HYMO CORPORATION

CSR

Corporate Social Responsibility

REPORT 2025

Hydro Modern Chemistry

HYMO CORPORATION

C O N T E N T S

HYMO CSR Report 2025

Editorial policy

We used the "Environmental Reporting Guidelines" of the Ministry of the Environment, Japan, as reference to develop this report.

* The numerical values in this report may be different from those in the report of last year since we have conducted a re-evaluation, etc., of the aggregation method when developing this report.

Scope of the report

Target period: April 2024 - March 2025 (Issued in July 2025)

* It contains some content that has occurred outside the period.

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A Message from the Top Management

HYMO CSR Report 2025

We continue the innovation and challenge aiming at a company that contributes to society.

We hope to be a company that continuously contributes to the world while striving for an affluent society and aiming for achieving "a society that harmonizes people with nature".

For over 64 years since its founding, we have continuously made efforts to respond to the customers' requests ranging from product development to production, logistics and technology service, as well as fulfill our social responsibilities at all stages of business activities while developing original technologies in the field of "water and new chemistry".

In recent years, we have been promoting the response to address sustainability aiming at ever growing the company towards the future, which will be trusted by every stakeholder, while companies are required to make large changes according to the international trends towards a sustainable society.

As part of the efforts, we are focusing on the development of the system that enables the company to embrace various ways of working and continuously develop individual employees working with pride, including the renewal of the human resources system in fiscal 2022 and the rebuilding of the employee training system in fiscal 2024.

In addition, as a company engaged in the environment, we are proactively promoting various efforts by setting feasible topics in order to contribute to the achievement of SDGs (Sustainable Development Goals that was adopted by UN Summit in 2015).

In this year, we vigorously pushed forward our business activities in order to contribute to environmental protection and energy saving in the same way as before.

We summarized the results in "HYMO CSR Report" for your kind perusal.

HYMO promises to remain as a company still indispensable for the society and make further social contributions from now on.

President & CEO **Jun Aiso**

About HYMO

Company overview

Trade name	HYMO CORPORATION
Location	3-4-1 Marunouchi, Chiyoda-ku, Tokyo
Establishment	April 28, 1961
Capital	281,968,500 yen

Our business

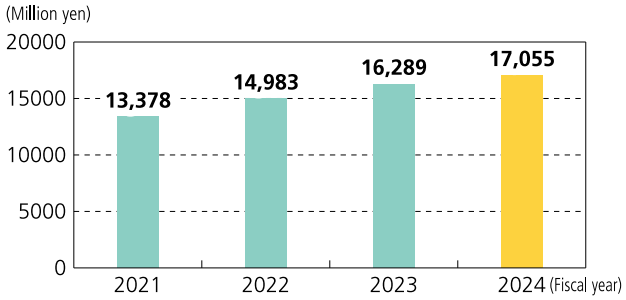
- Production and sales of polymer flocculants for water treatment
- Production and sales of paper-making process chemicals
- Production and sales of civil engineering chemicals
- Production and sales of gel for biochemical analysis

Locations

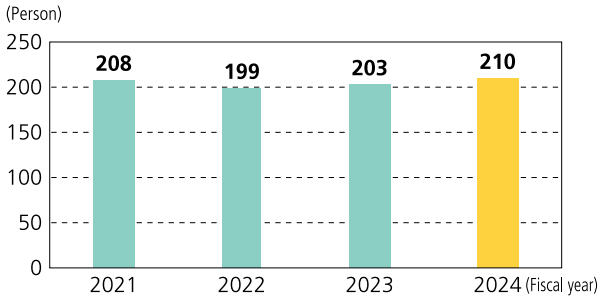
- Headquarters (Tokyo)
- Branch (Osaka)
- Sales offices (Sapporo, Sendai, Nagoya, Hiroshima, Fukuoka)
- Plants (Aomori, Kanagawa, Yamaguchi, Fukuoka)
- Research center (Kanagawa)
- Equipment center (Kanagawa)

Net sales and number of employees

Net sales



Number of employees



Research and development

Technology strategy

Based on the concept of "water and new chemistry", we have developed earth environment-friendly manufacturing methods and products.
In addition, in order to promote the CSR activities, we are engaged in the efforts to address the legal compliance and the safety of products.
By leveraging our strong intellectual property strategy, we provide creative technologies that can be used by customers without any anxiety.

Product design and discovery of functions

Using our advanced analysis and synthesis technologies, we develop the structural design of polymer molecules which can be used to discover functions, leading to the establishment of manufacturing method.

Product evaluation and proposal of technology to be used

We use our advanced functional evaluation technology to clearly specify the functions of products, propose the optimum usage to the customers and proceed to the development of new products.

Quality service

Production system

Production is conducted under the latest technology system and the environmental protection system while acquiring ISO9001 and ISO14001. In addition, we have established four-plant production systems that can be used to avoid the risk of large-scale disasters.

Logistics system

We deliver our products with the transportation methods, such as tank trucks, container transportation, etc., adapted to the acceptance mechanism of our customers. In addition, we have established the logistics system of which the highest priority is to achieve the transportation and delivery with no accident.

