

SAKATA INX...



2025 **SUSTAINABILITY** **REPORT**

MIND WITHIN THE MIND

No. 33 Tu Do Avenue, Viet Nam – Singapore
Industrial Park, Thuan Giao Ward,
Ho Chi Minh City
www.inx.com.vn

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ABOUT THIS REPORT

The primary objective of this report is to demonstrate of our commitment to sustainable development, and as a step towards building trust and strengthening engagement with our stakeholders. Through this report, we aim to provide comprehensive and reliable information about our performance, practices, and long-term vision. This report is for informational purposes only and is not intended as an offer or invitation to invest in the company.

For the purpose of clarity and readability, throughout this report, the company may be referred to in various forms, including “we”, “us”, “our”, “SIV”, or “the Company”. All of these terms are intended to refer to the same legal entity and its operations.

Reference materials

This report has been prepared by referring to the GRI Standards and aligns with Sakata Inx Vietnam Co., Ltd.’s ongoing efforts to promote transparency, ethical business practices, and sustainable development. In addition to the GRI Standards, we also refer to the United Nations Sustainable Development Goals (SDGs) as a guiding framework in our sustainability strategy and reporting process.

Report Scope

This report has been compiled and prepared by the Sustainability Department and approved by the General Director of Sakata Inx Vietnam. This report is scheduled for release annually in December. The Sustainability Report 2025 is scheduled for release in June 2026. The report will use data from the preceding calendar year. The contents of this report cover activities within Vietnam, as well as updates from the parent company, Sakata Inx Group in Japan.

Reporting period

From January 1 to December 31, 2025. Information prior to 2023 will be included for trend comparison purposes.

Release date

The Sustainability Report of 2025 will officially released on June, 2026 on the website inx.com.vn.

Contact Information

Human Resources Department - Phone: (+274) 3767 811~14 - Fax: (+274) 3767 815

Stakeholders Communications

All report content will be made publicly available on the company’s official website. We aim to ensure that all stakeholders can easily access our report.

Design Copyrights

The report has been developed using pre-designed visual elements, templates, and pictures available on Canva, ensuring clarity, accessibility, and a user-friendly format.

Forward-Looking Statements

Certain sections of this report may include forward-looking statements or projected data, particularly related to the year 2024. These are based on assumptions available at the time of reporting and may differ from actual results. As part of our commitment to continuous improvement in transparency and data coverage, this year, we have expanded the scope of our reporting to include additional information and data from our Bac Ninh branch. Because of that reason, some data in Y2024, Y2025 may be adjusted.

MESSAGE FROM GENERAL DIRECTOR

MR. ROBERT NG

The Board Member & General Director

“We are committed to advancing sustainable printing through responsible innovation, reducing environmental impact while delivering high-performance inks. Guided by our ESG principles, we continue to create value for our customers, communities, and the planet.”



At our Company, sustainability is not only a responsibility – it is the core driver of our long - term growth and value creation for the whole organization. We are committed to building a business that delivers excellence in customer service, advances environmentally friendly innovation, and creates shared value for all stakeholders.

Sustainable Management

Our sustainability management approach is holistic, addressing environmental challenges, upholding human rights, fostering a safe and rewarding workplace, and reinforcing strong governance practices. Through these efforts, we aim to create long-term value for our stakeholders and contribute positively to society.

Environmental Initiatives

Our commitment to environmental stewardship is reflected in our innovation and strategic actions. We are proud to advance the development and commercialization of botanical inks, contributing to our position as an eco-friendly brand. Furthermore, we align with the Science-Based Targets initiative (SBTi) to reduce greenhouse gas emissions in line with global climate goals. We have also introduced internal carbon pricing (ICP) as a tool to guide responsible investment decisions and integrate environmental costs into our capital budgeting processes.

Strengthen Human Capital

We value the individuality and diversity of every employee and strive to create an environment where all can thrive and perform well to support career autonomy, we have implemented programs that allow employees to gain experience through learning across departments, enhancing flexibility and professional growth. We have provided our employees good working environment to create a sense of pride and belonging. We are equally committed to promoting gender equality by increasing the participation and representation of women within our workforce.

Respect of Human Rights

We firmly believe that respect for human rights is the foundation of a resilient and inclusive organization. We actively promote diversity within our workforce and ensure that all corporate policies are translated into local languages to foster transparency and accessibility. In addition, we continuously enhance our working environment, including the development of a dedicated leisure spaces to support employee well-being.

We remain dedicated to continuous improvement and collaboration as we pursue our sustainability goals. Thank you for your ongoing support and partnership.

A handwritten signature in blue ink, appearing to read 'Robert Ng', located below the text of the message.

Mr. Robert NG
Board Member & General Director, Sakata Inx Vietnam

ABOUT OUR COMPANY

Sakata Inx Vietnam Co., Ltd. (SIV) was established in 2003 as a wholly-owned subsidiary of Sakata Inx Corporation Osaka, Japan.

SIV continues to grow and we anticipate our innovative products are able to cater for all printing ink markets. As a corporate theme, we Sakata Inx Vietnam Co., Ltd. will strive to improve the lifestyle of society through creative Visual Communication Technology. We promise that our creativity of communication culture will enrich the lifestyle of society, as the basis of our existence. As corporate objectives, we set forth to become creative, refined and full of vitality. We shall be responsive, flexible, innovative and progressive.

- **Company name:** SAKATA INX VIETNAM CO., LTD.
- **Trade name:** SAKATA INX VIET NAM COMPANY LIMITED
- **Abbreviation:** SIV
- **Head office:** No. 33, Tu Do Avenue, Vietnam-Singapore Industrial Park, Thuan Giao Ward, Ho Chi Minh City, Vietnam
- **Enterprise registration certificate number:** 0303177976, first issued on 01/03/2007, and 20th amendment registration on 03/11/2025 by the Ho Chi Minh City Department of Finance, Business Registration Office.
- **Telephone:** (+274) 3767 811 ~814 Fax: (+274) 3767 815



OUR HISTORY



Tsuneshiro Sakata (founder)

Osaka, Japan | 1896

Founded in Osaka as a small private business (SAKATA INK SEIZOUSHO), and started making and selling newspaper inks



The first factory in Binh Duong Province

Binh Duong, Vietnam | 2006

Inaugurated the new factory. Moved the main office to VSIP 1 in Binh Duong Province.



Factory branch in Bac Ninh Province

Bac Ninh, Vietnam | 2014

Inaugurated the new factory in VSIP, Bac Ninh Province.



Plan 2 - VSIP1, Binh Duong Province

Binh Duong, Vietnam | 2018

Expand factory in Binh Duong Province – Built Plant 2



The second factory in Bac Ninh Province

Bac Ninh, Vietnam | 2022

Expand factory in Bac Ninh Province – Built Gravure Inks Factory



Our representatives

Ho Chi Minh, Vietnam | 2023

A Journey of Reliability & Trust- Celebrating 20 Years of Sakata Ink Vietnam Co., Ltd.



Our Ecovadis Medal

Ho Chi Minh, Vietnam | 2025

Achieve Ecovadis Bronze Medal

Ho Chi Minh, Vietnam | 2003

Founded the first facility at Le Minh Xuan Industrial Park, Ho Chi Minh City, and implemented business registration licenses.



First facility in Vietnam

Bac Ninh, Vietnam | 2007

Established the facility in Tien Son Industrial Park, Bac Ninh Province.



First facility in Bac Ninh Province

Binh Duong, Vietnam | 2017

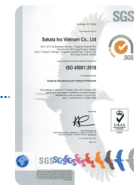
Obtained ISO Certifications: ISO 9001:2015, ISO 14001:2015



ISO Certifications

Binh Duong, Vietnam | 2020

Obtained ISO Certification: ISO 45001:2018



ISO 45001:2018 Certification

Cambodia | 2022

Established the warehouse in Cambodia.



Warehouse in Cambodia

Bac Ninh, Vietnam | 2024

Successfully held the "Thanks Giving and Anniversary Celebration" in Bac Ninh, marking an inspirational milestone in the company's solid 17-year journey of development in Vietnam.



The ribbon cutting ceremony

ENVIRONMENT DISCLOSURES

EMISSIONS



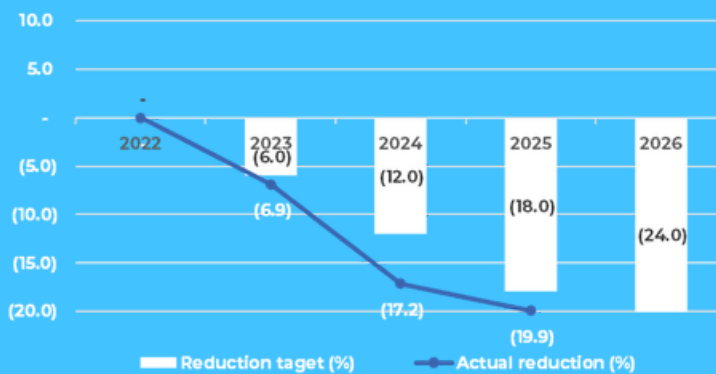
GOALS AND TARGET

Aligned with the Science-Based Targets initiative (SBTi), SIV has set a five-year CO₂ reduction goal for 2022–2026. This target covers both Scope 1 and Scope 2 emissions,

- Aiming for a total reduction of 24% (6% annually).
- Starting in 2027, these targets will be reviewed against budgeted sales volume.

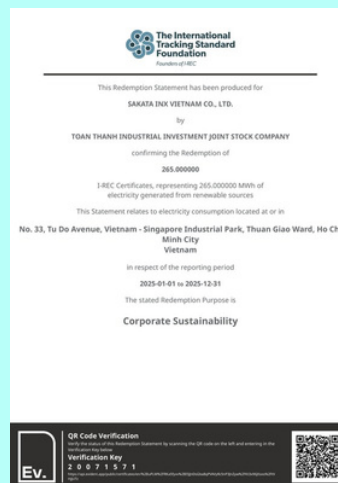
SCOPE 1 & SCOPE 2 EMISSIONS

SIV's onsite direct emission conversion, using two fuel types, **generated 89.5 tons of CO₂** this year (down from 117.9 tons). Indirect emissions from purchased electricity (EVN) totaled 1,963 tons (up from 1,630 tons). Because these indirect emissions depend on the national power mix, shifting between onsite generation and EVN procurement directly impacts SIV's total carbon footprint.



