

Bringing new value to society with +TAKUMA

Founder Tsunekichi Takuma invented the first boiler to be produced entirely in Japan by bringing expertise and technology to a product that had to be imported until that time.

By passing down this philosophy over time and augmenting it with Takuma's technology, we continue to create products with new value today.

Going forward, we will continue to provide new value to customers through plants that take advantage of the proprietary technologies we have developed since our founding in areas such as combustion, waste treatment, and water treatment.

Contents

(Cover: Miyazu-Yoza Clean Center)

3	Message from Top Management
7	Takuma Group 12 th Medium-Term Management Plan – An Overview
10	Company Outline
11	Business Summary
13	Introduction to Group Company Businesses
15	History
17	Introduction to Takuma's Businesses <ul style="list-style-type: none">1.Environmental Plant Business2.Energy Plant Business3.Overseas Business Main Recent Projects
31	CSR Activities for the Future
ENVIRONMENT –Environmental Initiatives–	
33	The Environment <ul style="list-style-type: none">Basic Environmental Policy / Environmental ManagementTakuma's CO₂ Emission Reduction TechnologiesEnvironmental Reporting
SOCIAL –Social Initiatives–	
37	Human Rights and Labor Practices <ul style="list-style-type: none">Respect for Human Rights and the Abolition of Discrimination / Working with Our EmployeesEfforts for Occupational Safety and Health
43	Consumer Issues <ul style="list-style-type: none">Initiatives for Product Quality
45	Participation in the Community
46	Contribution to Society
GOVERNANCE –Governance Initiatives–	
47	Corporate Governance <ul style="list-style-type: none">Corporate GovernanceInternal Control / Compliance & CSR Promotion StructureRisk Management StructureBusiness Continuity Plan (BCP) / IR ActivitiesExecutive Profiles: DirectorsMessages from New Outside DirectorsExecutives' Profiles: Executive Officers
54	Fair Business Practices <ul style="list-style-type: none">Compliance Measures / Internal Reporting SystemCompliance & CSR Promotion EducationCSR Awareness Survey / Material Procurement Policy
57	Financial Data
67	Outside Expert Opinion