Quality management

Performing complete quality management enables us to provide products that satisfy our customers. We have established various standards and criteria in order to maintain consistent quality.

Information disclosure

We, as an entity treating chemical products, disclose the information which is requested by the society in a proactive manner. Based on the concept of responsible care (RC), we communicate with society and reflect this in our business.

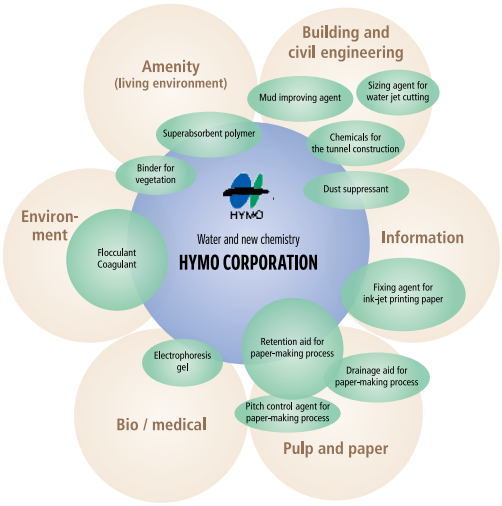
Responsibility to Customers

Technologies and products of HYMO

**Water-soluble polymers are increasingly receiving worldwide attention as environmentally-friendly materials.
HYMO has used the advanced polymer design technology, until now, to challenge reduction of environmental loads and improvement of productivity, while adopting the keywords "environment", "energy" and "health".**

Products of HYMO used in various fields

We have used various materials, until now, to develop a lot of water-soluble polymers that have excellent functions and are environmentally-friendly, and are used currently in various fields in the society. They are playing important roles in promoting reduction of environmental loads for customers, resource saving, recycling, etc., such as the flocculant (Himoloc), that is used in the areas focused on waste water treatment, the paper-making process, and for the civil engineering and building processes in the industrial world, such as the electrophoresis gel in the medical field, and the flocculant for improving the quality of ink-jet printing papers or for sludge dewatering of water and sewerage in our immediate surroundings.
Here, we will introduce some of our environmentally conscious products.



Environment-friendly high concentration water-soluble polymers

Dispersion polymer

We have developed and established the special manufacturing method of dispersion polymer, which is used across the world. This environmentally-friendly oil-free polymer is expected to be used in many new fields in the future.

Rapidly spreads and dissolves in water.

Highly-functional water-soluble polymers

Emulsion polymer

Compared to the powder products that are the mainstream form of polymer flocculant, the highly-functional emulsion polymer of which structure is controlled by the special manufacturing method enables reduction of usage and improvement of effectiveness, which contributes to reduction of environmental loads.

Actively used in many fields Leverage the functions of water-soluble polymers

The water-soluble polymers that we have developed until now have been developed as the polymer flocculants used for industrial wastewater treatment. We have paid attention to a number of functions of water-soluble polymers other than the flocculation function that collects the materials suspended in the water. We have actively promoted the expansion to various fields in recent years and provided products that contribute to resource saving and improvement of productivity and safety.

Water-soluble polymers and their application

Function	Intended use
Collect / sink / float	Coagulant / flocculant
Make change in the characteristics / bond	Mud improving agent / soil modifier
Solidify	Fixation agent
Thicken / disperse (reduce viscosity)	Thickener / fluidizer / dispersant
Fix	Fixing agent for ink-jet
Make it easier to get wet	Wetting agent / hydrophilizing agent
Converge / spray	Spray sizing agent / Dust suppressant
Absorb water	Water absorbent
Spread / separate	Electrophoresis gel / ion-exchange resin

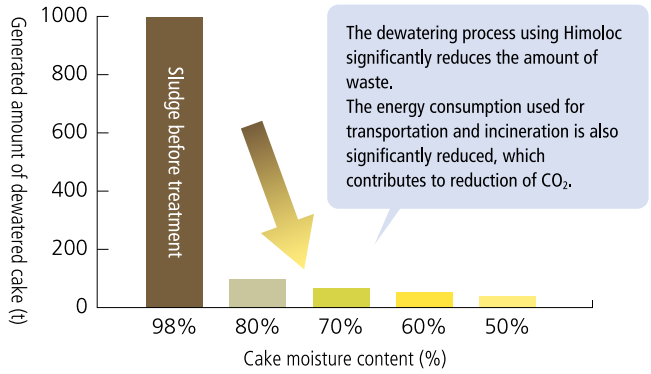
Responsibility to Customers

Generate clean water and reduce waste

Polymer flocculant for water treatment

Polymer flocculant (Himoloc) for wastewater treatment has been used as the treatment chemicals for the treatment of general industrial wastewater, and water and sewerage for a long time.
Efficient reuse of used water is an important topic from the viewpoint of resource saving and energy saving, and reduction of final disposal wastes contributes significantly to the reduction of energy consumption and CO_2.
In order to address any type of wastewater promptly and accurately, HYMO has collected wastewater and sludge from all over the country and has proposed optimum chemicals and methods of use.