SCOPE 1 & SCOPE 2 INITIATIVES

To strengthen our commitment to greenhouse gas (GHG) emission reduction, the Company invested in [Renewable Energy Certificates \(RECs\)](#). The use of RECs enabled us to reduce approximately **174.7 tCO₂e** of GHG emissions, equivalent to 265 RECs, contributing around **8.8%** to our overall emission reduction during the reporting year. Looking ahead, we will continue implementing additional decarbonization initiatives, including the installation of rooftop solar power systems and further improvements in energy efficiency to support our transition toward a low-carbon future.





SCOPE 3: OTHER INDIRECT EMISSIONS

The company also surveyed its Scope 3 emissions to establish a baseline for future planning. Total calculated emissions across all facilities reached 70,569 tons of CO₂.

Category	Item	CO ₂ Emission (ton)
1	- Purchased goods	68,244
2	- Capital goods	498
3	- Fuel and energy (excl. Scope1/2)	231
4	- Upstream transportation	1,165
5	- Waste generated	117
6	- Business travel	49
7	- Employee commute	-
11	- Use of Products	219
12	- End of Life	47
Total		70,569

The company uses conversion factors as published by the IDEA databases.

Value chain Hot Spots

Purchased Goods remained the primary Scope 3 emission hot spot in 2025, contributing approximately 96.7% of total value chain emissions. Upstream Transportation (1.7%) and Capital Goods (0.7%) were the next largest sources, while all other categories had relatively minor impacts. This confirms that raw materials and supplier-related activities remain the key focus areas for future emission reduction efforts.

ENERGY



Sakata Inx Vietnam's energy consumption is to a large extent based on fossil, non-renewable sources of energy, leaving the company vulnerable to energy price volatility and tightening climate change regulations.

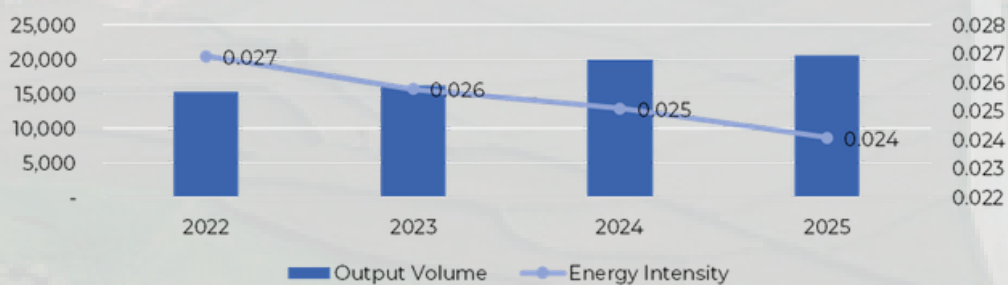
While our production is less energy-intensive than other industries, Sakata Inx Vietnam is committed to reducing its reliance on volatile fossil fuels. We view energy efficiency and emission mitigation as key drivers of operational excellence, allowing us to lower costs while minimizing our climate impact. By optimizing energy use throughout our value chain and developing sustainable products, we aim to lead the way in responsible printing ink production.

ENERGY CONSUMPTION

SIV successfully decoupled production growth from energy use this past year, reducing consumption to 499.35 TOE (down from 502.09 TOE) despite an increase in total production volume. This achievement reflects our progress toward reducing total CO₂ emissions (Scopes 1 and 2) by 24% by 2026. By targeting an average annual reduction of 6%, we are improving efficiency independently of production volume or grid factor fluctuations.

Total energy consumption	499,35	
- Non-renewable	33,66	DO and LPG
- Electricity	465,69	From EVN source including renewable and non-renewable

ENERGY INTENSITY



- Energy intensity is measured as the ratio of total energy consumption to total finished product output (TOE per ton of product).
- Energy intensity improved to **0.024 TOE per ton of output**, down from 0.025 TOE in the previous year.

Driven by our strategic goals, we are continuously implementing initiatives to maximize energy efficiency across our operations.

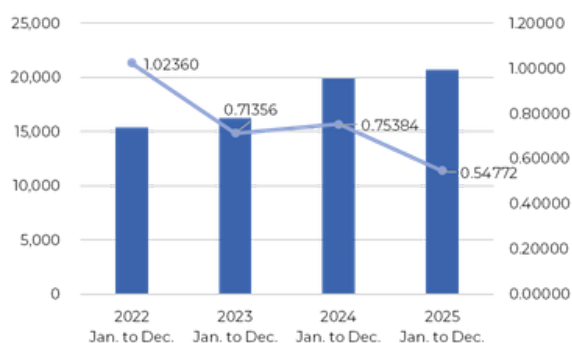
WATER & EFFUENT



SIV's water footprint stems primarily from production processes and facility operations, where water is utilized for cooling, processing, sanitation, and as a product component. Our management approach focuses on minimizing operational water consumption and leakage while continuously innovating our product formulations to enhance their environmental profile.

GOALS AND TARGET

SIV's 2023–2026 strategic plan targets a 3% reduction in water consumption intensity (per ton of output).



Total Water Consumption	11,354 m3	Public supply
- Processing	2,350 m3	
- Products	1,475 m3	Raw materials for production
- Washing water	2,660 m3	
- Other activities	4,869 m3	Sanitary facilities

Management of water discharge related impacts

All wastewater and air emissions were treated through on-site systems and monitored quarterly by accredited third-party laboratories. Results complied with applicable regulations and were reported annually to the relevant authorities.

Test result

- The latest monitoring results showed that all tested parameters complied with the maximum allowable limits established by VSIP Industrial Park. Key indicators, including pH, BODs, COD, TSS, total nitrogen, total phosphorus, oil and grease, and coliform, remained well below the applicable thresholds. Heavy metals such as mercury, lead, chromium, copper, and nickel were either not detected or maintained at very low concentrations.
- These results demonstrate the effectiveness of the Company's wastewater management practices and environmental controls.

Specific Actions

- Monitoring & Governance:** SIV monitors water consumption daily to identify and resolve leakages immediately. This data is reviewed monthly and quarterly by the internal Sustainability and Operations Technology teams to refine management strategies.
- Operational Standards:** Our production facilities are ISO 14001 certified, providing a rigorous framework for continuous environmental improvement.
- Sustainable Solutions:** Beyond operations, SIV optimizes the sustainability profile of its products, creating added value for customers through high-performance, eco-friendly solutions.

Water risk assessments

Water risk assessments were conducted for all operational sites by using the [World Resources Institute \(WRI\) Aqueduct tool](#). According to the tool, the result of the company's manufacturing site is as follows:

No	Site	Overall Water Risk	Water Stress	Flood Risk	Drought Risk
1	Main Office	High	Low-medium	High	Medium
2	Plant 2	High	Low-medium	High	Medium
3	Bac Ninh Branch	Extremely high	Medium-high	Extremely high	Medium-high



Actions implemented

- Monitors water consumption monthly and quarterly.
- Improvement across operations in strict accordance with the ISO 14001:2015 guidelines.
- Regular inspections to identify and prevent water leaks.
- Performs wastewater monitoring in compliance with regulatory requirements.
- Provides employee awareness training on water-saving practices.
- Maintains flood preparedness and response plans, particularly for the Bac Ninh Branch.

WASTE STEWARDSHIP



COMMITMENT

SIV enhances production efficiency by minimizing scrap and packaging while prioritizing the use of sustainable materials. Furthermore, we ensure all effluents are strictly managed in accordance with local regulations and prioritize waste recycling throughout our operations.

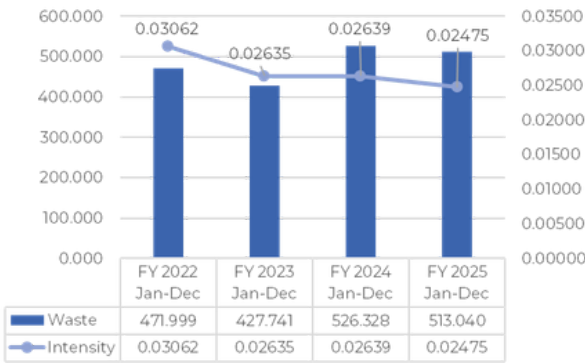
WASTE

In 2025, SIV’s production waste totaled 513,0 tons, representing 2.5% of total finished product output. We remain focused on reducing this footprint by prioritizing the efficient use of raw materials and expanding the reuse and recycling of packaging.

Total Waste	513,00
- Hazardous waste	418,80
- Industrial waste	50,50
- Non-hazardous waste	43,70

GOALS AND TARGET

SIV’s 2023–2026 waste management roadmap targets a 3% reduction in general waste and a 1% reduction in plastic waste per ton of output, for a total reduction of 4%. To achieve the SDG commitment, our target is to reduce waste by 15% by 2029, with 2022 as the base year.



EMPLOYEE TRAINING AND AWARENESS

The Company conducts regular training programs to enhance employee awareness and responsibility in waste management. Employees are trained on proper waste segregation practices, resource-saving measures, and recycling initiatives to support waste reduction and efficient resource utilization. Through these programs, the Company promotes a culture of environmental responsibility and encourages employees’ active participation in sustainable practices.

Waste Treatment and Recycling Management

The Company classifies waste based on its characteristics and applies appropriate management methods. Industrial waste and hazardous waste are transferred to licensed waste treatment contractors in compliance with applicable regulations. Contractor qualifications, licenses, and legal documents are regularly reviewed and updated, with periodic audits planned to ensure responsible waste management practices.

Recyclable materials with economic value are separated at source and reused internally or transferred to qualified recycling partners to support resource recovery and circular economy principles.

Mapping of waste streams

The Company maps and classifies waste streams generated from production and operational activities, including hazardous waste, industrial waste, and recyclable materials. Waste flows are monitored from generation to final treatment to ensure proper control, legal compliance, and continuous improvement in waste management.

Waste Stream	Classification	Management approach
Waste solvent	Hazardous waste	Solvent recovery & licensed treatment
Ink sludge/residue	Hazardous waste	Collected and treated by licensed contractor
Used drums & metal pails	Packaging waste	Reuse / recycle
Waste chemicals	Hazardous waste	Controlled storage and disposal
General industrial waste	Non-hazardous waste	Collection and disposal
Recyclable materials	Recyclable waste	Recycling program

MATERIALS



Materials used by weight

Methodology: Raw material consumption and product output data were collected through the Company's internal SAP system. The calculation is based on actual production activities of the Company's two main product categories, including Gravure inks and Flexo inks. The collected data reflects the actual amount of materials used and products manufactured during the reporting year.

