

DENIS

MAISON FONDÉE EN 1862

DENIS JAPAN

ESG REPORT 2024



Initiatives to Reduce Environmental Impact

Diversity & Inclusion

Human Resource Development

Providing Safe and Secure Products & Services

Stable Procurement and Supply

Thorough Compliance

Strengthening the Governance System

Health and Well-being Initiative

Track Our Progress on www.denisjapan.jp



Corporate Philosophy

Our Mission

TO BUILD, DEVELOP AND SUCCEED

To build a Group that seeks to meet essential human needs on a profitable and sustainable basis.

Develop innovative, healthful and affordable solutions for our living environment and particularly in nutrition, hygiene and healthcare products and services.

Succeed when we reach our goals to satisfy our customers, employees and partners through long-term relationships based on mutual trust and respect.



Editorial Policy / Table of Contents

Editorial Policy

The “Denis Japan ESG Report 2024” aims to communicate the ESG philosophy and initiatives of Denis Japan K.K. and its Group companies to stakeholders.

Although Denis Japan K.K. is a privately held company, this report clearly demonstrates to stakeholders—including customers and business partners—how the Group’s diverse business activities contribute to solving social issues. We hope this report will help deepen your understanding of our Group and its business operations.

Coverage Period:

This report is primarily based on initiatives for fiscal 2024 (January 2024–December 2024), but some activities include initiatives for fiscal 2025.

Publication Date:

December 2025

Reference Guidelines:

GRI (Global Reporting Initiative) Sustainability Reporting Standards

Notes on Using the “ESG REPORT 2024”

This report contains past and present facts regarding Denis Japan K.K. and its Group companies, as well as forward-looking statements based on plans and forecasts as of the publication date. These forward-looking statements are subject to various risks and uncertainties, and actual results or events may differ from those projected due to changes in conditions. We kindly ask for the understanding of our stakeholders.

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Message from Our Chairmen

Denis Japan & Affiliates Joining Maison Denis ESG Initiative

2024 marked a period of significant global and local challenges. Persistent geopolitical tension, economic volatility, and accelerating environmental risks have reinforced the strategic necessity of sustainability for the resilience of businesses and communities.

At Maison Denis, Environmental, Social and Governance commitments are not peripheral; they are foundational pillars, guided by long-term foresight, operational discipline, and responsibility toward every stakeholder the Group engages with.

As this is the first ESG Report published by Denis Japan, we wish to underline both the milestone it represents and the foundational nature of this edition. This first report establishes direction, consolidates available data, aligns local materiality priorities and, above all, signals a clear Group-wide intent to scale ESG impact through our Japanese operations, affiliates, and value chains.

With this publication, Denis Japan K.K. and its affiliates formally join the broader Maison Denis sustainability initiative. In doing so, the Group and its entities across Japan commit to aligning local ambitions with global commitments, while adapting actions pragmatically to the Japanese market, its regulations, its people, and its partners.

In Japan, we specifically confirm that the following entities are joining this collective ESG Journey:

- DENIS JAPAN K.K.
- SCETI K.K.
- NICHIFUTSU BOEKI K.K.
- DENIS PHARMA K.K.
- UNION LIQUORS K.K.

Across all entities, we reaffirm that:

- We remain directly responsible for setting the tone at the top, ensuring that ESG Principles cascade across every level of Denis Japan's organization and operations.
- We continue to examine our influence on environmental and social resources, working to minimize footprint, strengthen business value, and preserve stakeholder trust for the long term.
- We support and empower local management to set meaningful ESG Objectives that make sense for their business scope, follow best operational practices, and uphold durable compliance and governance standards.

As with all first editions, results naturally reflect early stages, yet the roadmap is clear and ambition intact. The strength of Maison Denis lies not only in its heritage, but also in its ability to set ambitious, credible frameworks and pursue them consistently, ethically, and pragmatically. We extend our gratitude to every employee, partner, and affiliate enabling this journey, and we welcome all stakeholders to follow this progress in the years to come.

Together, we continue shaping a healthy, responsibly profitable, and sustainable legacy.

Daniel Denis
ESG Committee Chairman

Nicolas Denis
Chairman of Maison Denis S.A.



Message from the Managing Director

Our Mission at Denis Japan Is to Maximize Health and Quality of Life Through Our Diverse Business Activities.

Toward a Sustainable Society of Health and Quality of Life

The mission of Denis Japan is to improve people's health and quality of life through a diverse range of businesses. Looking ahead, the company remains strongly committed to building a sustainable and healthier society. Throughout its journey, Denis Japan has focused on creating innovative products, adapting to social changes, and acting with a deep sense of responsibility toward stakeholders.

This ESG Report outlines the company's efforts and ambitions in these areas. Importantly, ESG initiatives in Japan have been inspired and shaped by Maison Denis's global approach to ESG. Under the Group's leadership, sustainability is not treated as a side initiative but as a core pillar of business strategy. The long-term commitment to environmental and social progress—most notably the ambition to achieve carbon neutrality—has set a clear direction for all entities, including Denis Japan. By aligning with this shared vision, local actions contribute meaningfully to Group-wide goals. Whether through reducing environmental impact, fostering responsible sourcing, or promoting innovation in nutrition and health, Denis Japan strives to lead with purpose and integrity. These efforts are ultimately tied to the company's broader purpose: to help maximize people's health and quality of life (QOL) through every aspect of its operations. That goal continues to guide decisions, inspire innovation, and shape the contribution Denis Japan makes to society.

The company will continue to collaborate closely with colleagues across Maison Denis while tailoring its ESG strategy to the specific needs of the Japanese market. Together, the Group aims to build long-term value for stakeholders and contribute to a more sustainable future for generations to come.



Guillaume Calloud
Managing Director



Message from the Managing Director

Future of the Food & Beverage Business Group

The food and beverage sector at Denis Japan is undergoing a transformative phase. Our focus is on expanding access to diverse, nutritious, and sustainable food options. For example, Nichifutsu Boeki K.K. has been a pioneer in introducing organic products to the Japanese market, reinforcing our commitment to promoting environmentally friendly and health-conscious choices to cater to changing dietary preferences and promote healthier lifestyles. Additionally, reducing waste across our supply chain is a key goal, aimed at minimizing environmental impact and fostering sustainable operations. These efforts are guided by our dedication to innovation and collaboration, ensuring we remain a trusted partner in fostering dietary well-being.

Future of the Life Sciences & Medical Business Group

In the life sciences and medical fields, we are at the forefront of addressing evolving health challenges. By leveraging cutting-edge biomedical technologies, we strive to enhance quality of life through advanced medical solutions and services. We are actively exploring AI-based solutions to transform diagnostics, treatment planning, and patient care in the medical sector.

Additionally, we consistently source the most suitable ingredients for various industries, including food, cosmetics, and pharmaceuticals, ensuring that innovation and quality remain at the heart of our efforts. Our team is committed to broadening access to these innovations, empowering communities, and improving overall health outcomes.

Perspectives on ESG Initiatives

ESG principles are the foundation of Denis Japan's operations. Our initiatives focus on reducing environmental impacts, fostering workplace diversity, and strengthening governance frameworks. These pillars are more than just objectives; they represent our shared responsibility to create long-term value for all stakeholders. Through measurable actions and transparent communication, we hope to inspire trust and partnership on our ESG journey.



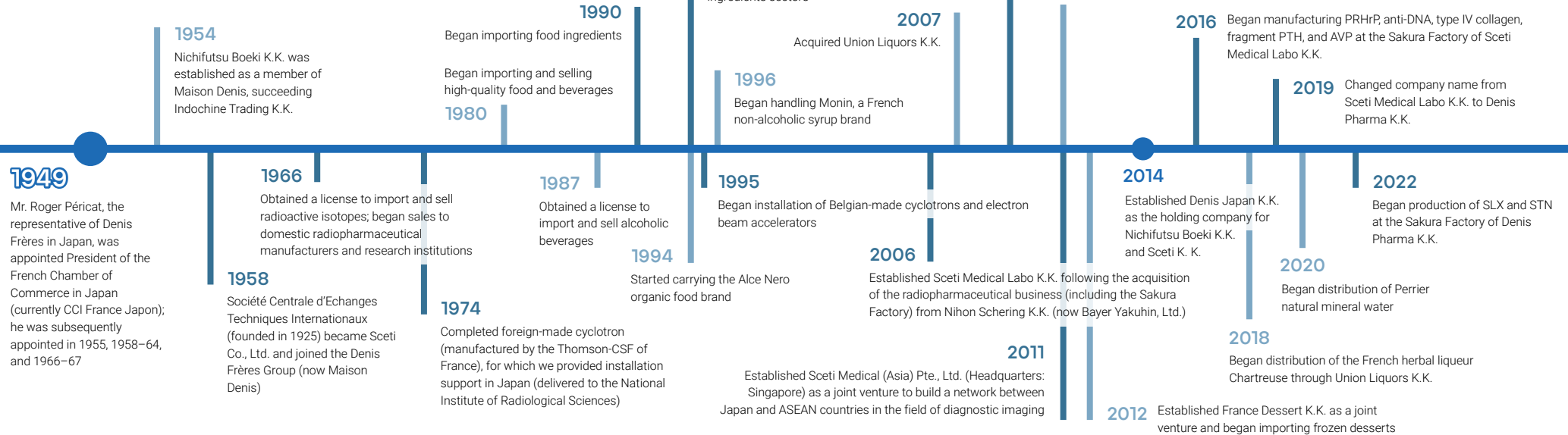
About Denis Japan Group

History

Since its founding in 1954 as Nichifutsu Boeki K.K., Denis Japan Group has pursued businesses that address people's fundamental needs in health sciences and food, while building strong relationships of trust with partner companies around the world and expanding its diverse business operations.

SCETI GROUP

NICHIFUTSU BOEKI GROUP



Social and Economic Trends in Japan

1950

1960

1970

1980

1990

2000

2010

2030

1950s–1960s

- Beginning of rapid economic growth (from 1955)
- Introduction of universal health insurance and pension systems (1958)
- Tokyo Olympics (1964)
- Second in the world in terms of GNP "Japan as Number One"

1970s–1980s

- Osaka Expo (1970)
- Oil shocks (1973, 1979)
- Plaza Accord (1985)
- Formation of the bubble economy (1986–1991)

1990s–2000s

- Great Hanshin-Awaji Earthquake (1995)
- Financial crisis and the collapse of Yamaichi Securities (1997)
- Burst of the IT bubble (2001)
- Lehman Brothers collapse (2008)

2010s–2020s

- The Great East Japan Earthquake (2011)
- Abenomics (from 2012)
- COVID-19 pandemic (from 2020)
- Tokyo Olympics (2021)



About Denis Japan Group

List of Group Locations

As of December 2025

Maison Denis Locations





About Denis Japan Group

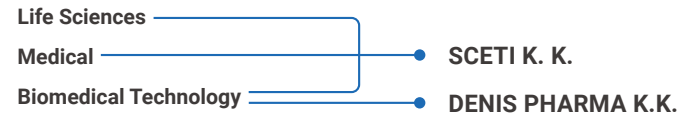
Overview of the Business

Contributing to People’s Health and Quality of Life Through Our Two Core Businesses: Health Science and Food & Beverage

The companies in the Denis Japan Group have marked approximately 70 years since their founding in Japan. Since then, Denis Japan has pursued business initiatives that balance profitability and sustainability while addressing the fundamental needs of people in today’s world. Currently, Denis Japan specializes in two business sectors: Health Sciences and Food & Beverage. Through its four Group companies—Sceti K. K., Denis Pharma K.K., Nichifutsu Boeki K.K., and Union Liquors K.K.—the company works with overseas partners to identify and develop innovative products for the domestic market. In the field of health sciences, we develop and provide a variety of solutions to contribute to medical advancements and support people’s healthy lifestyles. In the Food & Beverage sector, we introduce high-quality, innovative food and beverage brands from overseas to Japanese customers, along with the culture and traditions associated with these products, thereby contributing to an enhanced quality of life.