Waste (cake) generated amount after the dewatering process is performed



The flocculation and dewatering process of sludge generated in the sewerage treatment plant

Contribution to high quality paper process and recycling

Polymer chemicals for paper-making process

Paper has evolved along with the human history and is indispensable for the modern society. The paper production industry is an industry that effectively leverages the resources by successfully circulating "forest", "paper" and "energy". The utilization rate of used-paper in the domestic paper production companies reached 66.8% in 2023 and it is fluctuating at a high level. Currently, used-paper occupies 70% or more of raw materials for newspaper, and almost all raw materials of corrugated board are used-paper. Advanced technologies are required to remove mixed foreign materials, inks, etc. from used-paper, extract only fibers, and regenerate them as used-paper pulp. In addition, it is required for paper production companies to reduce the water use basic unit, promote sure response to environmental regulations, and make efforts for resource saving and energy saving. There are a number of problems with regard to global environment protection.
Among these problems, for the purpose of improving the retention rate and the drying property of short fiber pulp resulted from the use of used-paper on the wire, we specifically provide retention aid and drainage aid to contribute to resource saving and energy saving. We have developed unique water-soluble polymer chemicals that suppress glues introduced from used-paper resources, adhesion components of tapes and pitch components to contribute to stable paper-making environment and maintaining high paper quality.

Left: Paper factory
Right: Used-paper pulp as raw materials

Preparation of safe work environment / improvement of work efficiency / contribution to recovery of local vegetation

Civil engineering chemicals

● Dust suppressant

In the case of NATM construction method that is widely used for tunnel constructions, there have been problems of adverse influences on the workers' health as the result of large amount of dust generated when spraying concrete. Based on the long-cultivated water-soluble polymer technologies, HYMO has developed dust suppressant for high performance concrete spraying, which are leveraged to secure safe work environments and promote economic constructions.

● Mud improving agent

It is difficult to perform removal or transportation works of large amounts of mud generated from civil engineering work or at disaster sites, since it shows very high water content rate and fluidity. In addition, there is also a risk of environment contamination of surrounding areas by the mud washed out when performing disposal. Adding and mixing mud improving agents to such highly fluid mud immediately shows the aggregation phenomena, which facilitates its handling and transportation and prevents environment contamination.

● Chemicals for slope greening

When the soil or rocks are weathered away on slopes after construction, and lots of land is slid away by rainwater, the surrounding environment is significantly destroyed. In this situation, while it is effective to promptly cover the land surface with plants and strengthen the foundation by plant roots, it is necessary not only to cast seeds but also to swiftly and firmly fix the plants on the slope. When water-soluble polymer is added to the chips produced from waste wood generated in the construction and roots of plants with reusing the on-the-spot soil to aggregate them[*1], they can retain the moisture in the soil even after spraying these chips on the slope, retain the adhesion effect to the slope for a long time, and thus they can form a good vegetation base. By using the seeds contained in the on-the-spot soil, it is not necessary to bring seeds from other areas. It is also possible to effectively use waste and recover the local vegetation.

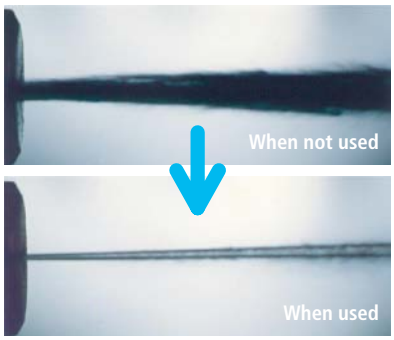
Tunnel construction (concrete spraying)

Slope greening

Effectively used in various types of cutting process

Spray sizing agent

Water solution made of diluted water-soluble polymer shows slight viscosity. Using this property and squirting out this viscous solution from a thin nozzle under high-pressure, enables to cut synthetic rubbers, various types of resin, etc. with high accuracy and to perform precision machining. Such a water-jet technology is also used in the civil engineering field, and the polymer chemicals of HYMO are used for the purpose of cutting steel materials, ferroconcrete, etc. in constructions.



Effectively used in the medical field and the biochemical field

Electrophoresis gel

Through the development of biochemistry, since accurate isolation and analysis of protein substance and DNA have been important research subjects, electrophoresis[*2] gel will be an indispensable analysis tool for development of medical drugs, pathology analysis, and research of the gene information of organisms in the future.

■ Characteristics

- Enables easy storage control and suppresses generation of waste since its long term storage is possible.
- Achieves the reduction of costs for production and distribution by conducting mass production.

Analysis of protein substance by electrophoresis gel

Glossary

[*1] **Aggregated soil:** A structure that indicates small clods of soil grains.
[*2] **Electrophoresis:** Analysis method that uses the electric force to sort biomolecules such as DNA, protein substance, etc. according to the size of molecule.

CSR Activity of HYMO

We have established the CSR Promotion Office and engaged in various activities related to the environment / safety and compliance.

As a company required by the society

CSR Promotion Office

We established "RC Promotion Office" in 2007 as the section to promote RC[*1] that controls the overall company and have engaged in the activities related to the environment, safety and health, and compliance.
Later on, while the importance of corporate social responsibility (CSR[*2]) has increased, we changed the name of RC Promotion Office to "CSR Promotion Office" in 2011 to enhance its functionality aiming at a company that can further assume the role as a member of society.
This restructuring enabled us to form a system that not only performs the management related to the in-house environment and safety and health, but also responsibly promotes the effects of company activities on the society. The CSR Promotion Office is engaged in the efforts to share information and keep interconnection with the "CSR Committee" composed of the management and the Safety and Health Committee established for each business office to enhance the level of activities.