	2024 vs 2023	2025 vs 2023
Raw materials (kg)	19,46%	24,11%
Volume of products (kg)	18,92%	31,60%

- The Company's raw material consumption in 2025 increased by 24.1% compared to 2023, mainly driven by business growth and increased production output.
- While product volume increased significantly by 31.6% compared to 2023, raw material consumption increased by 24.1%, indicating improved material utilization efficiency. The material-to-product ratio decreased from approximately 85.5% in 2023 to 80.6% in 2025, reflecting positive progress in production optimization and resource efficiency.
- The Company will continue to improve material management, optimize production processes, and promote sustainable material use to minimize resource consumption and support circular economy objectives.

YEAR	Reused drums and pails (Pcs)	
	HO CHI MINH SITES	BAC NINH BRANCH
2024	2.300	1.752
2025	2.500	1.947

- In **Ho Chi Minh sites**, we reused 22,8 tons of solvent—an increase of 3.0 tons compared to 2022—demonstrating our growing commitment to circular resource management. Besides that, we increased 9% of reused drums and pails compared to 2024.
- In **Bac Ninh Branch**, we reused 5,57 tons of solvent, an 83% increase compared to 2023.
- The Company will continue to strengthen circular economy initiatives to reduce waste, conserve resources, and minimize environmental impacts across its operations.

YEAR	Reused solvent (tons)	
	HO CHI MINH SITES	BAC NINH BRANCH
2023	21,55	0,92
2024	28,50	4,01
2025	22,45	5,57

2R (Reuse- Reduce) Activities

To improve material efficiency and promote circular resource management, the Company applies the 3R principles (Reduce, Reuse, Recycle) across its operations.

• Reuse:

The Company reuses used drums and metal pails to reduce packaging waste. Approximately **200 drums/month and 1,000 metal pails/month** are reused after proper handling and cleaning for suitable production activities.

• Reduce:

The Company reduces packaging material consumption by introducing **1,000-kg stainless steel tanks** to customers to replace single-use containers, thereby minimizing the use of metal pails and improving packaging material efficiency. In the operational activities, solvents are reused where applicable, while residual waste is collected and treated by licensed waste management providers in accordance with regulations.

Besides that, the Company incorporates **biomass-based materials** into environmentally friendly ink products, representing **2.5% of total raw material consumption in 2025**. Through continuous R&D and technology development, the Company aims to improve sustainable product solutions and contribute to CO₂ emission reduction.

YEAR	% Reduce tank/Total finish ink	
	HO CHI MINH SITES	BAC NINH BRANCH
2024	18%	2%
2025	20%	5%

FRIENDLY ENVIRONMENTAL PRODUCTS



Eco-friendly Product Development

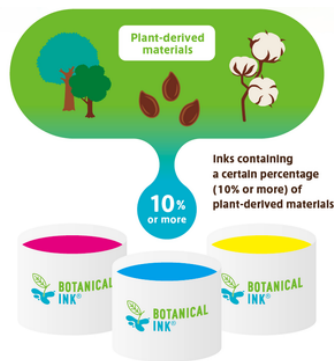
Aligned with the Group's R&D direction, the Company contributes to sustainable development by implementing environmentally friendly product solutions and advanced technologies developed by the Group. We work closely with the Group to deploy sustainable ink solutions and reduce environmental impacts by improving biomass material usage and introducing environmentally friendly products.

Botanical Ink

Environmentally-friendly ink that contains **plant-derived components**.



The ink solid of the [BOTANICAL INK](#) developed by Sakata Inx contains more than **10% plant-derived components** from trees, seeds, and other sources.



Belle Flora is a non-toluene/non-MEK general-purpose Gravure Inks line:

- >10% plant-derived material in the solid part
- Applicable for PET/ OPP/ ONY/ PE film
- Applicable for high-heat-requirement jobs like Boil/ Retort usage.
- Applicable for Adhesive lamination and PE extrusion lamination.



NC(nitrocellulose)/PVC(poly vinyl chloride)-free ink

Belle Color VF, is designed for gravure printing to enhance **recyclability in polyolefin-based** mono-material structures, meeting regulatory demands and sustainability targets without compromising quality or efficiency.

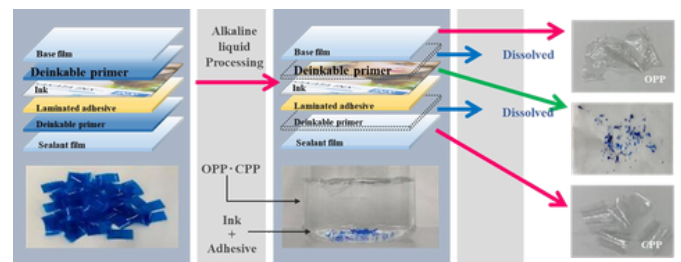
	インキ 使用量 Raw Ink Amount	インキ 固形分量 Ink Solid Amount	燃焼時発生する 植物由来CO ₂ CO ₂ from plant-derived ingredients when ink solid is combusted	CO ₂ 排出量 削減率 Reduction rate of CO ₂ emissions
色 Colors	24t	5t	1.5t	13%
白 White	22t	10t	2.4t	51%

※ 外部分析機関による測定結果より算出
※ Based figures are based on the analysis data by third party labo.



Deinking primers and deinkable inks

SAKATA Inx Cooperation develops deinking primers and deinkable inks to support plastic recycling and resource circulation. These technologies enable the removal of printing inks from packaging materials, improving the quality and usability of recycled plastics while reducing environmental impacts and promoting a circular economy.



Washable Ink

SP-ECO is specifically developed to enhance recycling efficiency. This ink for removal of ink from PET beverage bottle labels, making it possible to **separate and recover** the bottle and film.

Metal Deco Ink Cleaner



Flexo Shine's Metal Deco Ink Cleaner can replace solvent cleaners with environmentally friendly, readily biodegradable, water-based emulsion technology.

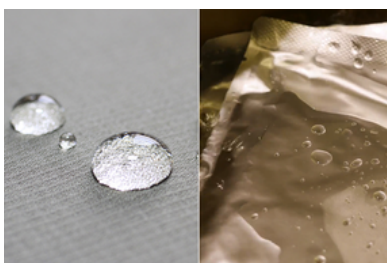
- Removes inks from most substrates cleanly
- Bio-based emulsion technology
- Non-Flammable · Safe for most print surfaces
- Will not harm anilox rolls
- Zero VOC
- Used in automated press flush systems

Functional Coating Agents:

Driven by the growing demand for sustainable packaging and calls for the achievement of the SDGs, we develop functional coating technologies that enable paper to replace conventional plastic films. By improving paper's durability and protective performance, our solutions help reduce plastic consumption and support the transition to environmentally friendly packaging.

Barrier Coatings:

EcoStage GB-XA is enhancing **food preservation and packaging recyclability**; these coatings promote sustainability through improved resource efficiency and minimized waste.



CHEMICAL MANAGEMENT



Legal Compliance

In preparation for Vietnam’s new Chemicals Law effective in 2026, the Company has reviewed relevant requirements, strengthened internal procedures, and enhanced information management processes to ensure compliance. We will continue to monitor regulatory developments and maintain responsible chemical management practices.

Chemical Management Systems

Key controls include:

- Updated Chemical Inventory.
- SDS available for 100% of chemicals.
- Chemical labeling and storage verification.
- Segregated storage by chemical category.
- Batch-based inventory and traceability controls.
- Chemical consumption monitoring and hazardous waste management.
- The Chemical Committee supervises activities and proposes CAPAs promptly.



Actions for labeling, storing, handling, chemical safety and transporting hazardous substances

1. Labeling

- SDS available in the local language at chemical storage and usage areas.
- Displayed chemical safety signage, instructions, and GHS labels.

2. Storing

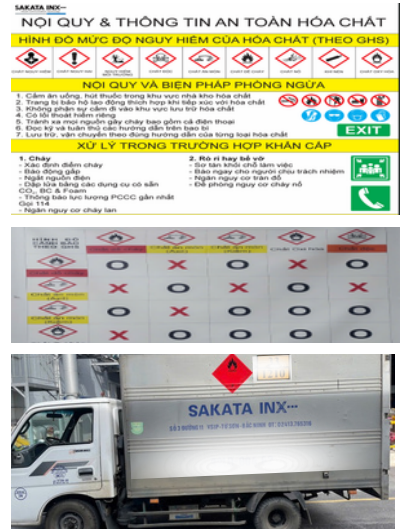
- Controlled flammable chemical storage areas.
- Segregated storage for flammable, corrosive, and hazardous chemicals.
- Controlled storage conditions, including temperature and humidity monitoring.

3. Chemical Handling & Safety

- Maintained chemical spill response procedures.
- Conducted regular chemical safety training.
- Operated ventilation systems to reduce exposure to chemical vapors.
- Provided appropriate PPE for chemical handling activities.
- Controlled flammable chemical storage and handling areas.
- Implemented waste segregation and compliant hazardous waste disposal.

4. Transporting Hazardous Substances

- Trained chemical transport personnel in accordance with legal requirements.
- Equipped transport vehicles with spill response kits.
- Displayed GHS hazard markings on vehicles transporting hazardous chemicals.



Use of alternative, less hazardous substances in operations

- Increased the use of non-toluene inks and eco-friendly inks.
- Experiment with alternatives to replace hazardous solvents with lower-VOC options.
- Reduced the use of highly hazardous substances where feasible.
- Optimized ink formulations to reduce emissions.
- Applied strict FIFO inventory management to prevent chemical expiration and waste.
- Improved chemical lifecycle tracking through SAP.
- Optimized production planning to minimize excess inventory and hazardous waste generation.
- Increased usage of environmentally friendly chemicals.