Health Sciences



Food & Beverage





About Denis Japan Group

Overview of Group Companies

NICHIFUTSU BOEKI K.K.



Guillaume CALLOUD
Managing Director

Business Overview

Founded in 1954, Nichifutsu Boeki has grown into a leading company specializing in the import and sale of high-quality food and beverage products. Although we initially handled a wide range of products, since the 1990s we have specialized in the food and beverage sector and have become a pioneer in introducing products and solutions to the Japanese market. We source products from across Europe, Asia, and Australia, and serve customers in various sectors including domestic food retailers, bars, hotels, restaurants, and the food industry.

Business Strategy

We are dedicated to enhancing the value of high-quality, innovative food and beverage brands selected and sourced from around the world for the Japanese market. Through close collaboration with overseas partners, we strive not only to provide products but also to convey the culture and traditions they represent. We are also actively working to reduce our environmental impact—such as by minimizing waste across the entire supply chain—and are making concerted efforts to ensure sustainable business operations.

Main Products

- Groceries
- Seasonings
- Confectionery and Materials
- Beverage Materials
- Beverages
- Ice Cream

Key Topics for Fiscal 2024

- We held the “10th MONIN UP 2024” cocktail competition, supported by Monin.
- We opened the “Kyoto Kumiya Warehouse” (storage space: approx. 2,600 m², number of stored items: 435).
- We launched an “External Customer relations office.”

UNION LIQUORS K.K.



Alfonso MARTIN
Managing Director

Business Overview

Founded in 1987, Union Liquors operates as a subsidiary of Nichifutsu Boeki, which is part of the Denis Japan and Maison Denis. We specialize in the import and sale of selected wines, liqueurs, spirits, and beverage brands, and deliver them throughout Japan via our wholesale and retail partners. In addition to selling high-quality, safe products that can be enjoyed in a variety of settings, we are committed to providing tailored marketing solutions to enhance the consumer experience and increase value for our partners.

Business Strategy

Drawing on the strong reputation we have built in Japan’s alcoholic beverage distribution market over more than 35 years and our extensive network of industry experts, we maximize the potential of our business partners by providing exceptional service and innovative solutions. We will also provide comprehensive solutions to the HoReCa sector (hotels, restaurants, and cafes) in areas where we have a strong presence, such as Spanish wines and premium spirits.

Main Products

- Spanish Wine
- Premium Liqueurs & Spirits
- Selected Whiskeys

Key Topics for Fiscal 2024

- We held Basque wine events at four venues, featuring tastings, seminars, and wine dinners. We attracted a total of 100 participants.
- InchDairnie Distillery, the producer of “RyeLaw,” launched in November 2023, won the “Best Scotch Distillery” award for “InchDairnie” at the Tokyo Whisky & Spirits Competition (TWSC) 2024.
- We exhibited at the “Tokyo International Bar Show.” We set up a sherry wine booth to demonstrate the “venencia” technique and offered sherry tastings to approximately 1,500 people over the two days.



About Denis Japan Group

Overview of Group Companies

SCETI K. K.



Guillaume CALLOUD
Managing Director

Business Overview

Sceti was founded in 1925 and became part of Maison Denis in 1958. We have a long history as a technology trading company, having introduced cutting-edge overseas technologies to the Japanese market at an early stage. We initially operated as an agent for major French heavy industry firms and have since expanded our business into the fields of nuclear medicine, life sciences, and medical imaging. Currently, we offer innovative health science solutions focused on the life sciences and healthcare sectors, and operate as an importer, distributor, and licensor in accordance with its Quality Management System (QMS).

Business Strategy

We are committed to staying ahead of market trends and introducing innovative solutions tailored to evolving customer needs. In the medical field, we aim to contribute to people's health by introducing AI-powered diagnostic support devices, supporting improvements in efficiency and accuracy in clinical settings, and assisting in the development of radiopharmaceuticals in collaboration with research institutions and medical facilities. In the life sciences field, we aim to contribute to people's health by providing high-value-added, unique raw materials for use in food, functional foods, and cosmetics.

Main Products

- Medical Devices
- Medical Imaging Diagnostic Support Software
- Food Materials
- Functional Food Materials
- Cosmetic Ingredients
- Formulation Development Software

Key Topics for Fiscal 2024

- We started selling RootiRx. (Healthcare)
- We expanded our selection of ingredients for craft beverages, including brewer's yeast. (Food Materials)
- We registered the lactic acid bacterium "L. fermentum ME-3," which possesses glutathione-producing capabilities, under the trademark "Shiratama Lactic Acid Bacteria®" and began promoting it for use in the beauty industry. (Functional Food Materials)
- We launched sales of Atobarrion, an ingredient designed to alleviate atopic dermatitis symptoms. (Cosmetic Ingredients)

DENIS PHARMA K.K.



Yoshihisa KITAO
Managing Director

Business Overview

Denis Pharma was established in 2006 to introduce innovative biomarkers to the Japanese market. We specialize in nuclear medicine involving the use of medical radioisotopes, and supply in vitro diagnostics (IVD)—such as hormones and tumor markers—which are essential for clinical diagnosis. We also supply research reagents to support medical researchers. In addition to importing products, we operate our own manufacturing facility (the Sakura Factory) in Sakura City, Chiba Prefecture, where we manufacture radioactive in vitro diagnostics (IVD) in accordance with our Quality Management System (QMS) to ensure the delivery of safe and reliable products.

Business Strategy

Our strengths lie in our advanced expertise in medical radiation, our superior technical capabilities in immunoassay, and our ability to acquire cutting-edge information on disease diagnostic technologies through partnerships with overseas manufacturers. By leveraging these strengths and actively developing diagnostic technologies for rare diseases, we will address unmet medical needs and contribute to improving the quality of healthcare by providing essential diagnostic technologies not only to patients but also to healthcare professionals. We will also focus on expanding the overseas market for domestically manufactured in vitro diagnostics (IVD).

Main Products

- Radiopharmaceuticals for in vitro diagnostic use
- Non-radiopharmaceuticals for in vitro diagnostic use
- Research reagents

Key Topics for Fiscal 2024

- Through seminars and other initiatives, we have worked to raise awareness of the product (17α-OHP) used for the diagnosis of congenital adrenal hyperplasia (CAH) and for the assessment of treatment efficacy.
- We focused on exporting our in-house radiopharmaceutical products for use in in vitro diagnostics (IVD).



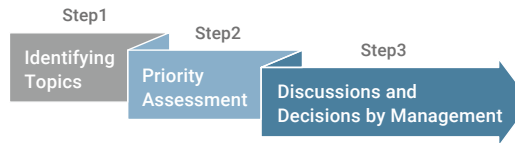
Materiality of Denis Japan Group

Our Approach to Materiality

The mission of the Denis Japan Group is to realize its corporate philosophy: to build a group that seeks to meet essential human needs on a profitable and sustainable basis. To achieve this, sustainable management is essential, and we have identified eight materialities as key priorities. Through our Group's diverse businesses, we will advance these materialities and continue contributing to society.

Materiality Identification Process

To identify materiality, we identified the challenges surrounding our Group and compiled a list of topics. We then assessed the importance of each topic from two perspectives—stakeholders and our Group—and prioritized them accordingly. Based on these results, we conducted workshops with managers to determine the materiality.



Step 1 Identifying Topics

Based on international guidelines such as the GRI Standards, SASB, and the SDGs, as well as benchmarking surveys of industry peers, we identified issues relevant to our business strategy and compiled a list of potential materiality topics. We then narrowed down a long list of 160 items to 15 topics, including "initiatives to reduce environmental impact."

Step 2 Priority Assessment

Based on the list of 15 topics, we conducted a stakeholder assessment through a survey of Group employees (vertical axis of the materiality map) and an internal assessment through a survey of managers (horizontal axis), and prioritized the topics to be addressed.

Step 3 Discussions and Decisions by Management

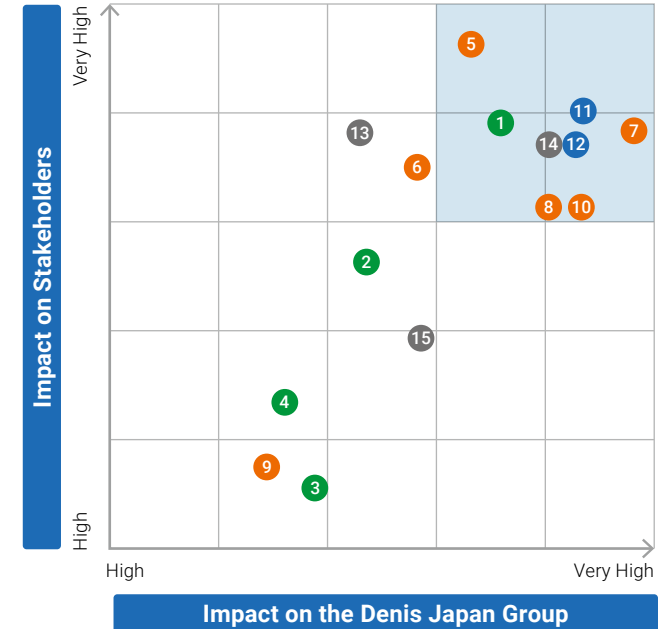
We conducted workshops with managers and held extensive discussions to validate the results. Based on the evaluations along the vertical and horizontal axes, we developed a materiality map and identified the following priority topics: "Initiatives to Reduce Environmental Impact," "Diversity & Inclusion," "Providing Safe and Secure Products & Services," "Human Resource Development," "Stable Procurement and Supply," "Thorough Compliance," "Strengthening the Governance System," and "Health and Well-being Initiative."

Comments from Attendees (Excerpts)

- We selected this topic because we believe that "Providing Safe and Secure Products & Services" aligns with our core mission at Nichifutsu Boeki: "to deliver food that people can trust throughout Japan."
- Sceti also handles medical devices and other medical-related products. For this reason, if we were to provide even a single product that compromises safety, it would not be easy to regain trust. Therefore, we selected the "Providing Safe and Secure Products & Services" as our most important priority.



Workshop session with managers



List of Topics

- 1 Initiatives to Reduce Environmental Impact
- 2 Promoting Resource Conservation and Recycling
- 3 Biodiversity Conservation
- 4 Water Resource Conservation
- 5 Diversity & Inclusion ★
- 6 Respect for and Consideration of Human Rights
- 7 Providing Safe and Secure Products & Services ★
- 8 Human Resource Development ★
- 9 Community Development
- 10 Stable Procurement and Supply ★
- 11 Thorough Compliance ★
- 12 Strengthening the Governance System ★
- 13 Promoting Ethical Business
- 14 Health and Well-being Initiative ★
- 15 Co-creating Value with Stakeholders



Materiality of Denis Japan Group

Materiality, KPIs, and Key Achievements for Fiscal 2024

*1 Life Sciences *2 Medical *3 Biomedical Technology *4 Food & Beverage (Nichifutsu Boeki) *5 Food & Beverage (Union Liquors)