Response to the quality / environment / safety / compliance

Major CSR activities

Engagement in compliance

The CSR Promotion Office has provided educational activities through the CSR training workshop and in-house newsletters from 2011, in order to raise the awareness and knowledge of the employees. From the coronavirus crisis in 2020, we periodically provide each person with compliance training courses through the "e-learning" sessions in which each person learn using his/her PC, smartphone, etc.
In addition, in 2017, we started to re-build the compliance system under the initiative of the "CSR Committee" composed of the management. We have promoted arrangement of organization system and enhancement of in-house training, and have established the documents that provide the base of compliance practice such as the new company regulation "Compliance Regulation" and the "Behavior Standard" that provide 31 articles of practical behavior norms. Furthermore, we have distributed to all employees a booklet: "Compliance Handbook", that summarizes the essential points of these documents in order to share with them the matters that should be observed. We continue to perform a monitoring activity on the act amendment from 2009 as an effort of legal compliance. From 2019 to 2024, we have reviewed and enhanced the information sources and the operation procedures of this activity to enable more satisfactory and prompt information acquisition and established and operated a system that can reliably respond to legal amendments frequently implemented.

Engagement in quality and environment [ISO9001 / ISO14001]

Based on the quality policy, we always engage in quality improvement and the enhancement of customer satisfaction. In 1998, Kanagawa Plant obtained the certification of ISO9001 (Quality management certification), then the range of certification has been extended to cover all factories of the production sector and the development sector.
With regard to ISO14001 (Environment management certification), the Kanagawa Plant and the Yamaguchi Plant obtained the certification in 2002, then the range of certification has been gradually expanded to cover all factories of the production sector. Based on the environment policy, we developed "Plan for Environmental Management Program" and the overall production sector has engaged in the improvement activities aiming to reduce environmental loads and risks.
In 2015, the ISO standards have been totally revised to include the contents that enhance effectiveness. We also adopted the new standards of ISO9001 and ISO14001 and have been preparing a system that can exploit the benefits of revision of standards.

Glossary

[*1] RC: Abbreviation of "Responsible Care". Self-management activities which cover the lifecycle from development to disposal with regard to the environment and the safety and health, performed by the companies that handle chemical materials.
[*2] CSR: Abbreviation of "Corporate Social Responsibility". Decision making performed by a company while not only pursuing the interests but also taking responsibility for the influence on the society.

Response to the safety of chemical products and domestic and international acts

Everything made of chemical materials which make our life convenient, on the other hand, has the risk of exposure through various paths as the result of activities in the work environment, environment and consumption. Currently, Japan has detailed legal regulations corresponding to the exposure paths and the stages of lifecycle over the total lifecycle (from production to disposal) of chemical materials. In particular, with regard to provision of products, chemical materials are controlled by a number of acts based on the globalization background, such as USA TSCA, EU REACH regulations, China New Chemical Substance Registration and Regulations on Safe Management of Hazardous Chemicals. In order to take appropriate response to the revision of the list of domestic and international registered chemical materials and acts, ensure the safety of our employees, and promptly fulfill our responsibilities to the customers, as a chemical product manufacturer, we leverage the act information systems and external databases to constantly collect and analyze the information of the latest conditions and trends for the regulations of each country about chemical materials.

Towards the achievement of a sustainable society

Status of response to SDGs

In the UN Summit of 2015, "Sustainable Development Goals (SDGs*)" were adopted and each country has been actively engaged in the efforts to achieve the goals by 2030. In response to this global trend, HYMO sets up the following three main objectives that are indispensable to achieve a sustainable society, and is making proactive contributions to resolve the challenges of SDGs through activities in the business areas including waste water treatment.

- Promote the achievement of water circulation society
- Promote the reduction of environmental loads and resource saving
- Make efforts to recover the vegetation and promote greening

Activities of HYMO related to the goals of SDGs

* [ ] indicates the related page

Goals of SDGs		Activities of HYMO
3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all at all ages	● Offer products that contribute to the improvement of work environment and the advancement of medical science [p.7] ● Provide accurate and appropriate information about the safety of own products ● Perform proper management of chemical materials handled in the in-house activities
6 CLEAN WATER AND SANITATION	Ensure availability and sustainable management of water and sanitation for all	● Offer products that contribute to the purification of discharged water [p.6] ● Perform proper management and improvement of the quality of discharged water in the in-house activities [p.12]
7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all	● Offer products that contribute to the reduction of energy consumption [p.6] ● Promote energy saving of in-house activities, production processes, etc. [p.12, 13]
8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	● Engage in efforts to prevent industrial accidents in the in-house activities [p.13] ● Promote maintenance and improvement of in-house work environment [p.14, 15]
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	● Offer products that contribute to resource saving [p.6] ● Engage in efforts to reduce and recycle waste in the in-house activities [p.12]
13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	● Offer products that contribute to the reduction of CO_2 emission amount [p.6] ● Engage in efforts to reduce CO_2 emission amount in the in-house activities [p.12]
14 LIFE BELOW WATER	Conserve and sustainably use the oceans, seas and marine resources for sustainable development	● Offer products that contribute to the purification of discharged water [p.6] ● Perform proper management and improvement of the quality of discharged water in the in-house activities [p.12]
15 LIFE ON LAND	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	● Offer products that contribute to the recovery of vegetation and promotion of greening [p.7] ● Offer products that contribute to the purification of discharged water [p.6]