YEAR	HO CHI MINH SITES				BAC NINH BRANCH			
	BASE INK(TONS)	NON-TOLUENE (TONS)	% Non Toluen ink /Total Finished inks	+/- year-on-year increase (%)	BASE INK(TONS)	NON-TOLUENE (TONS)	% Non Toluen ink /Total Finished inks	+/- year-on-year increase (%)
2024	11.452	3.350	29,25%	30%	4.112	376	9%	-
2025	11.895	4.190	35,20%	25%	4.827	388	8%	3%

Ho Chi Minh Sites

- Product lines such as Non-Toluene and Non-MEK have demonstrated consistent growth since 2019.
- We produced about 80 tons of SP-ECO ink series in 2025.
- These eco-friendly products’ expansion reinforces SIV’s commitment to sustainable and environmentally responsible solutions

Bac Ninh Branch

Although the percentage of non-toluene inks decreased 1% compared to 2024, total production increased by 26.8%, mainly driven by toluene-based inks (+29.2%). Meanwhile, non-toluene inks increased slightly 3.0% in volume, resulting in a slight increase of environmentally friendly products within the overall product portfolio.

Chemical management in the supply chain

In alignment with Sakata Inx Group's mid-term management plan and our unwavering commitment to "Co-existence and Co-prosperity," Sakata Inx Vietnam (SIV) presents this comprehensive analysis of our sustainable chemical stewardship.

90

Key Substances Audited

5

Global Standards Met

Over 80%

Compliance Target

Year: 2025

Sustainable Chemical Management	Quantity	Portfolio %	Market & Strategic Impact
Nestlé Guidance for Packaging Inks	31	34%	Gold standard for migration & food-contact safety.
REACH	28	31%	Japanese industry alignment & supply chain ethics.
Negative List Regulation	13	15%	Decarbonization and shift to renewable carbon.
Biomass Reporting	9	10%	Monitoring SVHCs for European market access.
RoHS	9	10%	Heavy metal and flame retardant restrictions.
Total	90	100%	

With 34% of our controlled substances monitored under the Nestlé Guidance for Packaging Inks, SIV demonstrates an uncompromising focus on consumer health. By strictly adhering to migration limits and safety protocols, we provide our clients with the highest level of assurance for high-risk food packaging applications.

"By internalizing global best practices in chemical stewardship, Sakata Inx Vietnam is effectively bridging the gap between regional manufacturing and international safety benchmarks, ensuring our products are 'Sustainable by Design!'"

Decarbonizing the Value Chain (Biomass Integration)

A key pillar of our 2023-2025 strategy is the formalization of Biomass Reporting, currently covering 10% of our assessed portfolio. This initiative tracks our transition to renewable carbon, providing critical data to support our partners' Scope 3 emission reduction targets and the global circular economy.

Safeguarding Supply Chain Continuity

Compliance with REACH and RoHS (20% combined) serves as our foundational risk management tool. By ensuring zero presence of "Substances of Very High Concern" (SVHC), we strengthen the long-term resilience of our supply chain and guarantee seamless entry into international markets.

Future Outlook: 2026 Strategy

- Sakata Inx Vietnam will move toward Full Material Disclosure (FMD). Our Purchasing Department will focus on:
- **Traceability 2.0:** Enhancing transparency for the origin of biomass feedstocks
 - **Toxic-Free Substitution:** Working with R&D to replace substances under strict monitoring with safer, and eco-friendly alternatives.
 - **Partnership Growth:** Expanding training for local suppliers to help them achieve EcoVadis or similar ESG rankings.



Basic Policy on Biodiversity

Guided by the Group's Basic Policy on Biodiversity, the Company integrates biodiversity considerations into its business operations and environmental management practices. The policy focuses on identifying and reducing environmental impacts, promoting eco-friendly products, engaging stakeholders, and enhancing information sharing to support sustainable development.

Sakata Inx Group Basic Policy on Biodiversity
https://www.inx.co.jp/english/sustainability/environment/biodiversity/biodiversity_policy.html

Biodiversity Impact

In line with the Group's Biodiversity Policy and in order to understand the impact of our business activities on biodiversity in the surrounding area, Sakata Inx Group conducted [biodiversity impact assessments](#) using the Integrated [Biodiversity Assessment Tool \(IBAT\)](#), based on the locations of its operating sites. The assessment was conducted across the Group's manufacturing facilities to identify potential biodiversity-related risks, including proximity to protected areas and areas of biodiversity importance within an approximately three-kilometer radius of a site.

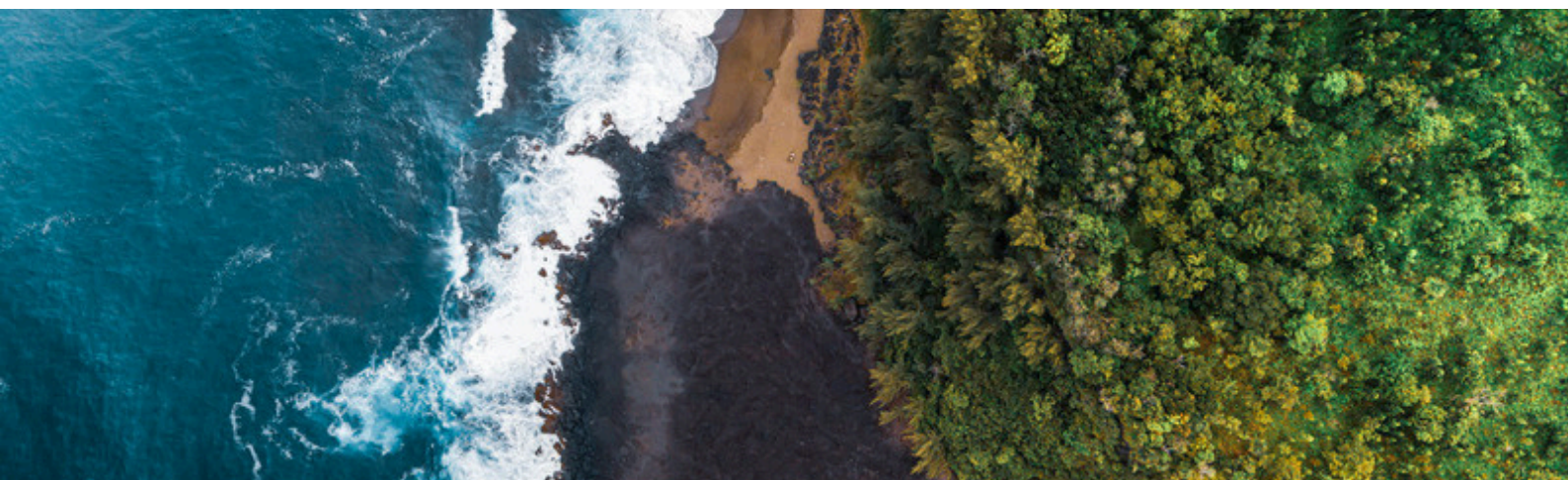
Site	World Natural Heritage	Ramsar Convention Wetlands	IUCN Categories				KBA
			Ia	Ib	II	III	
Main Office	No	No	No	No	No	No	No
Plant 2	No	No	No	No	No	No	No
Bac Ninh Branch	No	No	No	No	No	No	No

- **IUCN category:** One of a set of protected area categories created by the International Union for Conservation of Nature (IUCN). Ia: strict nature reserve, Ib: wilderness area, II: national park, III: natural monument
- **Key Biodiversity Area (KBA):** An expansion of the concept of an IBA (Important Bird and Biodiversity Area), which is an area with high biodiversity selected with birds as an index, extended to wildlife other than birds.

The Relationship between Our Business Activities and Biodiversity

To clarify the relationship between our business activities and ecosystems, we have created a Sakata Inx Biodiversity Relationship Map, which lists the relationship between the lifecycle of our products and other aspects such as land use and ecosystems. By visualizing our relationship with biodiversity, we can further raise our awareness of biodiversity conservation and promote activities that take ecosystems into consideration.

- Relationship between our business activities and biodiversity
 - Evaluation of biodiversity dependence and impacts
 - Risk assessment and improvement initiatives in direct operations
- <https://www.inx.co.jp/english/sustainability/environment/>



SOCIAL DISCLOSURES

HUMAN RIGHTS



Human Rights Respect

In line with the [Sakata Inx Group Human Rights Policy](#), the Company is committed to respecting and protecting the human rights of all employees, regardless of job position, personal characteristics, or educational background. We comply with all applicable human rights regulations in Vietnam and encourage our business partners and customers to uphold the same ethical and human rights principles. We maintain zero tolerance for discrimination, harassment, forced labor, child labor, and any form of human rights abuse.

- **Actions implemented:** In 2025, the Company conducted internal awareness sessions on its Human Rights Policy and ensured that 100% of new employees received training during onboarding.
- **Plan:** The Company will continue to review recruitment and management practices to prevent discrimination and expand human rights assessments across its supply chain.

Freedom of Association and Collective Bargaining

The Company fully respects employees' rights to freedom of association and collective bargaining, recognizing these rights as essential to building trust and maintaining positive labor relations.

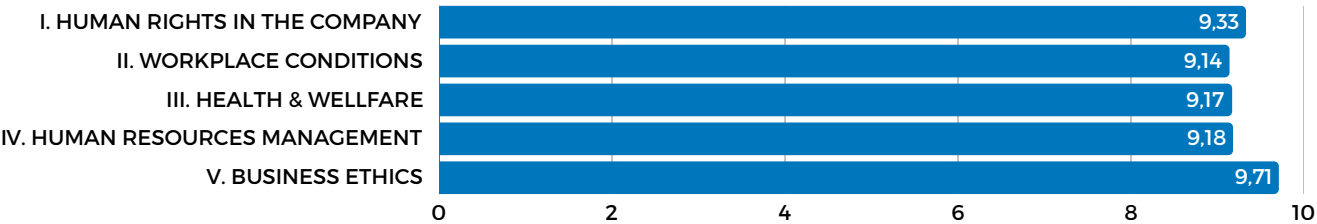
- **Actions implemented:** The Employee Representative Committee actively facilitated regular dialogues between employees and management. Commitments under the Collective Labor Agreement were maintained and continuously enhanced to improve employee welfare.
- **Plan:** The Company plans to introduce additional confidential and anonymous feedback channels to encourage employee participation and enable timely response to workplace concerns.

Human Rights Due Diligence

To promote a transparent, respectful, and inclusive workplace, the Company conducted a human rights survey involving 156 employees. The overall average score was 9.31 out of 10, indicating a high level of employee satisfaction with the working environment.

The following section presents the survey results by assessment category.