ESG and Business	Materiality	KGI (Vision for 2040)	KPI (2040)	Major Activities in Fiscal 2024	SDGs
E	Initiatives to Reduce Environmental Impact	<ul style="list-style-type: none"> Promote environmentally responsible business activities and achieve low environmental impact operations by reducing energy consumption 	<ul style="list-style-type: none"> Reducing energy consumption and CO₂ emissions Reducing waste Carrying out environmental education 	<ul style="list-style-type: none"> Began collecting data on energy consumption and waste generation Conducted community cleanup activities as part of our efforts to foster community harmony and raise environmental awareness 	
	S	Diversity & Inclusion	<ul style="list-style-type: none"> Create a workplace where diverse talents can demonstrate their individuality and thrive 	<ul style="list-style-type: none"> Improving employee satisfaction Achieving gender equality by ensuring equal access to opportunities and consistent processes & evaluations Annual paid leave utilization rate of 90% Promoting "work style reform" to emphasize the ease of working for diverse human resources and expand the opportunities for them to play an active role Promoting efforts to respect and consider human rights 	<ul style="list-style-type: none"> Partially revised the telework policy to facilitate communication Partially revised regulations to improve the convenience of child care leave Conducted training on health and safety and the handling of confidential documents for remote work Encouraged employees who have taken fewer than five days of annual paid leave to take additional leave
Human Resource Development		<ul style="list-style-type: none"> Provide each employee with growth opportunities and create a workplace where they can build their ideal career 	<ul style="list-style-type: none"> Enhancement of training programs Promoting employees' voluntary learning and self-improvement, and support their autonomous growth Employee training attendance rate of 100% Implementation rate of evaluation and feedback interviews of 100% Successor candidate preparation and training rate of 100% Promoting digital education to improve information & ICT literacy, improve business operation efficiency, and create new value 	<ul style="list-style-type: none"> Conducted coaching training for all managerial employees to develop leadership skills Dispatched mid-level managers with several years of experience to the "Middle Management Program" and newly appointed female leaders to the "Female Leadership Development Program" as part of succession development Employee training attendance rate of 100% Implementation rate of evaluation and feedback interviews of 100% 	
Providing Safe and Secure Products & Services		<ul style="list-style-type: none"> Deliver safe and reliable products & services 	<ul style="list-style-type: none"> Improving customer satisfaction Thorough quality control Conducting quality assurance surveys and audits of major suppliers (100% response rate) 	<ul style="list-style-type: none"> Established and launched the Consumer relations office *4 Managed complaints *1-5 Conducted supplier surveys on quality assurance (100% response rate) *1-4 	
Stable Procurement and Supply		<ul style="list-style-type: none"> Achieve sustainable and stable supply and responsible procurement 	<ul style="list-style-type: none"> Procurement & supply management to prevent shortages & delays Establishment of a "code of conduct" for procurement & supply, and ensure thorough awareness among suppliers Implementation of assessment of major suppliers (100% response rate) 	<ul style="list-style-type: none"> Launched ordering operations using ABC analysis to optimize inventory management *4 Utilized the Supplier Evaluation Sheet for problem-solving *4 	
G		Thorough Compliance	<ul style="list-style-type: none"> Respect our corporate philosophy and compliance, and become an organization that is trusted by all our stakeholders 	<ul style="list-style-type: none"> Compliance training attendance rate of 100% Establishing and enforcing internal regulations Raising awareness of compliance and taking steps to prevent corruption 	<ul style="list-style-type: none"> Developed social media management guidelines and conducted training Developed internal guidelines on the appropriate use of generative AI and conducted training sessions
	Strengthening the Governance System	<ul style="list-style-type: none"> Increase corporate value by implementing transparent business management practices trusted by all stakeholders 	<ul style="list-style-type: none"> Building a governance system that responds to changes in the social environment Identifying important risks in business activities and formulating countermeasures Establishing crisis response measures and systems for business activities and disasters Thorough information risk management 	<ul style="list-style-type: none"> Established the Risk Management Committee, conducted risk assessments, and restructured the IT environment Rebuilt the system, including the backup environment for business continuity planning (BCP) in Osaka Conducted information security training for all employees (100% participation rate) 	
Business	Health and Well-being Initiative	<ul style="list-style-type: none"> Maximize people's health and quality of life (QOL) through business activities 	<ul style="list-style-type: none"> Food & beverage: Promoting diverse and healthy foods Health science: Providing innovative medical and health science solutions to the market Denis Japan Group: Promoting employees' occupational safety and health, and health managerial education 	<ul style="list-style-type: none"> Developed and launched organic and free-from products *4 Expanded the range of ingredients for craft beverages, such as beer brewing yeast *1 Expanded sales of RootiRx *2 	



FEATURE

Contributing to ESG Through Our Business

The Life Sciences, Medical, Biomedical Technology, and Food & Beverage businesses operated by Denis Japan are directly linked to people's health and quality of life. Through our business, we continue to create social value that contributes to people's well-being.

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- 21 Denis Japan Group's Commitment to the SDGs



Feature | Contributing to ESG Through Our Business Social Purpose of the Business

Contributing to Solving Japan's Social Challenges Through Both Food and Healthcare

As Japan's population ages, the food and healthcare sectors are becoming increasingly complex, giving rise to a number of social challenges.

The Denis Japan Group operates in both the food and healthcare sectors, and through our sustainable business activities, we contribute to solving social issues.

Social Issues in Contemporary Japan

In contemporary Japanese society, demand for medical and long-term care services is increasing due to the declining birthrate and aging population, and the healthy life expectancy is also increasing. In addition, in daily life and diet, various issues have been identified—such as lifestyle-related diseases and malnutrition—caused by high stress and unbalanced diets amid an increasingly complex society.

- Daily Life**
 - Decline in quality of life due to aging or illness (decline in healthy life expectancy)
 - Physical and mental health issues caused by high levels of stress in society
- Healthcare**
 - Growing demand for the early detection and treatment of serious diseases such as cancer and dementia
 - Growing demand for medical care due to an aging population
 - Shortages of personnel and equipment in healthcare settings
 - Growing interest in preventive medicine
 - Growing need for the management of infectious diseases and chronic conditions
- Food**
 - Increase in lifestyle-related diseases and malnutrition, as well as concerns about food safety
 - Increasing food waste and widening nutritional disparities
 - Need for a sustainable food supply



Denis Japan Group's Business

The Denis Japan Group operates in four business sectors. Each of these sectors achieves sustainable growth while actively advancing initiatives to address the social challenges facing modern Japan.

Life Sciences

Supply of ingredients for general foods, functional foods, and cosmetics that support Quality of Life (QOL)

Medical

Provision of diagnostic support, medical devices, and services for disease treatment in the field of nuclear medicine

Biomedical Technology

Supply of in vitro diagnostics (IVD) and research reagents based on immunoassay technology

Food & Beverage

Import and sale of safe, high-quality, and innovative food and beverages



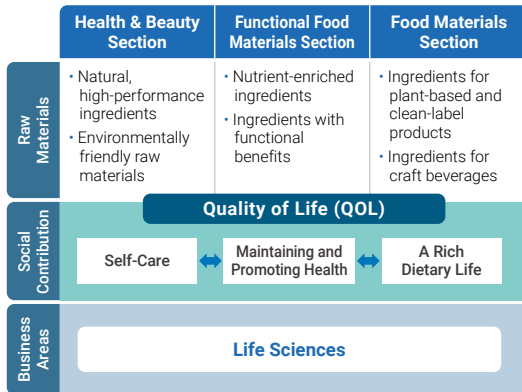
Feature | Contributing to ESG Through Our Business **Life Sciences**

Toward an Ageless Life Supporting a Super-Aged Society

Business Overview

Addressing Social Challenges with Food and Cosmetic Ingredients Based on Life Sciences

The Health Sciences Department of Sceti K. K., which oversees the life sciences business, handles a wide range of biotechnology-based ingredients for general foods, functional foods, and cosmetics. Raw materials from various fields can create new value with diverse functions from a single source. By working closely with domestic and international partners to fully leverage the unique properties of these raw materials, we provide solutions designed to address challenges and support new initiatives in the food and cosmetics industries.



Specific Initiatives

Providing Solutions for Nutritional Fortification and Self-care Through Our Ingredients

We are now entering a super-aged society in which approximately one in five people is aged 75 or older. In today's society, there is a growing demand for an "ageless life" in which everyone can lead a free, vibrant, and healthy life, regardless of age. We offer solutions designed to address the challenges faced by a super-aged society through a range of ingredients that promote health maintenance and enhancement, as well as environmentally conscious cosmetic ingredients for self-care.

Functional Food Materials Section, SCETI K. K.

Sourcing and Selling Probiotics from Overseas for Nutritional Fortification

The Functional Food Materials Section primarily sources and sells products intended for nutritional fortification, as well as probiotics (lactic acid bacteria, bifidobacteria, and other live bacteria) from overseas. We source and sell raw materials that are environmentally friendly and sustainable, while also improving quality of life (QOL).

Case Study 1 | Functional Food Materials

Sourcing Probiotics from Around the World

We provide ingredients for high-performance probiotics and nutritional fortification, contributing to the development of foods that support health maintenance and improvement. As one example, we introduce and sell a diverse range of probiotic products that address not only digestive health but also oral care, sports performance, beauty, children's growth, mental health, and the immune system, thereby bringing new value to supplements, beverages, and other products.



The ingredients in probiotics are live microorganisms such as lactic acid bacteria

Case Study 2 | Food Materials

Enriching Dietary Life with High-Quality Food Ingredients

We also specialize in food ingredients that combine great taste and safety, such as plant-based ingredients and clean-label food ingredients growing health-conscious trends. Furthermore, we have earned a solid reputation for our high-quality brewing ingredients for craft beer and Japanese wine; by enriching people's diets through these ingredients, we play a vital role in fostering a healthy society.



We offer flavor enhancers (such as yeast extract) for ingredients made from soy-based plant proteins (such as soy-based meat)

Case Study 3 | Cosmetic Ingredients

Contributing to an "Ageless Life" Through Fermentation Technology and Natural Ingredients

The effects of global warming extend beyond the environment and have a profound impact on each of our "ageless lives." Now that UV protection has become the norm, the next area of concern is heat damage to the skin. By providing "forward-looking ingredients" that combine fermentation technology—a time-honored yet sustainable next-generation technology—with natural ingredients, we aim to enrich well-being while contributing to prejuvenation (preventive rejuvenation).



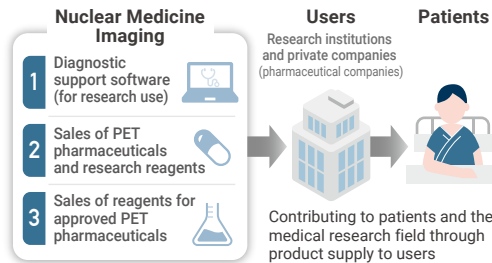
Feature | Contributing to ESG Through Our Business **Medical**

Providing Advanced Medical Care as a Pioneer in Nuclear Medicine

Business Overview

Covering a Broad Spectrum of Medical Fields, From Nuclear Medicine to AI-powered ECG

Nuclear medicine is a specialized field of medicine that uses radiopharmaceuticals—substances that emit small amounts of radiation—to diagnose and treat disease. Leveraging many years of experience in the medical field, Sceti has developed strong expertise in nuclear medicine. We bring advanced technologies for research into new diagnostic methods to Japan from Europe, particularly Germany, one of the world’s leading centers of innovation in this field. In recent years, we have further expanded our medical business to include high-performance equipment, systems, and related services for nuclear medicine diagnostics and radiation therapy, as well as diagnostic imaging technologies such as positron emission tomography (PET). We are also driving further growth through the introduction of advanced solutions such as AI-powered ECG monitors.



Specific Initiatives

Providing Innovative Solutions to Address Growing Health Risks

Health risks in modern society, such as the rise in lifestyle-related diseases, have increased significantly, and addressing these risks has become a major challenge. We contribute to solving health challenges by supplying medical devices, such as electrocardiographs and lesion identification markers (implanted in the body to ensure precise positioning during radiation therapy), that enable more accurate diagnoses, as well as research reagents for diagnostic imaging designed to detect new lesions.

Expecting to Reduce the Burden on Healthcare Professionals and Improve Patients’ Quality of Life in the Future



Yuichiro TSUJIURA
 Director and General Manager,
 Medical & Quantum Department, SCETI K. K.

The compact and lightweight “RootIRx” Holter ECG monitor significantly reduces the workload of healthcare professionals by providing highly accurate ECG waveform recordings. In the future, advancements in HRV analysis, sleep quality assessment, and autonomic nervous system monitoring are expected to facilitate the early detection of sleep apnea and support preventive medicine, thereby contributing to improved quality of life for patients.