Glossary

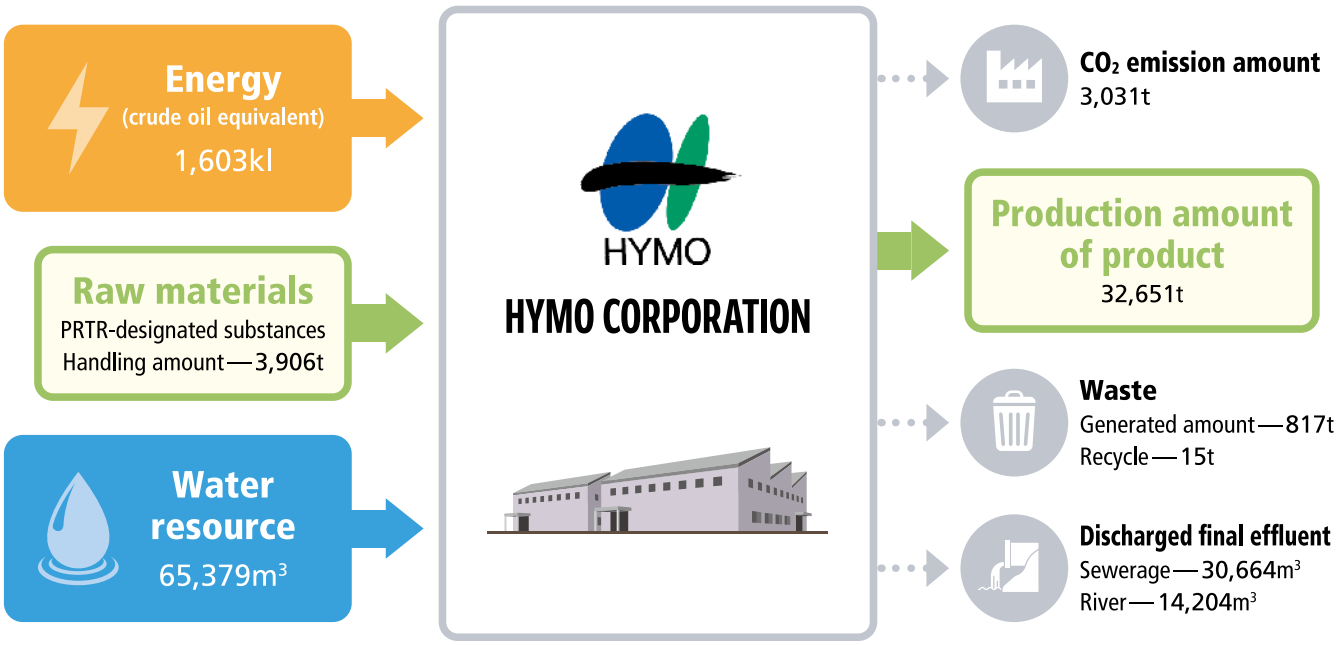
* SDGs: Abbreviation of "Sustainable Development Goals".

Responsibility to The Environment

We continue to perform various improvement activities with regard to the environment, etc.

Environment-related data

Production sector

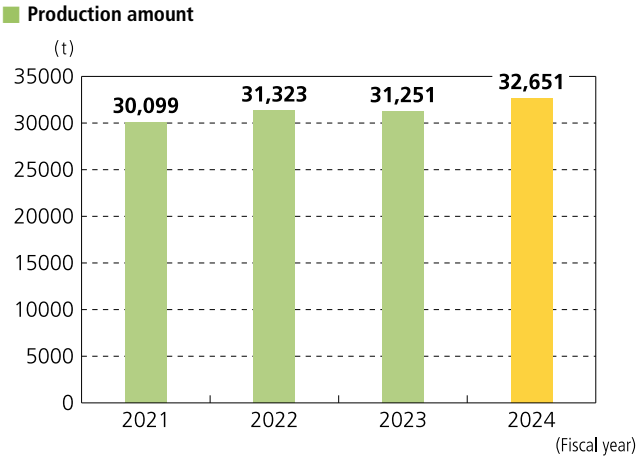


As a company-wide tendency, most of the energy is devoted to the production activities.
The variation of energy consumption in the production sector is roughly synchronized with the increase and decrease of production amount, and the amount of waste generated through the production activities is larger compared with other sectors.
The production sector obtained the certification ISO14001 of environment management system and is engaged in the reduction of environmental loads and risks by operating this system.