- **Human Rights in the Workplace (Score: 9.33):** This category received the highest score, reflecting a workplace culture that promotes respect, equality, and human rights.
- **Working Conditions (Score: 9.14):** Employees provided positive feedback on workplace facilities, cleanliness, and safety.
- **Health and Benefits (Score: 9.18):** The results indicate that employees feel well supported by the Company's health and welfare programs.
- **Human Resource Management (Score: 9.18):** Employees recognized the transparency of HR policies and the effectiveness of training and development opportunities.
- **Business Ethics (Score: 9.71):** This category achieved the highest rating, demonstrating strong adherence to ethical business practices across the organization.



Living wage standards

The Company conducts an annual living wage assessment based on internal employee survey data and benchmarks the results against the wages currently provided to employees to ensure appropriateness and competitiveness.

- Average living wage: VND 6,465,000
- Minimum actual received wage: VND 6,800,000
- 100% of employees covered by the average living wage according to survey results.
- The Company remains committed to continuously improving its compensation practices and aims to ensure that all employees receive a living wage in the near future.

ABOUT OUR EMPLOYEES



290

Total employees in December 2025

100%

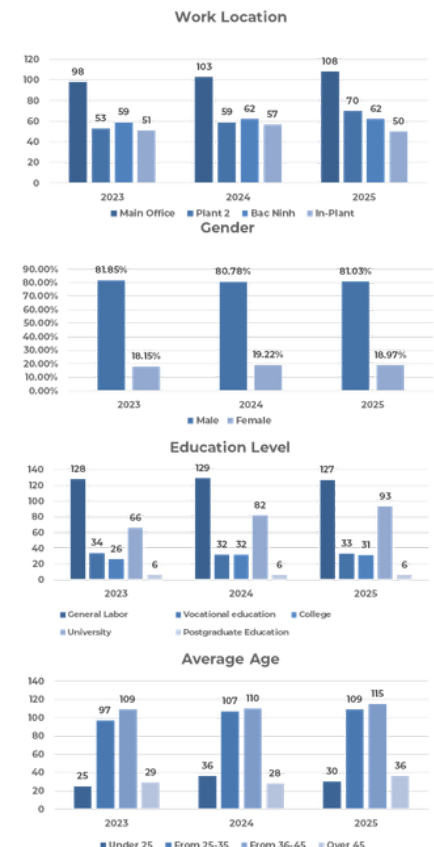
Employees are permanent and full-time contract employees

- **Methodology:** Employee data was compiled based on the workforce as of December 31, 2025.
- **Baseline year:** 2023. Data for 2024 is provided for comparison purposes.
- **Context:** According to customers' requirements and business strategy, we provided In-Plant technicians who work at customers' manufactories. Due to the nature of the chemical business field, the male, and general worker ratio was at a high rate in our organizational structure.



Key findings:

- **Workforce Size:** The workforce totaled **290 employees in 2025**, an increase compared to 2024, reflecting continued organizational growth.
- **Workforce Distribution:** The **Main Office** remained the largest location with **108 employees (37.24%)**. Workforce levels at Plant 2 increased to 70 employees (24.14%), while the Bac Ninh Branch (62 employees) and In-Plant operations (50 employees) remained stable, supporting operational requirements.
- **Workforce Quality:** Employees holding a **bachelor's degree or higher increased** from 82 in 2024 to 93 in 2025, reflecting the Company's focus on attracting qualified talent.
- **Age Profile:** Employees **aged 36–45 represented the largest workforce** segment, while the number of employees over 45 continued to grow.



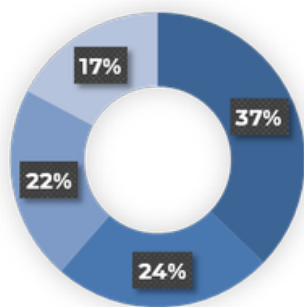
	FEMALE	MALE	Main Office	Plant 2	Bac Ninh	In-Plant
Number of employees	55	235	108	70	62	50
Number of permanent employees	55	235	108	70	62	50
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	55	235	108	70	62	50
Number of part-time employees)	0	0	0	0	0	0

The Company maintained 100% full-time employment, reflecting its commitment to stable and sustainable employment.

- **Gender Diversity:** Female employees accounted for 18.97% of the workforce, slightly lower than in 2024.

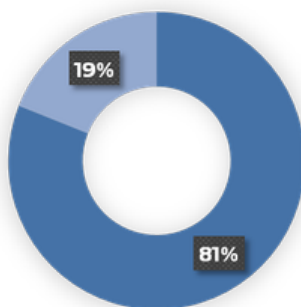
- **Workforce Stability:** Workforce distribution across locations remained stable.
- **Employment Relations:** 100% full-time employment and a qualified workforce support sustainable growth.

Work Location



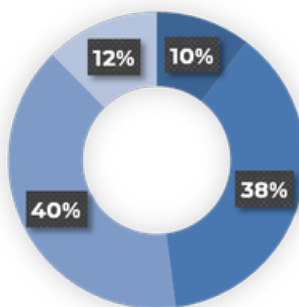
■ Main Office ■ Plant 2
■ Bac Ninh ■ In-Plant

Gender



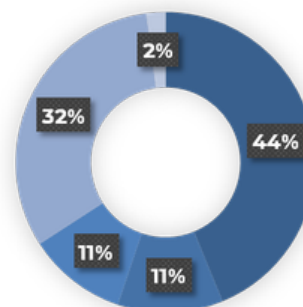
■ Male ■ Female

Average Age



■ Under 25 ■ From 25-35
■ From 36-45 ■ Over 45

Education Level



■ General Labor ■ Vocational education
■ College ■ University
■ Postgraduate Education

Total number and rate of new employee hires by age group, religion, and gender

Year	By age group				By region				By gender		
	Under 25	From 25-35	From 36-45	Over 45	Main Office	Plant 2	Bac Ninh	In-Plant	Male	Female	Total
2023	18	32	7	1	14	22	12	10	55	3	58
2024	19	15	12	2	16	19	8	5	40	8	48
2025	15	18	6	1	10	15	9	6	35	5	40

- Overall, the Company's **hiring structure in 2025** was primarily **focused on employees under the age of 35**, particularly those aged 25–35. This reflects the Company's strategic emphasis on attracting a young workforce with strong adaptability and growth potential.
- The data indicate that **recruitment activities** in 2025 were concentrated **mainly at Plant 2 and the Main Office**, reflecting higher workforce demand in key production and operational locations.

- In terms of gender distribution, **male employees** continued to represent **the majority of new hires**. However, the proportion of **female recruits improved noticeably** compared to previous years. While the workforce composition reflects the **nature of the Company's operations**, the Company remains **committed to its Diversity, Equity, Inclusion, and Belonging (DEIB)** objectives and will continue promoting gender balance and expanding employment opportunities for women in future recruitment activities.

Total number and rate of employee turnover by age group, religion, and gender

Year	By age group				By region				By gender		
	Under 25	From 25-35	From 36-45	Over 45	Main Office	Plant 2	Bac Ninh	In-Plant	Male	Female	Total
2023	11	23	7	1	11	25	6	0	41	1	42
2024	6	13	8	2	8	13	7	1	27	2	29
2025	16	15	7	1	11	16	9	3	34	5	39

- In 2025, the highest employee turnover rate was recorded among employees aged 25–35, reflecting the relatively higher workforce mobility of this age group. Employees under 25 accounted for 20.69% of total resignations.
- Turnover was mainly concentrated at Site 2 and the Main Plant, while the In-Plant operation maintained the lowest turnover rate, indicating greater workforce stability.
- Male employees accounted for 87.17% of total resignations, compared to 12.50% for female employees. This distribution is generally consistent with the Company's workforce composition and operational characteristics.

Diversity in Governance

Sakata Inx Vietnam is committed to fostering a diverse, equitable, and inclusive workplace where all employees are treated with respect and provided with equal opportunities for development, regardless of gender, age, nationality, or background. We promote a culture free from discrimination and encourage diverse perspectives to drive innovation and sustainable growth.

Find more details on our Diversity, Equity, Inclusion and Belonging (DEIB) Basic Policy https://www.inx.co.jp/english/sustainability/social/community/activity_policy.html

In 2025, the number of members on the management team has changed. Male and female managers represented 81% and 19% of the leadership team, respectively, reflecting the overall workforce composition and operational requirements. Most managers (19) were aged 30–50, while seven were over 50, providing a balance of operational capability and experience. The proportion of Vietnamese and foreign managers remained stable, supporting diverse perspectives in decision-making.

Diversity in Human Capital

- The workforce gender ratio remained stable at 81% male and 19% female, reflecting the nature of the manufacturing sector. Employees under 35 accounted for 48% of the workforce, while 40% were aged 36–45 and 12% were over 45, demonstrating a balanced mix of young talent and experienced employees.
- Moving forward, SIV will continue to strengthen DEI&B awareness, expand development opportunities for diverse talents, and cultivate an inclusive workplace where every employee can contribute and grow together with the Company

Ratio of basic salary and remuneration of women to men

RATE	2022	2023	2024	2025
The average wage of women employees	16,360,995	17,256,482	18,637,001	20,408,077
The average wage of male employees	18,251,024	18,998,898	20,518,810	21,852,532
The average unadjusted gender pay gap	10,36%	9,17%	9,17%	6,61%

Key Finding

- Steady Salary Growth:** Average salaries for **both male and female employees increased consistently** over the reporting period, reflecting the effective implementation of the Company's KPI-based performance and compensation system.
- Narrowing Gender Pay Gap:** The gender pay gap **decreased from 10.36% in 2022 to 6.61% in 2025**, demonstrating progress toward greater pay equity and the effectiveness of initiatives supporting gender equality.

3P compensation system

- Position (P1):** The remaining pay gap is mainly driven by workforce composition across management and specialized roles.
- Person (P2):** Equal development programs have contributed to narrowing the pay gap.
- Performance (P3):** KPI-based evaluations ensure fair rewards, with female employees recording higher salary growth than male employees during the reporting period.



Diversity and Equality

The continuous reduction in the gender pay gap demonstrates the Company's commitment to diversity, equity, and inclusion. Compensation is determined based on consistent performance criteria, supporting sustainable progress toward equal pay for equal work.

Training & Development System

At SIV, we believe that **people are the foundation of sustainable growth and long-term corporate success**. To support this vision, we have established a structured training and development system that provides employees with **equal opportunities** to continuously enhance their knowledge, skills, and competencies throughout their careers. Our training programs cover technical skills, quality, health and safety, compliance, leadership, ESG, and personal development.