Case Study 1 | Medical Devices

Providing ECG Monitors That Expand the Possibilities for Diagnosing and Treating Arrhythmias

We are driving innovation in electrocardiographs—medical devices used to detect arrhythmias—and delivering cutting-edge products. By actively leveraging AI technology to monitor electrocardiograms and support the accurate diagnosis of arrhythmias and sleep apnea, we contribute to advanced medical care.

Compact, Lightweight Holter ECG Monitor

This is a diagnostic device that records and analyzes electrocardiograms during daily life by having the patient wear a small ECG monitor. It is a revolutionary ECG monitor that is compact and lightweight, making it suitable even for infants weighing less than 10 kg.



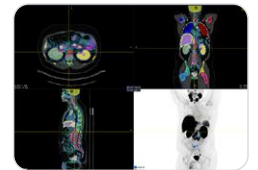
Case Study 2 | Diagnostic Imaging

Supplying a Wide Range of Radiopharmaceuticals That Are Revolutionizing Diagnostic Imaging

We are contributing to the advancement of medical practices that use radiopharmaceuticals to diagnose serious diseases such as cancer and Alzheimer’s. We supply reagents used in research to detect diseases that are difficult to diagnose through blood or bodily fluid tests using advanced imaging, as well as reagents used as radiopharmaceuticals for diagnostic purposes.

PET Imaging Agent for Cancer Detection

PET scans play a vital role in cancer diagnosis and treatment. This system uses diagnostic reagents administered in the body to mark cancer cells for diagnosis. We offer comprehensive expertise in PET imaging, a field where demand is expected to grow significantly in the future.



AI-powered software that automatically detects hotspots in PET/CT images



Feature | Contributing to ESG Through Our Business Biomedical Technology

Overcoming Diseases with No Known Cure

Business Overview

Primarily Providing In Vitro Diagnostics (IVD) and Research Reagents Using Immunoassay Methods

Denis Pharma, which operates the biomedical technology business, primarily develops, manufactures, and imports and distributes radioactive and non-radioactive in vitro diagnostics (IVD) and research reagents using immunoassay methods. In addition to owning our own manufacturing facilities and complying with the QMS Ordinance (Ordinance on Standards for Manufacturing Control and Quality Control of Medical Devices and in vitro diagnostics), we have obtained ISO 13485 certification (the international standard for quality management systems for medical devices and in vitro diagnostics).

Specific Initiatives

Developing and Marketing of Products Targeting Unmet Medical Needs

We place particular emphasis on unmet medical needs—that is, for diseases for which no effective treatments currently exist. To address these needs, we pursue the exploration and development of effective medical technologies. In addition, we strive to conduct transparent and ethical business activities in accordance with corporate ethics guidelines, promotional guidelines, and other relevant standards established by our affiliated organizations. As another key focus, we stay abreast of the latest research trends through interactions with domestic and international suppliers and by gathering information at academic conferences. Based on these insights, we provide research reagents that meet a wide range of needs.

DENIS PHARMA SAKURA FACTORY

Located in Sakura City, Chiba Prefecture, our factory is one of the few facilities in Japan dedicated to the development and manufacture of radioactive in vitro diagnostics (IVD). Because we handle radioactive isotopes, we possess specialized expertise in radiation management and operational techniques (including the manufacture, storage, safety management, and transport of radioactive reagents, as well as employee training).

Overview

Factory Site Area / Approx. 10,000 m² (20% of the site is dedicated to trees and green spaces, reflecting our commitment to environmental sustainability)

Products / In vitro diagnostics (IVD), medical devices, and research reagents



Case Study 1 | In Vitro Diagnostics (IVD)

Providing Products for Intractable Diseases Such as Cancer and Autoimmune Disorders

In vitro diagnostics (IVD), which measure specific substances present in the body, are essential for disease diagnosis. To address unmet medical needs, we offer products for intractable and rare diseases, including cancers such as pheochromocytoma and gastrin-producing tumors, as well as connective tissue disorders.

Gastrin-Producing Tumor Diagnostic Kit

Gastrin-producing tumors are tumors that develop in the pancreas or duodenum and secrete excessive amounts of the hormone gastrin. To accurately diagnose this condition, we offer a kit for measuring gastrin levels in the blood using RIA (radioimmunoassay).



Case Study 2 | Research Reagents

Staying Informed about the Latest Research Trends and Addressing a Wide Range of Market Needs

Research reagents support drug discovery research conducted at universities, pharmaceutical companies, and research institutions to advance medical science. By engaging with suppliers both domestically and internationally and gathering information at academic conferences, we stay informed about the latest research trends and earn the trust of researchers by providing reagents that meet a wide range of market needs.

A Wide Variety of Products

We supply a wide variety of products, including those for identifying the causes of allergies; biomarkers related to autoimmune diseases (including intractable diseases), complement, bone metabolism, glucose metabolism, and lipid metabolism; and cell-based products.





Feature | Contributing to ESG Through Our Business Food & Beverage

Contributing to Safe, Secure, and Sustainable Diet

Business Overview

Creating New Value As a Market Maker

Nichifutsu Boeki's Food & Beverage Business aims to import high-quality and innovative food and beverage brands and expand their presence in the Japanese market. We have a long track record in the Organic food brand sector. Even before the JAS organic certification system was established in Japan, we were already delivering Alce Nero brand products—imported from Europe, a leader in organic farming—to customers in Japan. As food experts, we hope to continue working with our partner manufacturers to provide high-quality products while also sharing the culture and traditions behind them.

Specific Initiatives

Enriching People's Diets through Organic Products

We are committed to bringing a wide variety of products, produced using organic farming methods that are safe for both people and the environment, to the market. We contribute to enriching people's food lifestyles through foods that meet all standards of safety, quality, and taste, while also ensuring sustainable production.



Alce Nero's extensive product lineup

Case Study 1 | Olive Oil

Made Exclusively with Organically Grown Olives in Southern Italy

Alce Nero olive oil is a 100% organic product made exclusively from olives grown organically in the warm regions of Puglia, Sicily, and Calabria in southern Italy. It is the result of a complex interplay of various factors, including the variety, the local climate, the soil, the harvesting method, and the oil extraction method.

Produced Using the Cold-Press Method within 24 Hours of Harvest

To preserve freshness and aroma, our products are cold-pressed within 24 hours of harvest. Only olive oil that has passed rigorous tests for aroma, taste, color, acidity, and other factors is certified as extra virgin olive oil and marketed as Alce Nero olive oil.



Organic Extra Virgin Olive Oil Dolce 250 ml

Case Study 2 | Pasta

Pursuing the Best Taste in Wheat Through Environmentally Conscious Farming

We offer pasta made from 100% Italian organic durum wheat, grown by Alce Nero's partner organic farmers, for the Japanese market. Cultivation involves rotating legumes, cruciferous vegetables, and durum wheat to maintain soil fertility, pursuing not only organic production but also the natural taste of the wheat itself.

Organic Whole-Wheat Spaghetti

Whole wheat flour is made by grinding the entire wheat kernel, including the bran. Since the outer layer of the grain is particularly susceptible to the effects of pesticides, we serve pasta made from whole-grain flour produced using organic farming methods that do not involve the use of chemical pesticides.



Organic Whole-Wheat Spaghetti, 350 g

Alce Nero, a Pioneer in Organic Products

Alce Nero is a food company that has been a pioneer in organic farming, growing crops using only human effort and natural processes without relying on chemical fertilizers or pesticides. All products are "100% organic," and based on this commitment to quality and our core principles, many farmers and processors have become shareholders and operate the business as a single community. We have established a strong partnership with Alce Nero.





Our Unwavering Commitment to Product Quality and Safety Management

Business Overview

Building a Framework that Leverages the Expertise of Each Company within the Denis Japan Group

At Denis Japan, Group companies ensure quality and safety across diverse business areas—including food, beverages, alcoholic beverages, food ingredients, cosmetic ingredients, medical devices, and in vitro diagnostics (IVD) and research reagents—based on the characteristics of each industry.

These initiatives aim to instill a culture of quality and safety in daily operations by establishing a framework in which each company integrates “operations,” “management,” and “supervision.”

Denis Japan supports and evaluates the activities of each company from a supervisory perspective to ensure that the Group’s overall quality policy is effectively implemented and to promote the continuous improvement of quality management.

A Three-Pronged Framework



Purchase and Sales of Food and Beverages NICHIFUTSU BOEKI K.K.

Under a management system based on ISO 9001, quality and safety are ensured and improved through supplier audits and fundamental policies.

Quality and Safety Management

- Obtaining ISO 9001 certification and verifying the status of suppliers’ GFSI certifications (including renewals)
- Maintaining communication with third-party warehouses and suppliers regarding quality and food safety
- Conducting joint audits of suppliers

Quality and Safety Operations

- Handling inquiries and complaints related to food quality and safety, and preparing investigation reports

Quality Control Policies and Standards

- Complying with the ISO 9001 policy
- Formulating and implementing six “Basic Policies”

Six Basic Policies

- Providing high-quality food
- Providing safe and reliable brands
- Providing high-value products
- Complying with laws and regulations
- Ensuring supply across the Japanese market
- Regularly reviewing the quality management manual

Purchase and Sales of Alcoholic Beverages UNION LIQUORS K.K.

We obtained ISO 9001 certification in 2023 and, as with Nichifutsu Boeki, quality and safety are ensured based on fundamental policies.

Purchase and Sales of Food Ingredients SCETI K. K.

To provide imported products that meet safety standards, proprietary checklists and audit questionnaires are used to continuously review and improve the quality assurance system.

Quality and Food Safety Policy

- We import safe products.
- We comply with Japanese food laws and regulations and provide products that meet all applicable standards.
- We will continuously review and improve our quality management processes.

Quality and Safety Management

- Managing a company-developed quality checklist to ensure compliance with the Food Sanitation Law
- Conducting verification and management of quality and safety through documentation

Quality and Safety Supervision

- Conduct business operations in accordance with the Quality and Safety Policy, established to comply with the Food Sanitation Law
- Verifying compliance with Japan’s Food Sanitation Law and other relevant regulations
- Verifying suppliers’ food safety certification status and conducting audits

Quality and Safety Operations

- Compiling product-specific quality information and developing a database
- Promptly preparing documents, providing information, and responding to inquiries



Our Unwavering Commitment to Product Quality and Safety Management

Purchase and Sales of Medical Devices SCETI K. K.

We provide a steady supply of safe and reliable products. We ensure consistent quality by establishing a quality management system and complying with legal regulations and audit requirements.

Quality Policy for the Health Sciences Business

Quality Policy Through the manufacture and sale of medical devices, Sceti K. K. contributes to healthcare by consistently supplying safe and highly reliable products, thereby supporting healthy and comfortable lives.

Quality Objectives Review, propose, and implement quality and safety training. We provide our products in accordance with our quality management system. This system is regularly reviewed to ensure it remains effective at all times.

Quality and Safety Management, Supervision, and Operations (Medical Devices)

- Establishing a QMS and managing all processes—from importation to post-market safety measures—through standard operating procedures
- Maintaining a dual safety system through annual third-party and internal audits
- Obtaining licenses for the import and sale of medical devices and for repair services to ensure high customer service standards

Sustainability

- Obtaining RSPO certification (for supply chains)

Quality Assurance

- Medical Devices: Managing in accordance with the Pharmaceutical and Medical Devices Act, from advertising to post-market safety management

Procurement, Manufacturing, and Sales of “In Vitro Diagnostics (IVD) and Research Reagents” DENIS PHARMA K.K.

We have established a quality management system in accordance with the Ministry of Health, Labour and Welfare’s QMS Ordinance and ISO 13485, and we are committed to ensuring product quality and safety.

We also comply with relevant laws and regulations, as well as industry guidelines such as the “The Code of Ethics for Corporate Activities of In Vitro Diagnostics Companies” and the “In Vitro Diagnostic Products Promotion Guidelines,” and conduct our business with a high degree of transparency and ethical integrity.