On the other hand, the sales sector has a higher rate of gasoline use that is consumed during traveling by car for sales activities, and the development sector has the tendency of higher electrical usage per floor area due to the use of heat sources required for prototype development and various analyses, and due to the maintenance or retention of precision measuring instruments.
In addition, all sectors of production/sales/development/administration are promoting reduction and recycling of waste

Production amount

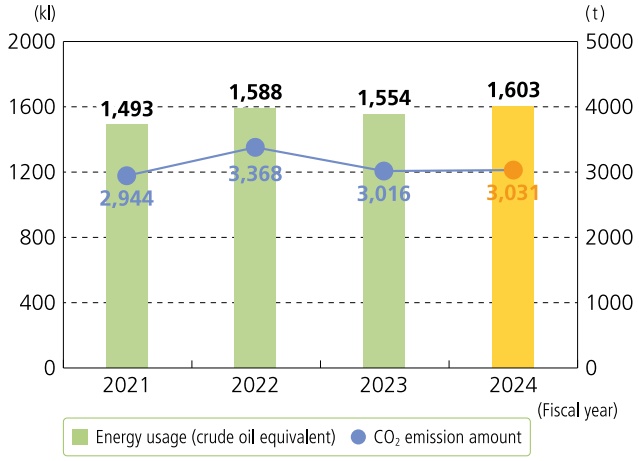
The production amount of fiscal 2024 was increased by 4.5% compared to the previous fiscal year.



Energy usage / CO_2 emission amount

While the input amount of energy was increased by 3.2% compared to the previous year due to the increase of production amount, the CO_2 emission amount remained approximately at the same level.

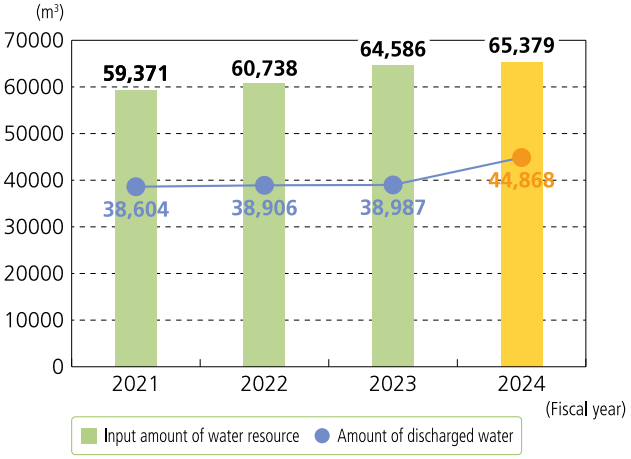
Energy usage / CO_2 emission amount



Input amount of water resource/amount of discharged water

Water is used as a raw material in the manufacturing process and also used to wash the equipment and product containers.
In fiscal 2024, the input amount of water resource and the amount of discharged water were increased according to the increase of production amount.

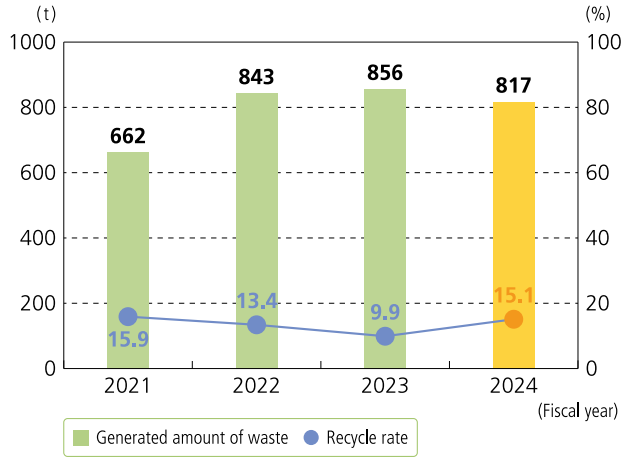
Input amount of water resource / amount of discharged water



Generated amount of waste / recycle rate

The amount of waste generated was decreased by 10% compared to the previous fiscal year except for the recycled waste, and we were able to decrease the amount of waste generated in the overall production sector.

Generated amount of waste / recycle rate



Responsibility to The Environment

Goals and achievements of fiscal 2024

Activity condition of environment and safety

With regard to the subjects related to the reduction of environmental loads, all goals have been achieved owing to the achievements of various efforts made in each plant. However, with regard to the safety and health, five disasters on the human body were recorded.

We reviewed these results with sincerity, and we will make thorough efforts to prevent re-occurrence of disasters and problems and will be engaged in the efforts to further reduce the energy consumption and CO_2 emission.