Training data is monitored and reported in accordance with GRI 404. The Company tracks training hours by employee category and regularly reviews training effectiveness to support workforce development and continuous improvement.

- Total training hours: 7,396 hours
- Average training hours per employee: ~24 hours
- ➔ Our performance effectiveness has improved significantly compared to the previous year.



Our drill on food poisoning

OCCUPATIONAL HEALTH AND SAFETY



The Company complies with applicable OHS regulations and integrates health and safety management into its operations through risk assessments, preventive measures, and employee training.



Actions implemented

- Regular OHS risk assessments.
- Safety and emergency response training.
- Updated PPE management procedures.
- Routine safety inspections.
- Health examinations for all employees.
- Improved workplace safety signage.

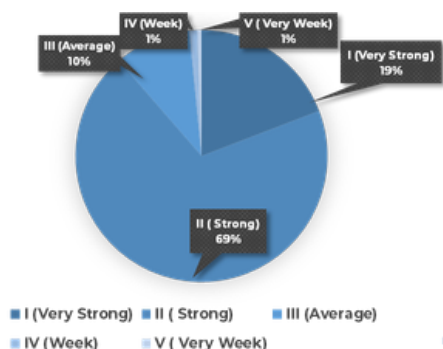


Plan:

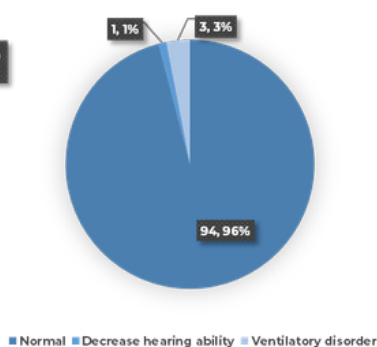
- Strengthen safety training and awareness programs.
- Enhance hazard identification and risk assessment activities.
- Improve contractor and visitor safety management.
- Promote a proactive safety culture toward zero serious accidents.

Occupational health services

Annual health check



Occupational health check



- **Annual Health Check:** The overall health profile of employees remained stable compared to 2024. A majority of employees were classified as having Good or Very Good health status, indicating the effectiveness of the Company's health and wellness programs.
- **Occupational Health Check:** Most employees (96%) were assessed as having normal occupational health conditions. However, a small number of cases are related to hearing impairment and ventilatory disorders.



In response, the Company implemented occupational disease monitoring, job rotation, preventive maintenance, and regular air treatment system inspections. Workplace environmental monitoring will continue to support the reduction of occupational health risks.

Worker training on occupational health and safety

The Company continued to **comply with legal OHS training requirements** in 2025. In addition, employees received training on electrostatic safety, fire safety, forklift operation, first aid, and food poisoning prevention, with an average of **13 training hours per employee**. These programs support development and workplace safety awareness.

Work-related injuries

- **Zero cases** of occupational accident-related injuries.
- Lost workdays due to work-related injury: **0 days**

Key Actions:

- Cooperated with the health service agency to promptly respond to labor incidents.
- Implemented the management system to ensure operational compliance.

Mental health & Work-life-balance

- The Company recognizes that employee well-being is essential to long-term engagement and sustainable performance.
- In 2025, the Company opened a dedicated Leisure Room featuring sports, yoga, meditation, reading, and recreational activities.
- Meditation training sessions were also provided to support employee well-being, stress management, and work-life balance.



Find more details on our activities

[Leisure Room – A Journey to Happiness Begins with Care](#)
[Meditation Class for Employees](#)

“
Employee
health is
our
priority



Awareness program to customers on health, safety, and environment issues associated with the products

We regularly conducts technical training and awareness programs for customers to promote the **safe and proper use of our products**.

Technical staff and Japanese specialists provide training and guidance on **sustainable product development, product quality, technical applications, environmental services & advocacy, and health & safety considerations** during product handling and use. Through these activities, we support customers in understanding **potential health and safety considerations**, applying appropriate handling and operating practices, and ensuring product quality throughout their use.

We will continue to strengthen customer engagement and technical support to **enhance product safety, promote environmental awareness, and contribute to more sustainable product use** across the value chain.



Training customers about Sustainable Products, Product Health, and Safety



Training customers about Technical, Quality & Product Safety

90%
Participants according to training plan

More than
5
Training Themes

Over
20
Customers engaged training

During the reporting period, SIV conducted customer training programs covering more than 5 key topics, including **sustainable product development, product quality, technical applications, environmental services & advocacy, and health & safety** during product use. The programs achieved 90% participation against the planned target, with over 20 customers participating.



ACTIVITIES ON CORPORATE SOCIAL RESPONSIBILITY



Social Contribution Policy

In line with the Sakata Inx Group Social Contribution Policy, the Company contributes to society through activities that **support community well-being and sustainable development**. In 2025, the policy was updated to further align social contribution activities with the Group's purpose of **"developing a communication culture that makes people's lives more enjoyable."** The policy also broadened its scope to help **business partners understand and support these principles**, spreading positive social impact across the value chain.



Find more details on our Group Social Contribution Activity Policy

https://www.inx.co.jp/english/sustainability/social/community/activity_policy.html

Social Responsibility Activities

At Sakata Inx Vietnam Co., Ltd, **social contribution** is not viewed as a standalone initiative but as an **integral part of our ESG journey** and corporate philosophy, **"Mind within the Mind."** Throughout 2025, we continued to create positive social impact across the communities where we operate, transforming our **commitment to sustainability into meaningful actions** that support people, strengthen local relationships, and foster long-term societal well-being.

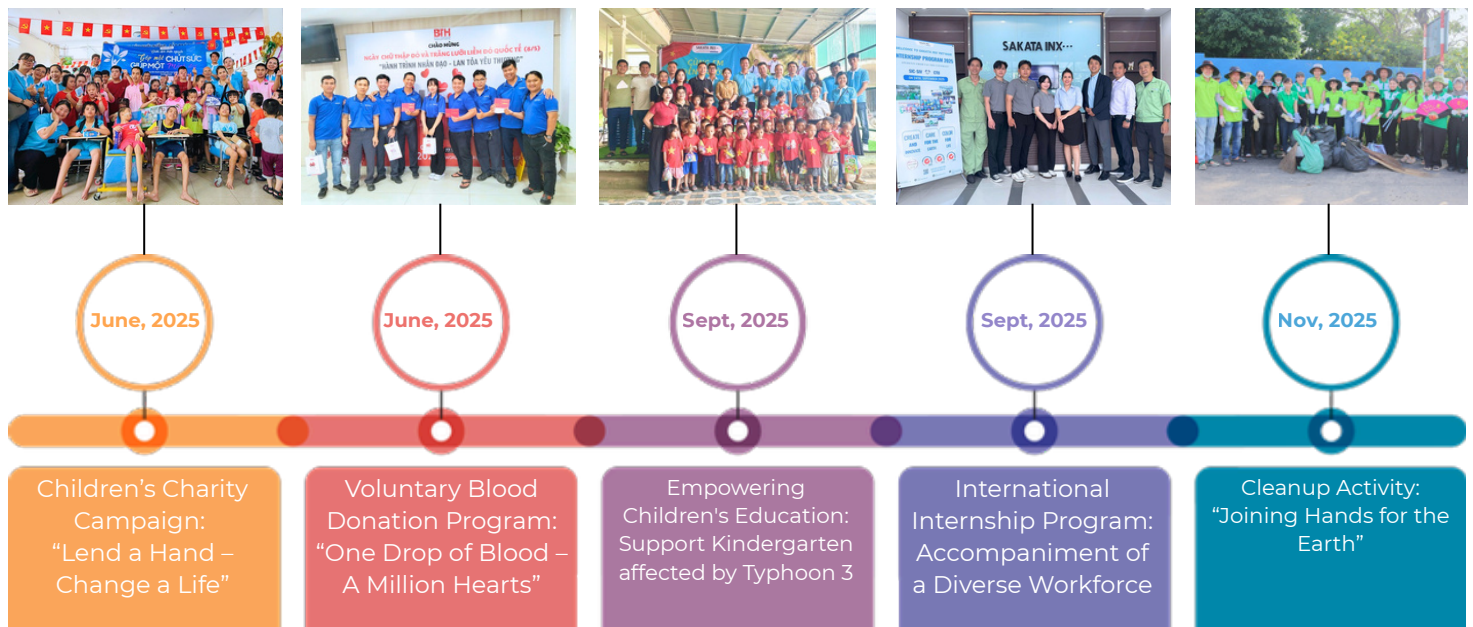
Across all regions, our social contribution activities in 2025 were guided by a common purpose: **creating lasting value for society through responsible business practices** and active **community engagement**. Whether supporting vulnerable children, protecting the environment, developing employee capabilities, or promoting diversity and inclusion, each initiative represented a meaningful step toward a more sustainable future.

Together, we are building **stronger communities, fostering shared prosperity, and creating sustainable value** for future generations.



Find more details on our activities

<https://inx.com.vn/tin-tuc>



COMPANY GOVERNANCE

“Our governance is not about adding layers of control — It is about preventing costly mistakes and protecting margin in a volatile market.”

The company operates under a clear governance structure with strong Board oversight and defined accountability across management. Key committees, including Audit, Risk & Compliance, and HSE, provide independent supervision and ensure that business decisions are aligned with both regulatory requirements and financial objectives. This structure allows effective control without limiting execution speed.

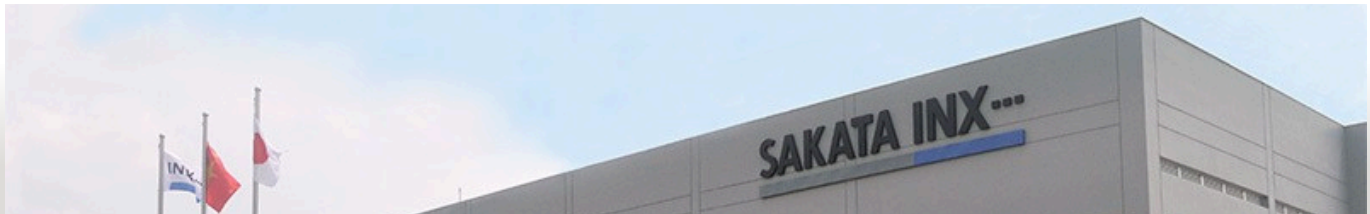
Compliance remains a non-negotiable foundation. The company strictly adheres to all regulations related to chemical management, environmental protection, and workplace safety. Internal reviews and periodic external assessments are conducted to ensure continuous compliance and reduce the risk of operational disruption.