Quality and Safety Management and Operations

- Developing and implementing a Quality Management Policy (ISO 13485 certification, QMS Ordinance, and QMS Committee) in accordance with the Ministry of Health, Labour and Welfare QMS Ordinance
- Developing and implementing a Quality Manual and Purchasing Procedures
- Creating and maintaining supplier lists and supplier re-evaluation documents and records
- Managing Radioisotopes (RI)
- Ensuring safe and proper handling in compliance with laws and regulations and under a strict management system
- Developing and implementing regulations and related rules for the Institutional Review Board (IRB)

Purchase and Sales of Cosmetic Ingredients SCETI K. K.

We supply cosmetic ingredients—primarily rare plant extracts derived from natural sources—from overseas to domestic cosmetic manufacturers and other clients. Although the ingredients in our products may vary due to their natural origins, we maintain consistent quality by working closely with our Quality Control Department to verify each ingredient. When introducing new products, we establish strict internal standards in accordance with applicable laws and regulations and deliver only products that meet these standards.

Key Initiatives (DENIS PHARMA)

Enhancing Product Reliability and Further Improving Customer Satisfaction Through a Strengthened Quality Assurance System

Megumi SAKAI
General Manager, Regulatory Affairs·Quality Control Department
DENIS PHARMA K.K.



At Denis Pharma, the Manufacturing Department, Quality Control Department, and Logistics Section work closely together to manage shipments in accordance with production schedules, ensuring consistent quality and a stable supply of products at every stage, from manufacturing to testing and shipping.

Furthermore, to fulfill our responsibilities as a manufacturer and distributor, we have established a system to review shipment, manufacturing, and test records for products after shipment and continue to maintain proper quality control. In addition, by analyzing test results and proposing improvements to the manufacturing process, we aim to enhance quality and increase customer satisfaction.

Key Initiatives for 2024

- Aligning understanding across manufacturing, manufacturing and sales, and sales departments to streamline customer service
- Strengthening information sharing among relevant departments and teams
- Optimizing production schedules and promoting consistent quality
- Strengthening interdepartmental coordination regarding shipments
- Submitting required documents to government authorities accurately and promptly and ensuring strict compliance

Going forward, the Denis Pharma Quality Control Department will continue to conduct performance tests on all products in accordance with approved standards to maintain quality and stabilize shipments. In addition to internal audits of our domestic manufacturing sites, we plan to conduct audits of our overseas manufacturing sites in fiscal 2025 and will continue to strengthen our quality assurance system.



Addressing Social Issues Across a Wide Range of Industries, Including Healthcare, Food, and Cosmetics

Through their respective businesses, the companies within the Denis Japan Group contribute to addressing social issues and building a sustainable society. We are working to build a better society by developing and providing products and services aligned with the SDGs across a wide range of business sectors—including healthcare, food, and cosmetics—that focus on people's health, safety, and environmental responsibility.

Addressing Unmet Medical Needs

Biomedical Technology **DENIS PHARMA K.K.**

Denis Pharma K.K. develops products for diseases for which diagnostic methods have not yet been established, addressing unmet medical needs in the field of diagnostics. We develop diagnostic products that are minimally invasive and enable rapid testing using small sample volumes.



Importing and Selling Organic Products

Food & Beverage **NICHIFUTSU BOEKI K.K.**

Nichifutsu Boeki imports and sells high-quality organic products from Alce Nero, an Italian company that practices organic farming, using only human and natural resources. Only products that comply with the Organic JAS Standards and are certified may be labeled as organic.

→ Page 18 "Feature: Contributing to ESG Through Our Business—Food & Beverage"



Early Detection of Heart Disease Using a Holter ECG Monitor

Medical **SCETI K. K.**

The compact, lightweight Holter ECG monitor offered by Sceti K. K. is suitable for a wide range of patients, including infants, and contributes to the early detection of arrhythmias and long QT syndrome. We promote its use in medical checkups and other clinical settings.

→ Page 16 "Feature: Contributing to ESG Through Our Business—Medical"



Animal-Free Ingredients for Allergy and Religious Dietary Needs

Health Sciences **SCETI K. K.**

Sceti K. K. provides animal-free ingredients (such as microbe-derived chitosan) for allergy and religious restrictions. We develop sustainable ingredients so that everyone can enjoy food that is both delicious and safe.



Addressing Heat-induced Accelerated Aging

Health Sciences **SCETI K. K.**

The cosmetic ingredients section of Sceti K. K. provides anti-aging products formulated with yeast-fermented mushroom extracts as a main ingredient, which help prevent heat-induced skin damage. We aim to realize health and well-being.

→ Page 15 "Feature: Contributing to ESG Through Our Business—Life Sciences"



Reducing Antioxidant Use in Winemaking

Health Sciences **SCETI K. K.**

Sceti K. K. provides wine producers with clean-label alternatives to antioxidants (such as sulfites and vitamin C) and fining agents containing allergens (shrimp, crab, egg white, and pork) used in the winemaking process.





ENVIRONMENT

Denis Japan believes that building a sustainable environmental system is essential for society in order to realize a future filled with health and quality of life. To achieve this, we will address various social challenges, including decarbonization, and contribute to creating a sustainable society.

23 Environmental Conservation

24 Environmental Data



Environment

Environmental Conservation

Toward Decarbonization

At Denis Japan, where trading operations are core of our business, resource procurement is often left to suppliers. However, we recognize environmental sustainability as a key management issue and are building a supply chain that promotes decarbonization while pursuing continuous innovation and taking responsibility ourselves.

The transition to clean energy is an unavoidable challenge for Japan, which has made international commitments such as a 46% reduction in greenhouse gas emissions by fiscal 2030 (compared to fiscal 2013) and carbon neutrality by 2050. In line with this international commitment, we are actively promoting efforts toward decarbonization, including the adoption of renewable energy. In addition, we focus on resource conservation and recycling in our business operations to reduce unnecessary energy consumption.

Through these ongoing efforts, we aim to create a future in which our customers, as well as every individual who supports Denis Japan and their families, can live authentically lead healthier and more fulfilling lives.

Initiatives at the DENIS PHARMA SAKURA FACTORY

At the Denis Pharma Sakura Factory, a Group company, we began switching to renewable electricity generated from solar, wind, and biomass sources in April 2022, with the goal of reducing CO₂ emissions by 50%. As a result, we achieved a reduction of approximately 92 tons of CO₂ emissions compared to conventional power generation using fossil fuels.

We also hold in-house events and seminars to achieve carbon neutrality and continue to foster initiatives that contribute to a sustainable world.

Compliance with the Container and Packaging Recycling Act

Nichifutsu Boeki, a Group company, is designated as a specified operator under the Container and Packaging Recycling Act. To facilitate the recycling of containers and packaging, we track the volume of containers and packaging we manufacture and import over time and pay recycling fees to the Japan Containers and Packaging Recycling Association. Through these activities, we contribute to the realization of a circular economy.

Compliance with the Container and Packaging Recycling Act

Fiscal Year		2020		2021		2022		2023		2024	
Weight of Goods Consigned for Recycling (kg)		Weight	Commission Fees	Weight	Commission Fees	Weight	Commission Fees	Weight	Commission Fees	Weight	Commission Fees
Recycling Commission Fees (JPY)											
Glass Bottles	Colorless	50,793	233,647	51,982	265,107	44,143	264,858	26,464	275,225	26,633	292,963
	Brown	52,298	334,707	61,945	446,003	67,131	550,473	44,169	596,281	50,960	708,343
	Other Colors	91,283	1,597,452	80,592	1,901,971	99,224	1,597,505	75,550	1,616,769	62,484	1,262,176
PET Bottles		57	256	—	—	797	11,158	562	3,653	937	8,244
Paper Containers and Packaging		207	3,312	276	3,864	186	4,278	145	3,625	170	3,740
Plastic Containers and Packaging		15,686	799,986	14,038	744,014	18,000	1,044,000	16,486	1,022,132	16,411	1,033,893



Environment

Environmental Data

Electricity Consumption

Scope	Unit	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2024
Tokyo Headquarters (Denis Japan and its domestic group companies)	kWh	223,459	219,867	192,850	201,637	183,594
Nagoya Sales Office (Nichifutsu Boeki)		2,744	2,933	3,017	3,099	4,734
Osaka Sales Office (Nichifutsu Boeki and Union Liquors)		–	–	–	12,767	12,937
Fukuoka Sales Office (Nichifutsu Boeki)		8,905	8,241	7,569	7,785	7,963
DENIS Pharma Sakura Factory		383,293	388,758	422,423	413,422	424,221

Waste Volume

Item	Scope	Unit	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2024	
Business General Waste Volume	Tokyo Headquarters	kg	–	8,996	8,936	10,835	10,470	
Non-recycled Waste Volume			–	6,402	6,384	6,578	6,300	
Recycled Waste Volume			–	2,594	2,552	4,257	4,170	
Radioisotope (RI) Waste Volume	DENIS Pharma Sakura Factory	Units (50-liter drum)	Non-combustible	10	23	34	49	36
			Combustible	5	5	8	11	9
			Non-flammable	5	2	6	6	5
			Inorganic Liquid	2	2	2	3	2
Industrial Waste Volume	DENIS Pharma Sakura Factory	kg	Sludge	–	51.4	48.7	182.4	77.3
			Waste Plastics	–	–	910	2,280	–
			Scrap Metal	–	–	–	–	–
Glass, Concrete, and Ceramic Waste	–	–	–	–	–			
Specially Controlled Industrial Waste Volume		L	–	300	–	–	280	
Medical Waste Volume		kg	–	–	1,030	1,320	1,790	
CFC			–	0.1	–	–	–	



SOCIETY

Denis Japan strives to be a company that is consistently trusted and respected not only by our customers, but also by our employees, business partners, and the local community. We are committed to fulfilling our corporate responsibility to ensure the well-being of everyone connected to us.

- 26 Human Resource Development
- 27 Health Promotion
- 29 Disaster Preparedness
- 30 Respect for Human Rights
- 31 Work-Life Balance
- 32 Sustainable Procurement
- 34 Quality Assurance
- 35 Social Contribution
- 36 Social Data



Society

Human Resource Development

Basic Approach

At Denis Japan Group, we view human resource development as the driving force behind our company's growth. Therefore, we have established a systematic training program centered on job descriptions (JD) and the Management by Objectives (MBO) system. We clarify the objectives and required skills for each role through job descriptions (JD), reach agreement with supervisors, and then use the management by objectives (MBO) system to enable employees to set and achieve their own goals, with performance evaluated accordingly. In addition, we offer a wide range of learning opportunities, including Group training sessions, external seminars, support for obtaining professional certifications, e-learning, and distance education, to encourage employees to take the initiative in their development. In fiscal 2024, the employee training participation rate remains at 100%.

Training System

Grade	Level-Based Training	Job-Specific Group Training	Training Program			Basic Training
			Operational Training	Pre-Operational Training	Self-Development	
5	Management Training	Management Training	External Training and Seminars	E-Learning	Compliance Safety and Health Information Security and Related Topics	
4						
3						
2	Logical Thinking and Related Skills	Presentation Contract	Certification and Qualifications TOEIC and Other Language Proficiency Tests	Distance Education		
1		English Conversation and Related Skills				
New Graduate	New Graduate Training Business Etiquette					

Training Details

Coaching Program

In 2024, we conducted a coaching program for managers as part of our efforts to develop talent that supports sustainable corporate growth. This program aims to develop practical skills that encourage proactive behavior among subordinates. Participants learned techniques such as the "GROW Model," which consists of four steps: Goal, Reality, Options, and Will. This program is designed for all managers and, by linking it with the MBO system, contributes to improving the quality of day-to-day management.



