and revising our Business Continuity Plan (BCP), including recovery processes in the event of a cyberattack, for our core business operations.
In terms of defense, we evaluate not only technical measures but also employee awareness as a key indicator. We regularly and continuously conduct targeted email training for all employees, measuring open and reporting rates, and conduct company-wide training using the latest threat cases to foster a security culture.
To prepare for the event of an incident and enable rapid post-incident response (forensic investigation, etc.), we have taken risk mitigation measures, such as subscribing to cybersecurity insurance.

Governance　Quality Assurance

Quality Policy



tokiwa PHYTOCHEMICAL

株式会社常磐植物化学研究所

品 質 方 針

私たちは、経営理念を実現するために、『行動規範』に則り、以下の品質方針を定め、みなさまの健康づくりに貢献します。

1．法令遵守、情報管理、安全性確保の仕組み構築を推進し、社会的責任を果たします。
2．品質マネジメントシステムの有効性について、継続的に改善します。
3．医薬品、食品安全における、品質文化（Quality Culture）の醸成を行います。
4．品質に関する教育を積極的に行い、shine の品質意識の更なる向上を図ります。

２０２６年４月１日
株式会社常磐植物化学研究所
代表取締役社長
立﨑 仁

営業本部	R&BD 本部	管理本部	生産本部	DX 本部	品質保証室	経営企画室
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Legal compliance and audit response (GMP, HACCP, religious certification, etc.)

適正製造規範 GMP JIHFS 一般社団法人 日本健康食品規格協会

SYSTEM CERTIFICATION HACCP SGS

Our factories and products have obtained the following certifications, ensuring the production of products of reliable quality:

* Pharmaceutical Manufacturing License
* Veterinary Pharmaceutical Manufacturing License
* Food Business License (Soft Drink Manufacturing)
* Food Business License (Additive Manufacturing)
* Food Business License (Sealed Packaging Food Manufacturing)
* JIHFS Health Food Raw Materials GMP Certification
* Codex HACCP Certification
* Halal Certification (for some products)
* Kosher Certification (for some products)

Furthermore, we actively accept inspections and audits, including those from overseas (US FDA, etc.). We sincerely address the valuable feedback we receive and constantly strive to improve our quality standards.

Governance　Conflict of Interest Management and Intellectual Property

Management of conflicts of interest (anti-competitive practices)Code of conduct

We will adhere to our "Management Philosophy" and "Code of Conduct," maintain an ethical perspective that enables us to lead the future of our community and society, and fulfill our social responsibilities. We consider all our business partners to be important stakeholders and aim to conduct fair transactions.

In order to comply with the "Act on the Proper Operation of Small and Medium-Sized Enterprises in Commissioned Transactions (commonly known as the Commissioned Transaction Act)," which will come into effect in January 2026, we conducted internal training sessions and reviewed our transactions with all our business partners.

The economic value of intellectual property



The R&BD Division places great importance on intellectual property strategy and is actively engaged in creating intellectual property.
As of March 2026, we hold 28 patents.
(An increase of 18 compared to 2016)
The economic value of our intellectual property is estimated at approximately 3.39 billion yen.
Patent assessment is entrusted to:
Mitsubishi UFJ Research & Consulting Co., Ltd.

Evaluation and review of the head of the Corporate Planning Office

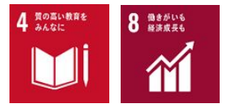
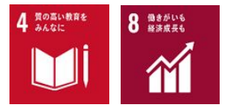
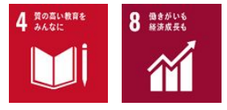


For fiscal year 2025, two new policies have been added: a "Human Rights Policy" and an "Information Security Basic Policy." In particular, given the recent increase in business disruptions due to security incidents at major companies, while defense is a given, we are also prioritizing the rapid recovery of operations in the event of an incident to minimize the impact on our business partners.

Continuing principles include the belief that "cash flows generated through improper methods are not sustainable and are not worthy of evaluation," and that "emphasizing governance strengthens the company." While progress has been made in fiscal year 2025, we are still only halfway there, and we will continue to instill these principles throughout the company.

Even for owner-managed companies, corporate governance is crucial for the sustainable development of the company. Aiming for our 100th anniversary, we are working to build a system that reduces our dependence on a president with strong leadership. This involves ensuring clarity in the management decision-making process and the sustainability of that system. We feel that the new board of directors structure and the succession plan, which includes interviews between directors and general managers with their number two executives, have yielded some positive results. We will continue to strive to build a system that minimizes the impact on business continuity even in the event of the president's resignation or any unforeseen circumstances involving the president, directors, or general managers.