Items to be promoted	Subject	Goals of fiscal 2024	Achievements of fiscal 2024	Related pages
Reduction of environmental loads	Reduction of CO_2	CO_2 emission amount per production basic unit Reduce by 1% or more compared to fiscal 2023	Reduced by 3.8% compared to fiscal 2023	11
		Energy usage per production basic unit (electricity/gas/fuel oil) Reduce by 1% or more compared to fiscal 2023	Reduced by 1.3% compared to fiscal 2023	11, 13
		Generated amount of waste per production basic unit (amount except for the recycled waste) Reduce by 1% or more compared to fiscal 2023	Reduced by 13.9% compared to fiscal 2023	11
	Reduction of loads on the water environment	SS*1 concentration of discharged water 50% or less of the standard value specified by law (as the annual average)	24.7% of the standard value specified by law	–
		COD*2 concentration of discharged water 50% or less of our voluntary standard value (as the annual average)	19.9% of our voluntary standard value	–
Safety and health	Promotion of safe operations	No lost time injury No non–lost time injury	Lost time injury: 3 Non–lost time injury: 2	13
		Implementation of safety education	Implemented the safety education for employees and contractors	–
		Implementation of safety patrol in the business office	Implemented a regular safety patrol (once/month, etc.)	–
		Implementation of 5S*3 promotion activity	● Implemented 5S activities/5S enlightenment activities at each workplace ● Implemented an inspection/instruction of 5S conditions in the manufacturing sites	–
Crisis management	Establishment of a disaster prevention system	Implementation of an emergency training	● Conducted an emergency training in case of an earthquake, fire, etc. ● Conducted a safety report training in case of a disaster	13, 14
Coexistence with the society	Participation in social activities	Participation in local social / environmental activities	Participated in local cleanup activities	–
	Delivery of environmental information	Publication of HYMO CSR Report 2025	Conducted publication	–

Glossary

*1 **SS:** Abbreviation of "Suspended Solid". Suspended substance. Insoluble substances suspended in the water.
*2 **COD:** Abbreviation of "Chemical Oxygen Demand". One of the numeric values that indicate the pollution level of water quality by organic contamination substances.
*3 **5S:** The five items are: organizing / tidying up/cleaning / cleanliness / discipline.

Responsibility to The Society, Region and Employees

"Safety" is a top priority for chemical manufacturers, both for our employees and for the local community.

Aiming at preparing safe workplaces

Efforts to prevent industrial accidents

Safe operation is the base of production activities. We are engaged in efforts to prevent industrial accidents in the production sites across the country.We are engaged in the efforts to raise the level of safe operations every day by sharing and horizontally spreading information about the cases of accidents and problems, improving the workplace environment through safety patrols, etc., implementing regular training to prevent disasters, etc. In addition, we have been engaged in the efforts based on BCP* in parallel from 2015 to achieve safe operation and supply responsibility at the same time.

Number of injuries

Fiscal year	Lost time injury	Non–lost time injury
2022	1	4
2023	0	6
2024	3	2

Conduct at each plant on a regular basis

Disaster prevention training (fiscal 2024)

Each plant establishes its goal each year to conduct disaster prevention and evacuation training. We assumed an occurrence of earthquake and conducted the training while considering "how to flee through which path". In addition, we have checked the inventory of emergency equipment and supplies to prepare for rare cases.

- **Aomori Plant**
A training to cope with the case of product leakage, checking of evacuation locations specified for the case of disaster
- **Kanagawa Plant**
Used an earthquake experience car to simulate the experience of great earthquake, a training to use a fire extinguisher
- **Yamaguchi Plant**
Water-discharge training, a training to recover leaked substances
- **Fukuoka Plant**
Checked the installation location of AED, watched the video of its operation procedure


Aomori Plant


Kanagawa Plant


Yamaguchi Plant

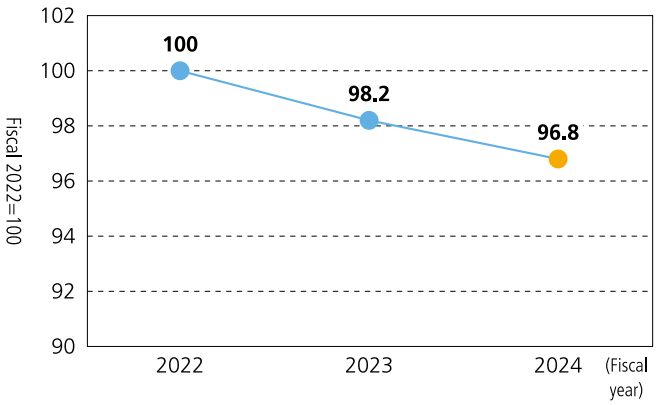
Fukuoka Plant

Engagement in energy saving

Reduction of energy usage through various methods

We are engaged in the efforts of energy saving in every plant, aiming at the reduction of energy usage. Subsequent to fiscal 2023, we were able to improve the energy consumption per unit in fiscal 2024. We continue to proceed with reviewing of manufacturing process, optimum operation of freezing machine/cooling tower, update of old-style equipment, etc., while performing inspections. We continue to aim at effective energy use while setting the goal to reduce the energy consumption per unit by 1% compared to the previous fiscal year.

Transition of energy consumption per unit in the overall production sector



Glossary *BCP: Abbreviation of "Business Continuity Plan"

Responsibility to The Society, Region and Employees

As a responsible company, we are engaged in contribution to the local community and enhancement of employee satisfaction.

Raising the awareness of employees

Engagement in safety and health and disasters prevention

In Shonan Research Center, we engage in activities to resolve and improve various problems related to safety and health under the initiative of the Safety and Health Committee in order to maintain the safety of workplace and the health of the employees.
As the daily activities, we perform safety patrols in the office and address the problems and the near-miss information in each section, and engage in efforts to ensure continuous prevention and improvement.
In addition, we implement safety education (once a month) and evacuation training (once a year) with participation by all the members to raise awareness. In the evacuation training in fiscal 2024, we conducted trainings including carrying an injured person, setting up a tent responding to AED, emergency reporting, etc.
Furthermore, we also focus on the education that uses external agents. In fiscal 2024, we participated in the general emergency life-saving lecture held in the fire station in order to acquire life-saving skills.