The ultimate goal of coaching by supervisors is to help subordinates develop the ability to think independently and solve problems

External Training

Since the majority of the employees at Denis Japan Group consists of mid-career hires, and given the diversity in age, work history, and job responsibilities, we actively incorporate external training programs tailored to individual needs. In addition to basic training for young employees and training for new managers, we offer training opportunities in a wide range of fields, including finance, English conversation, food labeling, quality control, marketing, and AI applications, and related fields. Employees have set "training participation" as an evaluation criterion within the MBO system, and "developing subordinates" is also included as a mandatory requirement for managers.*



The knowledge and skills required vary from employee to employee. Denis Japan has introduced a wide range of external online training programs that employees can take as needed

We have achieved a 100% training participation rate every year, and a culture of continuous learning has taken root throughout the company, including regular training on compliance and information security.

→ * Page 12 "Materiality > KPIs, and Key Achievements for Fiscal 2024"



Society

Health Promotion

Health and Safety Committee

The Denis Japan Group has established a Health and Safety Committee to protect employee safety and health, and holds meetings on the second Thursday of every month. We invite an external occupational physician to provide advice on health and mental health, and we exchange opinions among four committee members. The Health and Safety Committee's main initiatives include analyzing health checkup results, addressing health risks, providing mental health care advice based on stress check results, conducting health education and awareness activities for employees, and inspecting and improving workplace hygiene conditions. Through these activities, we aim to create a work environment where all employees can work with peace of mind.

Employee Health Management

Stress Check

In accordance with the Industrial Safety and Health Act, we conduct stress checks once a year to prevent mental health issues before they arise. This applies to regular employees, contract employees, and part-time employees. The check is conducted using a questionnaire provided by an external organization, and the results are communicated directly to each individual. Employees identified as being under high stress are offered the opportunity to meet with a physician for counseling, and the findings are used to improve the workplace environment as needed. We also conduct group analyses for groups of 10 or more employees and use the data to review the workplace environment and improve working conditions. While participation is voluntary, we position this as an important initiative that supports employees' physical and mental well-being and workplace health.



These initiatives are designed to prevent mental health issues before they arise through practices such as recognizing one's own stress and addressing it early.

Occupational Health Counseling

To support employees' physical and mental well-being, online consultations are conducted with an occupational physician on the second Thursday of each month for those who wish to participate. These consultations address a wide range of health concerns, such as "I have been advised to undergo further testing after a health checkup but do not know which department to visit" or "I've been feeling tired and sluggish lately." While the occupational physician specializes in cardiology, they can address a wide range of medical fields, including surgery, otolaryngology, dermatology, and psychiatry. In particular, they provide consultations on mental health issues such as depression, which is a growing concern in modern society, and offer medical support as needed to help employees receive appropriate accommodations. We provide expert support to create an environment where every employee can work with peace of mind.



Our comprehensive initiatives to support employee health form the foundation for creating a workplace where employees can work with peace of mind.

Newsletter

As part of our efforts to raise employee health awareness, we publish a monthly newsletter, Health Newsletter, on the intranet. We select themes according to the season and provide easy-to-understand explanations of health information and self-care tips closely related to daily life, such as hay fever, sleep, and exercise habits. For example, in the issue on hay fever, we provide detailed explanations of symptom mechanisms, coping methods, and guidance on when to seek medical attention. The issue on sleep and lifestyle-related diseases explains how sleep quality affects health, while the issue on exercise habits provides guidelines for exercise levels that are easy to incorporate into daily life. We provide practical content designed to encourage employees to take a closer look at their own health.



July 2024 Newsletter "Sleep Habits and Lifestyle-Related Diseases"



Health Promotion Outside Working Hours

In-House Sports Clubs

We have established a grant program for in-house sports clubs with five or more members to promote employee health and social interaction. We currently have a wide variety of clubs, including futsal, golf, yoga, marathon, and skiing clubs. Employees who participate in these activities at least twice a year are eligible for full reimbursement of activity expenses (up to 25,000 yen per person per year). Eligible expenses include uniforms, facility usage fees, and instructor fees. This program allows us to stay active with colleagues while fostering connections outside work.



The futsal club, founded in 2010, meets approximately once every two to three months. The club has 8 members (as of March 2025)

Health Promotion for Employees' Families

External Counseling

The comprehensive workers' compensation insurance plan introduced by the Denis Japan Group includes additional services that cover not only employees but also their families. With the "24-Hour Health and Caregiving Hotline," we can consult with specialists at any time regarding children's health, family health, or caregiving concerns. In addition, a "24-Hour Health Consultation Service for Women" is available to address women-specific health issues and can be used by both employees and their family members. All services strictly protect privacy, and consultation details are never disclosed to the company. We have established a comprehensive support system to ensure the health and well-being of employees and their families.

Voluntary Workers' Compensation Insurance

To protect employees from injuries and illnesses both on and off the job, we have implemented various voluntary workers' compensation insurance programs. Comprehensive work injury insurance provides 24-hour coverage, including during commutes and personal time, and offers benefits for hospitalization, outpatient treatment, coverage in the event of death, and disability benefits based on the applicable grade. In addition, the insurance covers minor everyday injuries and routine medical visits, and the claims process is simple. We also provide income compensation in addition to public benefits for cases requiring long-term medical care, and offer funeral expenses in the event of death due to an accident or illness. We have established a comprehensive support system that enables employees to work with peace of mind.



Disaster Preparedness Drills

As part of disaster preparedness drills, a fire drill simulating a building fire was conducted in 2024 across all floors of the Denis Japan Group Tokyo Headquarters, led by the building management company. The drill began with the activation of the emergency alarm and included practical exercises such as fire detection, evacuation guidance by the initial fire response team, emergency reporting, initial firefighting, and hands-on fire extinguisher training for volunteers. In particular, this drill focused on raising awareness so that each employee can evacuate independently, even in a telework-oriented environment. In addition, many employees—primarily new hires—participated in the post-training fire extinguisher demonstration, which helped them better understand how to operate the equipment. During the drill, malfunctions in some fire safety equipment were identified, leading to repairs and contributing to improved safety measures. Fire safety plans are reviewed periodically, and any changes in responsible employees are reported to the relevant authorities. We have established a disaster response organization that includes an initial fire response team and update its structure in line with employee entry and departure.



Scenes from the disaster preparedness drill

Business Continuity Plan (BCP)

In response to the 2011 Great East Japan Earthquake, the Denis Japan Group implemented a Business Continuity Plan (BCP) at its offices and Sakura Factory. First, we enhanced the resilience of our IT systems and establish a BCP for our IT infrastructure. Based on this, we developed a BCP for our overall operations optimized for IT tools. We have developed manuals outlining IT and operational countermeasures for 15 scenarios, including earthquakes and pandemics. The manual also specifies tasks for each office, factory, and department. Going forward, in accordance with the IT policies of our headquarters in France, we will conduct an annual review and maintain these measures to ensure a reliable response in emergencies and the prompt restoration of operations.

Employee Safety Confirmation System

In response to the 2011 Great East Japan Earthquake, we introduced a cloud-based employee safety confirmation system as part of our efforts to improve our BCP. This system contains information such as the names, email addresses, and work locations of all employees. If an earthquake exceeding a predetermined seismic intensity occurs in a given region, a safety confirmation message is automatically sent to affected employees. Employee responses are aggregated by the system, enabling a rapid assessment of the situation. New employees are assigned an account upon joining the company, and we guide them through the necessary setup during their onboarding, ensuring that all employees can use the system. We operate this system continuously as a key mechanism supporting initial disaster response.



Society

Respect for Human Rights

Our Fundamental Approach

Denis Japan's core values ensure that all employees are treated with dignity and respect for diversity and can work in a safe and fair workplace environment. Our employment regulations explicitly prohibit discrimination based on race, nationality, gender, sexual orientation, age, family background, religion, or disability, and stipulate that fairness must be maintained in all opportunities, including hiring, promotions, and training. We also support the protection of internationally recognized human rights and ensure respect for human rights in all aspects of our business activities. Through these initiatives, we create an environment where every employee can work with peace of mind and foster a corporate culture in which everyone is respected.

Practices for Respecting Human Rights

Unconscious Bias Training

We conduct unconscious bias training to promote a diverse and equitable workplace. The goal is to understand how assumptions and preconceptions that lurk in our daily lives affect workplace communication and work styles and to reevaluate personal values. The training raises awareness of building a better organization through self-reflection and dialogue based on critical thinking.

The most recent training sessions were held in 2022 and 2023 for managers, with an attendance rate of nearly 100%.



2022

56 participants

* For managers only

2023

59 participants

* Open to all employees (excluding managers who took the course in 2022)

Harassment Prevention Training

We conduct harassment prevention training to create a workplace environment where employees can work with peace of mind. We cover a wide range of issues, including sexual harassment, power harassment, harassment related to pregnancy, childbirth, childcare, and family care leave, as well as stalking and online defamation, aiming to ensure that every employee acquires appropriate knowledge and heightens awareness of prevention.

Harassment poses a serious risk, as it can harm victims' physical and mental health, deteriorate the workplace environment, and damage a company's reputation. We work with our employees to deepen understanding of these risks and strive to prevent them before they occur. In addition, we have established an external whistleblowing system called the "Fully Anonymous Helpline" as one of our reporting channels and ensure appropriate protection of privacy.

Applicable to: All employees, including temporary employees

Dates: March and September 2023

Participation rate: 77% on average

Survey on Harassment

We conducted an anonymous employee survey via the intranet between May and June 2023. A total of 57 respondents participated in the survey, and no instances of workplace harassment as defined by the Ministry of Health, Labour and Welfare were confirmed. We will continue to maintain and improve the workplace environment through regular surveys and training.





Society

Work-Life Balance

Promoting Work-Life Balance

The Denis Japan Group has established a Basic Policy on Work-Life Balance and implements various initiatives related to employees' ways of working, health, and well-being.

Basic Policy on Work-Life Balance

The Denis Japan Group implements the following initiatives to ensure that employees can maintain a healthy work-life balance and lead fulfilling lives both physically and mentally, thereby improving productivity and creativity and achieving sustainable organizational growth.

1. Promoting flexible work arrangements
2. Managing working hours appropriately
3. Improving health and well-being
4. Strengthening support for families and childcare

Work System

We have established flexible work systems to accommodate diverse ways of working. The workday is 7 hours and 45 minutes (38 hours and 45 minutes per week). While the standard start time is 9:00 A.M., employees may choose a shift between 8:30 A.M. and 10:00 A.M. In the sales department, a flextime system has been introduced for employees at the assistant manager level and below. With core hours from 10:00 A.M. to 4:00 P.M., employees can work flexibly between 8:00 A.M. and 8:00 P.M. In addition, we introduced a work-from-home system in April 2023. By expanding the range of work locations, we aim to achieve a better work-life balance, improve productivity, and ensure business continuity.

Employee Benefits Subsidy Program

We have established an Employee Benefits Subsidy Program to support employees' personal growth and health. Employees who participate in company sports clubs (groups of 5 or more members)* at least twice a year will receive a subsidy covering the full cost of participation (up to 25,000 yen per year). In addition, we provide a subsidy covering half of the costs (up to the same maximum amount) for personal health maintenance activities such as gym membership, self-improvement activities such as language study, and certification exams.

→ * Page 28 "In-House Sports Clubs"

Annual Paid Leave

The annual paid leave system is an important system that supports employees' physical and mental well-being and a comfortable work environment. For regular and contract employees, we grant a number of days based on their length of service if their attendance rate meets the required standard, using January 1 as the reference date (the number of days varies depending on the month of hire in the first year, and up to 20 days from the second year onward). Employees who are granted 10 or more days of leave per year are required to take at least 5 days of leave annually; if they fail to do so, the company may designate the timing of their leave. Annual paid leave can be taken in full-day, half-day, or hourly increments, and may be carried over to the following fiscal year. Employees receive their regular pay during leave.

Child Care Leave *

We have established a flexible and practical child care leave policy to support employees in balancing childcare and work. As a general rule, child care leave may be taken until the day before the child's first birthday; however, it may be extended until the child is 18 months or 2 years old if there are unavoidable circumstances. Under the Paternal-Maternal Childcare Leave Plus program, which allows both parents to take leave, leave may be taken until the child is 1 year and 2 months old. In addition, postnatal paternity leave of up to four weeks within eight weeks of the child's birth has been introduced. We have established a variety of programs, including flexible work hours, limits on overtime and night work, nursing leave, and paid leave for school events.