Risk Management Focused on Real Business Exposure

- Risk management is implemented through a practical and structured framework covering operational, supply chain, compliance, and financial risks. Each risk is clearly assigned, regularly assessed, and actively monitored with defined mitigation actions.
- Risk management is closely integrated with internal controls, particularly in production processes, BOM management, and procurement activities. This helps prevent inefficiencies, detect abnormalities early, and minimize financial leakage.

Financial Discipline and Sustainable Growth

- Governance is closely linked to financial outcomes. The company actively manages product margins, cost structures, and working capital, ensuring that growth is supported by disciplined financial control rather than volume expansion alone.
- Supply chain governance further strengthens this approach through supplier evaluation, diversification, and contract management, reducing exposure to cost volatility and operational disruption.



Control, Ethics, and Transparency

- The company maintains a robust internal control system with clear segregation of duties and standardized processes. Supported by an ERP platform, data is centrally managed to ensure accuracy, consistency, and timely reporting for decision-making.
- A formal Code of Conduct governs ethical behavior, supported by a confidential whistleblowing mechanism that enables early detection of potential misconduct. All reports are independently reviewed and addressed through a structured process, reinforcing accountability across the organization.
- In addition, regular conflict of interest training is conducted, particularly for employees in procurement and sales functions. This ensures transparency in decision-making and reduces the risk of unethical practices that could impact financial performance or reputation.

Conclusion

- Our governance framework is disciplined but practical, designed to control risk without slowing down the business. By embedding governance into core operations, the company ensures that risks are managed early, margins are protected, and long-term value is consistently delivered.



BUSINESS ETHICS

Policy Commitment

We formalize our commitments through policies and management systems covering business ethics, anti-corruption, data protection, information security, responsible supply chain management, and regulatory compliance. These commitments provide a clear framework for employees and business partners to conduct business responsibly and ethically.

Rather than being treated as standalone obligations, these principles are integrated into our business planning, operational decision-making, risk management processes, performance evaluation, and continuous improvement activities.

Whistleblowing System

To enhance transparency and accountability, the Company updated its Whistleblowing Policy and introduced a new reporting platform that enables easier submission of concerns. The system incorporates confidentiality and data encryption measures to protect whistleblowers and encourage reporting of potential misconduct.

Anti-Corruption

The Company maintains a zero-tolerance approach to corruption and unethical conduct. During 2025, employees received training on the Anti-Corruption Policy and Conflict of Interest Policy to strengthen awareness and compliance.

Policy updating

In 2025, a Competition Compliance and Antitrust Policy and an Information Security Policy were introduced to strengthen ethical business conduct, fair competition, and regulatory compliance.

These policies provide employees with clear guidance on responsible decision-making, ethical behavior, and the protection of confidential information. Through continuous communication and awareness initiatives, the Company promotes a culture of integrity and encourages compliance with applicable laws, regulations, and internal standards.

Information Security and Personal Data Protection

To address evolving legal requirements and cybersecurity risks, the Company issued a new Information Security Policy and updated its Personal Data Protection Policy in preparation for compliance with new regulations. All employees were required to acknowledge and consent to the processing of personal data in accordance with applicable laws.

Business Continuity Planning

The Business Continuity Plan (BCP) is reviewed and updated regularly to address emerging risks. In 2025, additional flood prevention and response measures were incorporated into the Bac Ninh site contingency plan to enhance operational resilience.

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Integrity, Transparency, and Accountability are the foundation of sustainable growth.



Ethics Training and Performance

The Company continues to provide ethics and compliance training to employees as part of its governance program. During the reporting period, no complaints or confirmed cases related to unethical conduct, corruption, or business integrity violations were recorded.

- Total training hours on Ethics: 610 hours
- Average training hours on Ethics: 3 hours/employee
- Ethics-related complaints received: 0
- Confirmed corruption incidents: 0
- Confirmed breaches of business ethics (Corruption, Fraud, Money Laundering, Conflict of Interest, Information Security, Personal Data Protection, etc.): 0
- Departments covered by risk assessment: 100%
- Employees covered by the whistleblowing system: 100%

Basic Procurement Policy and Procurement Guidelines

Under the guidelines of the Corporation's [Basic Procurement Policy and Procurement Guidelines](#), SIV represents a significant evolution from a broad "Group Policy" to a highly detailed "Action Guideline" specifically tailored for regional compliance and operational depth.

- Granular Compliance Standards:
- Whistle-blower Protection
- Specific Mineral & Resource Controls
- Operational Health & Safety Depth
- Business Continuity Planning (BCP)
- Conflict Mineral Traceability & Supply Chain Mapping

In addition, SIV also updated its procurement guidelines to align with Vietnamese environmental regulations, with a greater focus on chemical management, resource conservation, and forest protection.



Supplier Compliance Status with Purchasing Policy (May 2026)



Type	Total supplier	Signed policy / Possesses certification
Domestic	93	93
Oversea	46	43
Total	139	136

Suppliers committed to Sakata Inx Corporation's Purchasing Policy & Guideline

- 98% of the total supplier base successfully achieved compliance status.
- The remaining 2% represents a minimal margin, likely consisting of newly onboarded partners currently navigating our rigorous screening and self-assessment process.
- Furthermore, the geographical breakdown confirms that this compliance is balanced across both domestic and overseas categories.
- Active overseas suppliers have maintained a high rate of compliance, ensuring that all international partners meet critical safety and social control regulations like REACH or the Nestlé Guidance.
- We significantly mitigate supply chain risks while strengthening our brand reputation among global stakeholders.



In conclusion: the 2025 version provides a strict framework for audits, transparency, and risk management, ensuring partners are proactive in creating a sustainable future.

Choosing Suppliers Based on Social Criteria

Establishing a sustainable and responsible supply chain is defined as a top strategic priority. We are committed to pursuing sustainable development goals, where business efficiency must always go hand-in-hand with positive social impacts. We focus on selecting and partnering with suppliers who fully meet social standards.

Core Pillars of Assessment:

- **Legal Compliance & Safety:** Strict adherence to labor laws and ensuring OSH standards;
- **Labor Ethics:** A zero-tolerance policy toward child labor and forced labor, and a ban on discrimination;
- **Rights & Equality:** Protect the legal rights of workers and promote gender equality in the workplace;
- **Business Integrity:** Decisive action against all forms of corruption and bribery;
- **Certifications:** Priority is given to partners holding reputable certifications such as ISO, Ecovadis, etc.

Data indicate a clear and sustainable upward trend in selecting suppliers based on social criteria over the reported years:

- While the total number of suppliers experienced fluctuations, the proportion of partners meeting social standards has grown consistently.
- This growth serves as strong evidence of Sakata's commitment to building a transparent and responsible supply chain

Year	Number of suppliers chosen by social criteria	Total Suppliers	Compliance Rate (%)
2023	62	128	66%
2024	71	83	65%
2025	79	90	67%

The diversity of Suppliers

Methodology: Data collection based on the list of active suppliers who had transactions or valid contracts during each year's reporting period.

- “Domestic” or “International”: based on the business registration country.
- “SMEs” or “Large Corporations”: based on registered capital and employee count.
- “Minority/Women/LGBT-owned”: based on registration details or self-declaration of ownership and control.

Domestic and International Suppliers

In Y2025, following the optimization, Sakata began selective expansion, focusing entirely on the domestic sector (increasing from 83 to 90 partners) while maintaining international partners at 45. This is the result of our strategy:

- **Prioritizing Local Strength:** Our commitment to strengthen partnering with local enterprises.
- **Optimizing Costs & Logistics:** Minimizes international freight risks, shortens lead times, and reduces the supply chain's carbon footprint

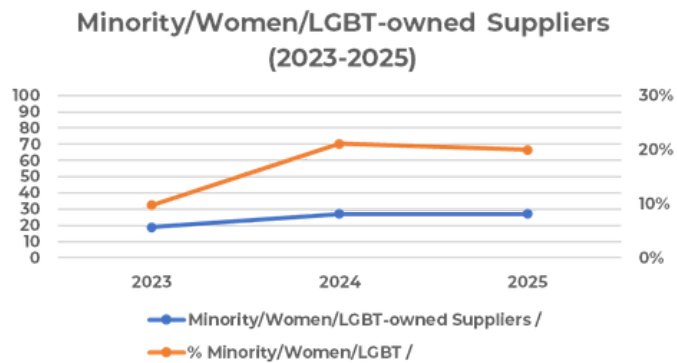
SMEs & Large Corporations

- From 2023 to 2024, the proportion of SME suppliers decreased from over 50% to around 35%, reflecting stricter supplier screening and compliance requirements.
- Meanwhile, partnerships with large corporations remained stable, highlighting Sakata's focus on reliable suppliers with strong management systems and international certifications.
- The stabilizing trend in 2025 suggests that the "purification" process is complete.

Year	Domestic Suppliers	International Suppliers	SMEs supplier	Corporations
2023	128	67	102	93
2024	83	45	45	83
2025	90	45	47	88

DEIB (Minority/Women/LGBT) Suppliers

We do not only evaluate suppliers based on production capacity but also prioritize providing opportunities for Minority-owned (MBEs), Women-owned (WBEs), and LGBT-owned business enterprises (LGBTBEs).