Training on carrying an injured person during the evacuation training

For productivity improvement, and safety and security

Promotion of ICT application and efforts to ensure information security

Currently, the information system and the internet are indispensable for business activities.
Since before, HYMO has been engaged in the preparation of information infrastructure including the in-house network and the promotion of work digitalization and paperless work, and proactively engaged in the utilization of ICT[*1] aiming at improving productivity and quality. In fiscal 2024, we introduced digital in-house procedures, introduced tablet terminals into the production sites, enhanced the remote monitoring system of plant equipment, and built the test operation support system in the research center.
On the other hand, it is important to provide countermeasures to the phenomena that can cause significant damage to the company, such as the risks that accompany the use of ICT including system stops or leakage of confidential information. In order to continue the business safely even in the case of an unexpected situation such as a cyberattack, HYMO is advancing the development of information security system and is delivering information security education to employees on a regular basis. In fiscal 2024, we introduced next-generation type antivirus software and EDR[*2] to all in-house PCs, and implemented various measures such as enhancing the security of the control system in the factories, providing all employees with the training for targeted attack mail, and conducting e-learning.

Introduced tablet terminals into the production site

Preparation of an environment where the employees can work with peace of mind

Provision of harassment consultation desk and legal consultation desk

As part of the benefit program, we set up a consultation desk at which our employees can seek advice from experts when they encounter any mental health or harassment problems or legal problems.
With regard to any mental health or harassment problems, all employees can receive telephone counseling or a Web interview from external counselors.
With regard to any legal consultation, they can ask a legal consultation to the associated office of our corporation lawyers with a light heart.
We will prepare an environment where the employees can work with more peace of mind by setting up these consultation desks to eliminate their stress and anxiety.

Glossary

*1 **ICT:** Abbreviation of "Information and Communication Technology".
*2 **EDR:** Abbreviation of "Endpoint Detection and Response". The software that detects an intrusion of any suspicious program into the information terminal and suppresses damages

Promote active work of diverse individuals

For a workplace environment that enables everyone to work free from anxiety

In order to allow individuals with diverse personalities and philosophy to work actively with peace of mind, HYMO has revamped the personnel system and focused on the preparation of an environment such as improving our system to allow employees to select a flexible work style. At the same time, we are promoting employment of women and mid-career workers and re-employment of retired workers in every job type.

Proportion of women to the employees

Fiscal year	Proportion
2022	28.2%
2023	30.1%
2024	28.4%

Proportion of women to the management

Fiscal year	Proportion
2022	9.8%
2023	10.5%
2024	7.0%

Proportion of re-employed retired workers to the employees

Fiscal year	Proportion
2022	5.3%
2023	3.9%
2024	3.9%

*All numeric values are as of April 1 of each fiscal year

Taken by nine employees in total in fiscal 2024

Childcare leave system, childcare shorter working hours system, etc.

In fiscal 2024, two female employees and one male employee took childcare leave.
In addition, four female employees and three male employees worked using shortened working hours and the flexible working hour system for childcare, trying to balance childcare and work.
In fiscal 2019, a male employee took a childcare leave for the first time, and since then, the use result of the system related to childcare by male employees is increasing. We will continue to review the system so that the system may become an easy-to-use system for male employees and those who intend to repeat the use of the system in the future.

The number of users of the childcare support system

Fiscal year	Male	Female
2022	3	5
2023	5	5
2024	4	5

The efforts to keep a work-life balance

Acquisition state of paid leave

From the viewpoint of promoting acquisition of paid leave, we have engaged in efforts to increase the number of acquirable paid leave in the first year (13 days) and the number of planned assignment days of paid leave (increased by one day, two days in total).
In fiscal 2024, the average acquisition days of paid leave was 13.1 days and the average acquisition rate was 75.6%. The number of acquisition days decreased by 1.1 days and the average acquisition rate decreased by 5.3 points compared to fiscal 2023.
Based on these results, we will flexibly respond to the changes in near future situations and be engaged in efforts to prepare an environment in which employees feel ease acquiring a paid leave.

Number of acquired paid leave days in each year

Fiscal year	Number of days acquired
2022	13.8 days
2023	14.2 days
2024	13.1 days

Career development

Offering English conversation classes, formulating a new education and training program

From fiscal 2015, for the purpose of supporting employees' self-development, we offer English conversation classes by inviting external instructors. In fiscal 2024, we offered the class at the head office and at the Shonan Research Center by inviting external instructors.
In addition, we formulated a new education and training program for all employees and are engaged in efforts to raise the level of all employees to enhance our business performance and ensure our continuous development.
We will continue to offer measures that enable the employees to improve their skills.

Water and new chemistry

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The concept of company name

Our name "HYMO" indicates our philosophy and business area.
Our company philosophy is to "use our High technology to act and make efforts to respond to the confidence of More customers".
Our business area is a new field we call "Hydro Modern chemistry".