→ * Page 36 "Social Data"



Denis Japan Group's Basic Approach to Sustainable Procurement

Our Group companies—Nichifutsu Boeki, Union Liquors, Sceti, and Denis Pharma—conduct procurement activities independently in accordance with their own procurement standards, based on their respective business areas and characteristics. Each company takes the lead in carrying out procurement operations and building relationships with suppliers, ensuring sustainable procurement activities through management guidance, support, and review, with a focus on legal compliance, fair transactions, and environment and human rights considerations.

Food, Beverage, and Alcohol Business NICHIFUTSU BOEKI K.K. / UNION LIQUORS K.K.

Basic Policy on Sustainable Procurement

At Nichifutsu Boeki and Union Liquors, we consider stable supply to be the highest priority in sustainable procurement. We have established a supply system capable of responding to external risks, such as disruptions in international logistics. Furthermore, by avoiding excess inventory, we reduce food waste, and by always conducting procurement with a focus on the balance between supply and demand, we also contribute to the stability of the overall distribution chain.

Selection and Management of Products and Suppliers

When selecting products and suppliers, we conduct a comprehensive evaluation of multiple factors, including product value, quality, supply capabilities, adherence to delivery schedules, and stable supply. When entering into new business relationships, we request that all companies, regardless of size, submit a factory management checklist and we conduct an assessment. In addition, we clearly communicate applicable domestic laws and standards to our existing suppliers to ensure their understanding. Through ongoing dialogue and information sharing, we aim to strengthen cooperative relationships and build sustainable business partnerships.

Compliance with Laws and Regulations

We are fully committed to complying with relevant Japanese laws and regulations, such as the Food Sanitation Act and the Food Labeling Act, and we take our social responsibility as a food importer very seriously. We utilize internal checklists to comprehensively verify quality, supply capabilities, and regulatory compliance at each stage of contract negotiations and new product development. Furthermore, based on international quality and safety standards such as Good Manufacturing Practice (GMP), ISO, and Critical Control Points (CCP), we verify our risk management systems and our ability to respond to emergencies, and we continuously strive to build a highly reliable supply chain.

Food and Cosmetic Ingredients Business Health Sciences Department, SCETI K. K.

Basic Policy on Sustainable Procurement

The Health Sciences Department of Sceti establishes a basic policy of selecting and handling products that comply with regulations set by the competent authorities to achieve sustainable procurement. Specifically, we require compliance with the Food Sanitation Act for food ingredients (including functional foods) and with the Pharmaceutical and Medical Devices Act and "Standards for Cosmetics" for cosmetic ingredients. In addition, we verify internally defined items and manage quality and safety. As part of our procurement policy, we verify supplier eligibility through audits conducted in accordance with our internal regulations. This enables regular audits and prompt responses to issues, thereby ensuring a stable supply system.

Policies and Criteria for Supplier Selection

We establish clear criteria and processes for selecting suppliers and make decisions based on quality and regulatory compliance. When introducing new products, we confirm with existing suppliers, based on a predetermined list, whether they can handle them and continuously verify their eligibility. On the other hand, we accept new suppliers only after thoroughly reviewing their quality control systems and compliance with various regulations and confirming that they meet our standards. Furthermore, to build sustainable relationships, we promote understanding of domestic laws and industry standards through ongoing dialogue, and provide education and awareness activities, thereby strengthening our cooperative relationships.

Key Evaluation Criteria

We conduct a comprehensive evaluation of supplier qualifications. To ensure transparency, we require non-disclosure agreements and information disclosure; regarding legal compliance, we verify adherence to regulations and internal standards. We also thoroughly examine the safety of food and cosmetic preparations, and, from an environmental perspective, verify through surveys that manufacturing sites comply with ISO 14001 and relevant laws. Furthermore, we include the absence of human rights violations, such as forced labor and child labor, in our assessment criteria to ensure responsible sourcing.



Medical Devices and Healthcare Services Business Medical & Quantum Department, SCETI K. K.

Basic Policy on Sustainable Procurement

The Medical & Quantum Division, Sceti K. K. has established a basic policy of using only products that comply with domestic and international regulations and international quality standards. Specifically, we prioritize standards such as ISO 13485 (Quality Management Systems for Medical Devices), FDA (U.S. Food and Drug Administration), and the CE Mark (EU Conformity Mark) to select products that are safe and highly reliable. Furthermore, to ensure a stable supply of products and maintain quality, we conduct supplier audits based on Quality Management System (QMS) to verify that suppliers have production systems capable of meeting quality standards and ensuring a continuous supply. Through these initiatives, we support the provision of sustainable, high-quality services in healthcare settings.

Specific Goals and Measures

We establish clear goals and specific measures to build a sustainable procurement system while maintaining consistent quality. First, we have set a quality target of keeping the defect rate at 0.1% or lower, and to achieve this, we work closely with suppliers to continuously improve manufacturing processes. Furthermore, in the event of a serious defect or if the nonconformance rate exceeds the target, we will thoroughly implement Corrective and Preventive Actions (CAPA) in accordance with ISO 13485. We prevent the recurrence of issues and strengthen our quality management system, thereby ensuring sustainable and reliable procurement activities.

Criteria for Evaluating Suppliers

When selecting suppliers, we consider transparency, compliance with laws and regulations, and ensuring quality and safety to be key evaluation criteria. To ensure transparency, we require the submission of certification documents such as ISO 13485, GMP, and FDA certification, and verify that information is disclosed accurately and clearly. Furthermore, to ensure compliance, we require adherence to domestic and international legal systems and international standards at the time of contract execution. Furthermore, to ensure quality and safety, we require ISO 13485 certification to guarantee consistent product quality and safety in clinical settings.

Commitment to the Environment and Human Rights

We consider environmental responsibility and respect for human rights to be key elements of sustainable procurement. From an environmental perspective, we require that the materials used in medical devices have minimal impact on the human body and meet international safety standards. Materials that do not meet these standards cannot obtain certification or approval as medical devices and are therefore excluded from consideration. Furthermore, as part of our commitment to respecting human rights, we place a strong emphasis on fundamental codes of conduct, such as the prohibition of racial discrimination and the elimination of child labor. By partnering exclusively with ethical companies that share these values, we build a sustainable and responsible supply chain.

In Vitro Diagnostics (IVD) and Research Reagents Business DENIS PHARMA K.K.

Procurement Policy for In Vitro Diagnostics (IVD)

At Denis Pharma, compliance with Japanese laws and regulations is our top priority in the procurement of in vitro diagnostics (IVD). We require certification under the QMS Ordinance and ISO 13485, and we do not purchase or sell any products that do not meet these standards. In addition, while we generally limit imported products to those that have already been approved by the Ministry of Health, Labour and Welfare, we may consider handling unapproved products as research reagents depending on the circumstances. When procuring products, we conduct thorough evaluations based on objective evidence such as certificates and approvals; this process is carried out not at our discretion but as a mandatory requirement in accordance with Japanese laws and regulations. To ensure transparency across the entire supply chain, we place a high priority on product traceability and disclose necessary information. To verify the reliability of suppliers, in addition to reviewing publicly available information such as websites, we conduct annual supplier evaluations in accordance with our quality manual before making any procurement decisions.

Procurement Policy for Research Reagents

When procuring research reagents, imported products are required to comply with relevant Japanese laws and regulatory requirements as a prerequisite. In our sales operations, we require the preparation and submission of Safety Data Sheets (SDS) to ensure that product safety information is provided appropriately. Through these initiatives, we ensure both safety and regulatory compliance in research facilities, thereby maintaining a reliable supply system for reagents.

Common Procurement Management and Evaluation Policy

Whether for in vitro diagnostics (IVD) or research reagents, we consider product quality and the raw materials used to be key criteria when evaluating suppliers. We evaluate and select suppliers in accordance with internally established criteria, and we ensure consistent quality by regularly reviewing the appropriateness of the products we introduce. However, at present we do not have sufficient visibility into our suppliers' initiatives related to human rights and environmental considerations. We recognize the need to enhance our process for collecting and evaluating such information going forward.



Society

Quality Assurance

Food and Beverage Business
NICHIFUTSU BOEKI K.K.

Alcoholic Beverage Business
UNION LIQUORS K.K.

ISO 9001 Certification and Its Background

Nichifutsu Boeki obtained ISO 9001 certification, an international standard, in 2013, and Union Liquors in 2023. ISO 9001 is not a technical standard that defines the specifications or performance of a product itself, but rather a standard for Quality Management Systems (QMS) in business operations. As a framework for ensuring quality that underpins core business operations—including improving customer satisfaction, operational improvement, and establishing a sustainable operational framework—many companies have adopted this approach. It was introduced at Nichifutsu Boeki to establish internal manuals. At that time, there was a need to systematize quality assurance processes and standardize operations across departments; through obtaining ISO certification, Nichifutsu Boeki established a quality management system that met international standards.

At Nichifutsu Boeki and Union Liquors, we view the maintenance of ISO 9001 certification not merely as a formality, but as a symbol of our commitment to placing quality at the core of our business operations. Furthermore, since internal audits have strengthened interdepartmental collaboration, fostering a sense of unity across the organization and improving the operational quality, we believe that maintaining certification itself contributes to enhancing corporate value.



ISO 9001:2015 Certification

In-House Training to Foster a Culture of Quality

At Nichifutsu Boeki and Union Liquors, we hold an annual in-house seminar to deepen our understanding of the significance of ISO certification and quality management. This study session is open to all company employees and is held in conjunction with events such as the annual meeting. At the 2024 study session, a basic course titled "What Is ISO?" was held, specifically targeting new employees, with the aim of instilling the fundamental concepts that form the foundation of quality assurance.



ISO Certification Status

2013 NICHIFUTSU BOEKI K.K. Head Office
ISO 9001:2008 Certified

2014 NICHIFUTSU BOEKI K.K. Osaka Sales Office,
Fukuoka Sales Office
Certified to ISO 9001:2008

2018 NICHIFUTSU BOEKI K.K. Nagoya Sales Office
Certified to ISO 9001:2008

2023 UNION LIQUORS K.K. Head Office
Certified to ISO 9001:2008

In Vitro Diagnostics (IVD) and Research Reagents Business
DENIS PHARMA K.K.

Strengthening the Quality Management System Through ISO 13485 Certification

Denis Pharma obtained ISO 13485 certification in March 2015, a quality management standard specifically applicable to medical devices and in vitro diagnostics (IVD). This certification was pursued to achieve smoother and more systematic operations by restructuring our operational systems in anticipation of new product launches and operational efficiency improvements. To obtain the certification, we established a dedicated internal project team and, the certification after a preparation period of approximately 10 months.



A quality management system designed to meet medical device-specific requirements

ISO 13485 is not simply a standard to standardize product specifications; rather, it is characterized by strict quality management requirements specific to in vitro diagnostics (IVD). For example, requirements for certification include clear documentation of processes and procedures, creation and management of medical device files, systematic implementation of risk management, ensuring product traceability, personnel hygiene and attire management, and post-market surveillance and safety management measures. Although ISO 13485 certification is not legally mandatory in Japan and compliance with the QMS Ordinance is required, the fact that Denis Pharma has obtained and implemented this international standard serves as significant evidence of our ability to meet global standards for quality management.

Every year, Denis Pharma sends several employees from our manufacturing, logistics, and quality control departments to external training programs to maintain their knowledge and foster a shared commitment to improvement. Our annual internal audit also helps ensure compliance with operational operating procedures and consistent quality. The implementation of ISO has further strengthened our existing QMS framework. We will continue to provide high-quality products and services through the continued implementation of ISO 13485.