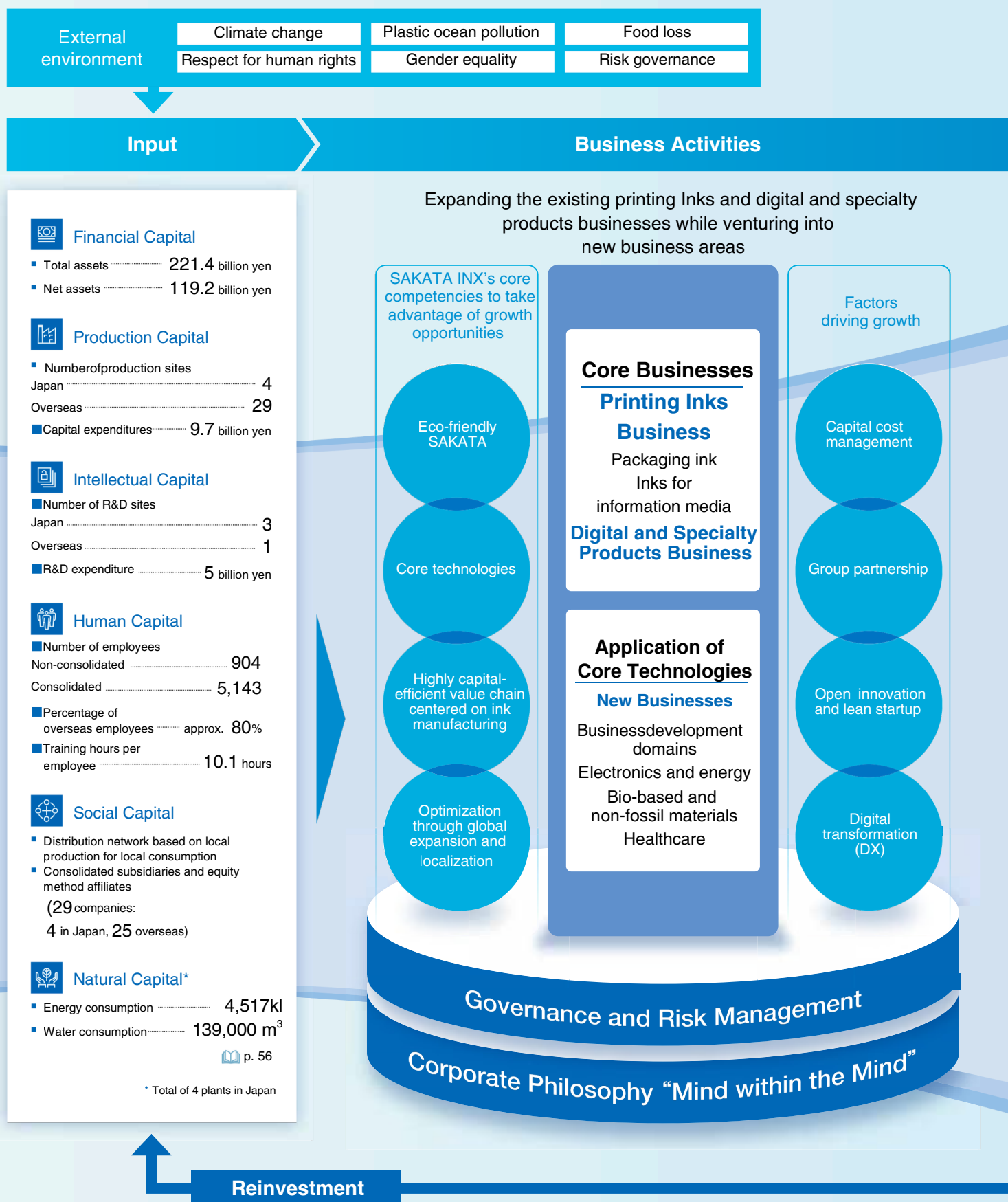
- **Exceptional growth (2023 -2024):** the percentage (%) contribution of this group within the total supplier base doubled from 10% in 2023 to 21% in 2024
- **Strategic stability (2024-2025):** Although the percentage saw a slight adjustment to 20% due to changes in the overall supplier base scale, this figure remains twice as high as the initial 2023 reporting period.

Maintaining a ratio of approximately 20% for diverse suppliers brings several key values:

- **Driving Innovation:** Diverse suppliers bring fresh perspectives and flexible solutions;
- **Social Responsibility:** Supporting MBEs, WBEs, and LGBTBEs contributes directly to the economy and communities.
- **Global Standard Compliance:** This metric enables Sakata to easily meet rigorous social control requirements

In conclusion, Sakata does not merely make theoretical commitments but has materialized them through actual growth figures. Sustaining and protecting the interests of women, minority, and LGBT-owned businesses is toward sustainability.

VALUE CREATION PROCESS OF SAKATA INX CORPORATION



Note: The following information is based on Sakata Inx Corporation's Group-level sustainability information and is presented for reference to SIV's sustainability strategy and value creation framework.

The SAKATA INX Group has built up a number of assets since its establishment, with “Develop a communication culture that makes people’s lives more enjoyable” as its main purpose (the core of existence). It has leveraged these assets to create social and economic value by offering a wide range of products and services centered on printing inks. It will continue to contribute to the achievement of the Sustainable Development Goals (SDGs) while creating sustainable developments and becoming an indispensable global company to society. The aim is to increase the Group’s corporate value.

Output

Products and services created from the promotion of materialities through our business

Outcome

SAKATA INX VISION 2030

Materialities



Maintain a sustainable global environment

Supply safe and secure products

- Gravure inks
- Flexographic inks
- Inks for metal can surfaces
- UV inks for packaging
- Newspaper inks
- Industrial inkjet inks
- Imaging display materials
- Functional coating agents



Enhance R&D and technology capabilities

- EBinks
- Environmentally-friendly inks
- Electronics materials
- Coating agents
- Biomass-based materials, etc.



Enhance corporate governance and compliance



Respect for human rights and promotion of DEIB



Values to be created



Protect the global environment, and deliver safety and health



Achieve comfort, convenience, and a circular economy



Create new, abundant lifestyles



Good relationships with stakeholders



Respect for human rights, individuality, and diversity, as well as a comfortable working environment

Develop a communication culture that makes people’s lives more enjoyable

SDGs INITIATIVES

The Company supports the United Nations Sustainable Development Goals (SDGs) by integrating sustainability into its business strategy and daily operations. Through responsible environmental management, employee development, occupational health and safety, ethical governance, and community engagement, we aim to create long-term value for stakeholders while contributing to sustainable development.

Materialities (Key issues)	RELEVANT SDG	Our initiatives on targets of relevant SDGs	Our achievement
<ul style="list-style-type: none"> Respect for human rights and promotion of DEIB 	   	<ul style="list-style-type: none"> Operation and monitoring of the chemical substance management system 90% attendance rate for safety training Zero serious accidents 70% employees have annual health checks 100% employees participate in incident insurance 65% employees spend all their annual leave Foster a sustainable workforce by developing employee capabilities, promoting career growth opportunities Empowering Employees through Continuous Learning and Capability Development Work environment satisfaction rate of 80% 30% employees have seniority from 5 years No serious human rights violations 100% of employees are covered by the living wage 	<ul style="list-style-type: none"> Having in place monitoring procedures and conducting the corresponding actions. 93% attendance rate for safety training Zero serious accidents in 2025 77% employees have annual health checks 100% official employees participated in the incident insurance 72% employees spent all their annual leave New policy on Employee Promotion. Participated in the HRGC (Human Resource Global Committee) of the Group and took the first steps to implement the succession planning. 100% new employees are trained in the Onboarding Program on the first day of their work. The abroad Technical Skill Enhancement program was implemented. 89% surveyed employees gave a score of 8 or above in the satisfaction survey. 59% of employees have seniority of 5 years in December 2025 Preparing for the 4-pillars SMETA audit (Labor & Human Rights, OHS, Environment, Business Ethics). No human rights violations and no complaints received 100% of employees are covered by the living wage
<ul style="list-style-type: none"> Supply safe and secure products Enhance R&D and technology capabilities 	   	<ul style="list-style-type: none"> Enhance environmental infrastructure to minimize environmental impacts. Strengthen manufacturing capabilities by investing in advanced equipment and technologies Enhance business resilience Deliver sustainable solutions for customers Develop sustainable business opportunities through innovative and environmentally friendly products. Drive sustainable sales growth by promoting value-based solutions focused on productivity improvement and total cost savings, such as non-Toluene and MEK inks to replace NPPL and Lamaill, and especially cooperated with SIC to introduce new coating technologies that meet evolving customer needs. Expand market opportunities through customer engagement and technical support for sustainable packaging solutions. 	<ul style="list-style-type: none"> Planning to innovate the wastewater treatment system. The expansion of a new manufacturing site. New machinery and equipment replacement. Implementing environmentally friendly product technologies. R&D work with vendor to use TMP-free TiO2. Developing BCP (Business Continuity Plan), enhancing the risk management system, and improving our ability to respond quickly. Advanced the development of sustainable coating and ink solutions by introducing Gas Barrier Coating Agent, Water-Based Coating for paper packaging, Inova Plus, and PVC/NC-Free products to key customers. Supported customers' transition toward sustainable packaging Ink through product innovation, technical consultation, and regulatory compliance activities. The non-Toluene inks increased 22% compared to Y2024, and contributed 32% with total our sales volume of Gravure, and growth 5% with Y2024 (27%). Introduced Gas Barrier Coating Agent to key packaging customers and collected market feedback to support future product development and commercialization. Promoted Water-Based Coating solutions for paper packaging to strategic customers and initiated product evaluation activities. Worked closely with customers to understand technical and regulatory requirements, including FDA 21 CFR 175.300 compliance for food-contact packaging. Strengthened collaboration with customers through product presentations, technical discussions, and sample evaluations for sustainable packaging applications.
<ul style="list-style-type: none"> Maintain a sustainable global environment 	   	<ul style="list-style-type: none"> Reduce the total amount of waste by 15% by 2029, so that total plastic waste will decrease by 9% by 2029 compared to 2023 emission levels. Reducing water consumption by 6% by 2029 based on 2023 consumption. Reduce emissions by 24% by 2026 (6% each year) and reduce 58.8% by 2034 on 2022 levels (Scope 1 & 2). Conduct supplier surveys on GHG (Scope 3) according to Cooperation's guidance. At least 01 activity a year to enhance the water environment (Trash picking, raising awareness...) 70% attendance rate for environmental training Improved evaluation by external organizations Strengthening quality assurance and product management 	<ul style="list-style-type: none"> Reduce waste generated by 6.1% Reduce water usage by 23.1% Cleaning water used during the production process has been reduced by 25% Reduce Scope 1 & 2 emissions by 19.9% Surveyed 5 suppliers for GHG emissions (Scope 3) Continuous waste, water, and energy conservation activities Organized trash-picking activity for employees. 80% of employees participated in the training on Trash Classification & Energy Savings. Maintain ISO 14001 on Environmental Management System and ISO 9001 on Quality Management System.

GRI INDEX

This report follows the GRI Content Index and references the GRI Standards 2021 to ensure transparent and consistent disclosure. The reporting period covers January 1, 2025, to December 31, 2025, and all information presented reflects Sakata Inx Vietnam's performance during this timeframe

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TOWARD SUSTAINABILITY DEVELOPMENT FUTURE