Governance　Ongoing efforts

Category	2025 fiscal year results	Related SDGs
Company-wide General Meeting	We held our 12th company-wide general meeting on July 18th. We shared last year's management information with all employees. This included not only sales performance, but also profits, labor productivity, and future prospects, aiming to raise awareness among all employees. A question-and-answer session was held, during which employees asked various questions to executives, which were answered either on the spot or at a later date.	
Management Philosophy Training	We conducted a three-part management philosophy training program, primarily for new employees. Every year, we invite instructors from the "Sanpo-yoshi Business Support Institute." The purpose of this training is to teach the fundamentals of management, various aspects of Konosuke Matsushita's approach to work, and to apply this knowledge to the practice of "philosophy-based management" centered on our management philosophy.	
Shareholders' Meeting	We report our management information for the previous fiscal year to our shareholders once a year. We also record the shareholders' meeting and make it available for all employees to view.	
1-on-1 meetings, coaching meetings, meetings with the second-in-command	We support each employee's skill development and career advancement by conducting one-on-one interviews, coaching sessions, and meetings with their second-in-command, tailored to their individual career paths.	
Business Continuity Plan Certification	• In March 2021, we received certification for our "Business Continuity Plan." This plan is a system in which the Minister of Economy, Trade and Industry certifies disaster prevention and mitigation plans formulated by small and medium-sized enterprises. • Our company has established its own BCP (Business Continuity Plan) policy, and in the event of an emergency, we will act in accordance with this policy. We will continue to promote disaster prevention and mitigation measures and strive to strengthen our business continuity capabilities.	
Establishment of a compliance-related contact point.	We have established a contact point for reporting workplace and business activities that violate compliance, allowing employees to submit their opinions anonymously. Submitted opinions are discussed by the board of directors, and a system is in place to address any necessary improvements immediately.	

●Stakeholder engagement

Stakeholder	Related materiality	Main approach
Supplier/Customers	Building a healthy society	• Customer satisfaction survey: Conducted once a year (to be conducted in October 2025) • Information provision through official website and email newsletter • Establishment of a customer inquiry desk • Dialogue with customers (exhibitions, business meetings, visits)
Stakeholder	Strengthening governance	• Shareholders' Meeting: Held once a year (every June) • Information provided through ESG reports and the official website
Administration	Compliance with laws and regulations Reduction of environmental impact	- Chiba Prefecture, Sakura City - Obtaining permits and licenses - Applying for subsidies - Entering into the awards program
Academic organizations and research institutions	Development of materials with health in mind	• Collaborative research • Presentations at academic conferences • Participation in workshops and academic conferences
Society/NPO/NGO	Reducing environmental impact Contributing to local communities Developing the next generation of talent	• Opening of well-being facilities to the public (Sakura Herb Garden, Sakura Healthy Terrace, SAKURA Sports Park) • Participation in local events • Social contribution activities and volunteer activities • Educational CSR • Sponsorship of local sports teams
employee	Creating a comfortable work environment Promoting employee health	• Employee Satisfaction (ES) Questionnaire: Conducted twice a year (Implemented in September 2025 and March 2026) • Company-wide Morning Meeting: Conducted monthly • Company-wide General Meeting: Conducted once a year • Company-wide Training Session: Conducted once a year • Establishment of various employee consultation services • Employee recognition system (President's Award, Annual Outstanding Employee Award) • Health management • Provision of opportunities for skill development through training and seminars • Implementation of 1-on-1 interviews and coaching • Flexible working hours system • SRHR leave system

Evaluation and review by the representative (overall summary)



Our ESG management initiatives have been further enhanced, and we have steadily advanced efforts toward sustainable corporate value enhancement, including the visualization of non-financial value, quantitative evaluation of intellectual property, consideration for the environment and human rights, health management, and collaboration with local communities. On the other hand, some environmental and labor KPIs did not meet their targets, and we take these results seriously. Each department should thoroughly analyze the reasons for not meeting their targets, formulate and implement specific improvement measures and action plans, and steadily improve toward achieving their goals. Management will provide the necessary support, and together as a company, we will strive to further promote ESG management and aim to create a sustainable company that is trusted by all stakeholders.

Senior Managing Director 楊金緯
Yang Jing wei. Ph.D.

The ESG Report 2026 confirmed that the following items were not problematic:

- ☑ Regarding various policies
- ☑ About our ESG initiatives
- ☑ Other changes

President 立﨑 仁
Jin Tatsuzaki, Ph.D. (Pharmaceutical Sciences)

Rafuma’s Fairy

“Venetam”

[Name Origin]

Derived from the scientific name of the plant known as "Rauwolfia," Apocynum Vetenum, a relaxing herb.

[Characteristics]

Suffixes "tamu" to its name. Its ears and tail are made of leaves, and a Rauwolfia flower blooms on its head.

[Special Skills]

Sleeping, supporting attention, and making everyone relax.



Thank you for watching, Tam ♪

Venetam's daily life is being shared on Instagram!