ISO Certification Status

2015 SCETI MEDICAL LABO (currently DENIS PHARMA) Sakura Factory
ISO 13485 Certified



Society

Social Contribution

Supporting Children Battling Pediatric Cancer and Their Families Through the Children's Cancer Association of Japan

We support the activities of the Children's Cancer Association of Japan and provide food supplies to the lodging facilities operated by the foundation. This facility provides temporary lodging for families who have left their homes to stay with their children undergoing treatment for pediatric cancer or rare pediatric diseases. Denis Japan donates ingredients to support the preparation of healthy, wholesome meals, helping these families reduce their physical and emotional burdens and relax as much as possible. In addition to delivering pasta, sauces, olive oil, beverages, and snacks via a regular delivery service every three to four months, we also make additional donations as needed. This initiative is driven by our desire to support families facing illness through the power of food.



Serving beverages such as Perrier



Pasta and sauces are always available in the kitchen

Supporting Shine On! Kids, Bringing Smiles to Children Facing Illness

We support the activities of Shine On! Kids, a certified NPO that supports children battling pediatric cancer and serious illnesses, as well as their families. Guided by its mission to bring smiles to hospitalized children, the organization focuses on providing support through psychosocial programs and implements innovative, evidence-based initiatives. Denis Japan supports the organization supplying goods needed for its events and activities, thereby helping to sustain and expand its operations. This initiative supports the emotional well-being of children facing illness and we will continue this initiative to bring smiles to their faces.



Camp college for pediatric cancer survivors and their families



Providing products for a fundraising event

Support Second Harvest Japan Through Food Donations

In Japan, more than 4 million tons of food are discarded each year, even though it is still edible. Our Group company, Nichifutsu Boeki, is a trading company specializing in food products. Guided by a policy of minimizing the waste of edible food, we have been collaborating with the certified NPO Second Harvest Japan since 2010 to carry out various initiatives.

Specifically, we have continued to donate food that cannot be sold due to short shelf lives or damaged packaging, and in 2024, we provided approximately 6,500 meals. During the Great East Japan Earthquake and the Kumamoto Earthquake, the organization supplied food to the affected areas through its logistics network. We contribute to strengthening the role of the food safety net in society, both in normal times and during disasters.



Second Harvest Japan food donation warehouse



Food pantry



Society

Social Data

Item	Scope		Unit	Year-end 2022	Year-end 2023	Year-end 2024
Employee Ratio	Food & Beverage	Male	%	21.8	20.8	18.2
		Female	%	24.1	24.3	29.3
	Health Sciences	Male	%	21.2	21.9	21.6
		Female	%	20.6	19.1	18.8
	Corporate Administrative Functions*	Male	%	4.7	5.2	4.4
		Female	%	7.6	8.7	7.7
Average Employee Age	Food & Beverage	Male	years	42.7	43.4	43.3
		Female	years	40.4	41.7	40.3
	Health Sciences	Male	years	47.0	46.2	46.5
		Female	years	45.9	46.0	45.6
	Corporate Administrative Functions*	Male	years	45.4	46.4	47.9
		Female	years	42.7	42.4	43.8
Managerial Staff Ratio	Food & Beverage	Male	%	27.9	28.7	27.1
		Female	%	15.1	14.9	15.6
	Health Sciences	Male	%	23.3	23.4	25.0
		Female	%	22.1	21.3	20.8
	Corporate Administrative Functions*	Male	%	5.8	6.4	6.3
		Female	%	5.8	5.3	5.2
Average age of employees at the time of hire	Food & Beverage		years	32.0	34.8	31.2
	Health Sciences		years	43.7	33.3	38.1
	Corporate Administrative Functions*		years	41.5	33.0	35.7
Turnover Rate			%	7.3	10.9	9.6
Disability Employment Rate			%	100	100	100
Annual Paid Leave Utilization Rate			%	71.6	72.8	70.4
Child Care Leave Uptake Rate		Male	%	33.3	50	50
		Female	%	-	100	100
Return-to-Work Rate After Child Care Leave			%	100	100	100
Stress Check Participation Rate			%	81.9	80.1	86.5
Number of Workplace Accidents			cases	1	0	0

*Corporate Administrative Functions: Human Resources, General Affairs, Finance and Accounting, IT, Legal, and Public Relations



GOVERNANCE

Denis Japan regards governance as the foundation of its corporate philosophy and practices management that prioritizes ethics and transparency.

We continue to earn the trust of all our stakeholders through sustainable growth and value creation.

38 Corporate Governance

39 Compliance



Governance

Corporate Governance

Strengthening Governance for a Resilient Future

Guillaume CALLOUD

Managing Director

At Denis Japan K.K., governance is not merely a compliance requirement but a cornerstone of our corporate philosophy. We believe that sound governance fosters trust, ensures accountability, and drives sustainable growth. In alignment with the broader initiatives of Maison Denis, our focus remains on enhancing and constantly improving governance practices. This approach ensures that our strategies adhere to global standards and reflect our commitment to transparency and ethical leadership. Our governance framework is designed to adapt to a rapidly changing global environment. It identifies and mitigates risks, safeguards stakeholder interests, and promotes transparency at all levels of the organization. As we advance, our priority is to build a culture where ethical practices and strategic foresight guide every decision. Through this report, we reaffirm our dedication to governance that upholds our values and supports our long-term vision. We remain committed to creating a resilient organization that delivers value to society, our employees, and all stakeholders.

Governance-Related Operations

Internal Audit (Company-wide)

Denis Japan's internal audits are conducted by an external, independent auditing firm commissioned by Maison Denis, our headquarters in France. Investigations and evaluations are conducted with the aim of mitigating risks, preventing fraud, improving operational effectiveness and efficiency, and achieving management objectives, and audit findings and recommendations are reported to senior management.

Institutional Review Board (IRB) (DENIS PHARMA)

To ensure the proper conduct of clinical research involving human subjects, Denis Pharma has established an "Institutional Review Board (IRB)" to define standards that all parties involved in research must adhere to based on ethical perspectives, such as respect for individual dignity and human rights, as well as scientific principles.

Institutional Review Board (IRB) Reporting System

Enhancing Transparency

Transparency Guidelines (DENIS PHARMA)

Denis Pharma respects the various standards and principles established by Japan Association of Clinical Reagents Industries (JACRI), including the Code of Ethics for Corporate Activities of In Vitro Diagnostics Companies and In Vitro Diagnostic Products Promotion Guidelines, and is committed to ensuring a high level of ethics and transparency in business operations. As part of this effort, we have established the Guidelines on Transparency in Relationships Between Corporate Activities and Medical Institutions.

Transparency Guidelines (SCETI)

As a member company of the Japan Medical Imaging Systems Industry Association, Sceti respects the Code of Ethics, Corporate Code of Conduct, and Medical Device Industry Promotion Code established by the Japan Medical Device Industry Federation (hereinafter referred to as JMDIF), as well as the Fair Competition Rules for the Medical Device Industry formulated by the Medical Device Industry Fair Trade Council, and conducts business activities in accordance with internal regulations while maintaining high ethical standards. In addition, to further enhance ethical standards and transparency, we have begun disclosing information regarding our relationships with medical institutions and healthcare professionals.

Guidelines on Transparency in Relationships Between Corporate Activities and Medical Institutions

Quality Governance Initiatives

Obtaining Organic JAS Certification (NICHIFUTSU BOEKI)

Nichifutsu Boeki has obtained Organic JAS certification as a certified importer in accordance with the Organic JAS system established by the Ministry of Agriculture, Forestry and Fisheries. For organic products manufactured overseas, it is possible to affix the Organic JAS mark by submitting an application to a registered certification body based on a certificate issued by the exporting country.

To maintain certification, an audit is conducted annually by a registered certification body to verify compliance with technical standards. In addition, as part of the certification process, internal regulations have been established, employee training has been conducted, and study sessions are regularly held to improve knowledge of the Organic JAS standards.



Governance

Compliance

At Denis Japan, we conduct our business activities in compliance with laws, regulations, and social norms in accordance with our Group corporate philosophy, and we actively promote compliance-based management. We place a high priority on enhancing corporate transparency and respecting the rights and interests of our stakeholders. To this end, we are expanding employee training programs to strengthen compliance and establishing an internal reporting system designed to detect misconduct early and respond appropriately. We have identified the thorough implementation of compliance-driven management as one of Denis Japan's top priorities, and by ensuring its successful execution, we aim to enhance our corporate value over the medium to long term.

Compliance Training

Compliance Training

To strengthen compliance, we conduct internal training for all Group employees on topics such as the whistleblowing system, harassment prevention, handling of personal information, information security, social media management, and the use of generative AI. This encourages each employee to act appropriately in accordance with our corporate philosophy and applicable laws, thereby strengthening governance across the entire organization. We also strive to prevent risks such as harassment and misconduct and contributes to building trust with customers, business partners, and employees.

In addition, we incorporate specialized training led by external instructors, such as training on unconscious bias. We also encourage participation in external seminars, and many employees attend seminars on specialized laws and regulations such as pharmaceutical affairs, quality control, the Food Sanitation Act, and the Food Labeling Act to support diverse business areas such as the medical and food sectors.

Furthermore, for newly appointed directors, we provide external training covering a wide range of topics, such as basic knowledge of the Companies Act, the Financial Instruments and Exchange Act, and other relevant laws, to deepen their understanding of their roles and foster the necessary knowledge and awareness.

Whistleblower Program

Denis Japan Group Whistleblowing Policy

We have established a Whistleblowing Policy and an internal reporting system to identify violations of laws, regulations, and internal rules at an early stage and take appropriate action promptly. Under this system, we accept reports on compliance violations such as embezzlement, misconduct, and harassment, as well as any conduct that violates internal rules or the Group's corporate philosophy.

We have established an external helpline as a reporting channel, which is available to all relevant parties, including executives, employees, and temporary staff. The privacy of whistleblowers is strictly protected in accordance with our internal whistleblowing policy, and we have established appropriate safeguards to ensure that no adverse treatment results from reporting concerns. We also allow anonymous reporting and strive to maintain an accessible system. We have established a system to promptly investigate reported matters and implement corrective and preventive measures as necessary. Through the operation of this internal reporting system, we support sound and transparent corporate management.

Healthcare Safety

Ongoing Participation in Radiation Safety Management Training Sessions

Denis Pharma continues to participate in the Radiation Safety Management Training Sessions organized twice a year by the Central Council for Radiation Hazard Prevention. These programs are currently provided on-demand, and participants can review the content through recorded sessions. The training programs cover legal frameworks, case studies of incidents, and the latest information.

Training in radiation safety management is required by law, and supervisors responsible for the use and sale of radioisotopes (RI) at facilities must attend periodic training courses every three and five years, respectively. In addition, the Sakura Factory is classified as a facility using specified radioactive isotopes, and its radiation safety officers are required to attend training every three years. The Sakura Factory undergoes facility inspections by inspection bodies registered with the Nuclear Regulation Authority, and is subject to periodic inspections and verifications every five years. In addition, unscheduled on-site inspections are conducted by the Nuclear Regulation Authority, the Minister of Land, Infrastructure, Transport and Tourism, or prefectural public safety commissions, among others, and the designated supervisor is required to submit a report on radiation management status once a year.



Appendix

GRI Content Index

General Disclosures

GRI 2: General Disclosures 2021		Relevant Sections
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DENIS JAPAN

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Department: Corporate Communications Section,
Personnel & Administration Department

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<https://www.denisjapan.jp>

Company Overview

Company Name	Denis Japan K.K.
Managing Director	Guillaume Calloud
Location	Kasumigaseki Place, 3-6-7 Kasumigaseki, Chiyoda-ku, Tokyo 100-0013
Established	June 2, 2014
Paid-in Capital	¥9 million
Affiliated Companies	(Domestic) SCETI K. K. NICHIFUTSU BOEKI K.K. DENIS PHARMA K.K. UNION LIQUORS K.K. DF PROPERTY K.K. (Overseas) SCETI MEDICAL (ASIA) PTE., LTD. CARE VISION HEALTH CARE PTE., LTD.