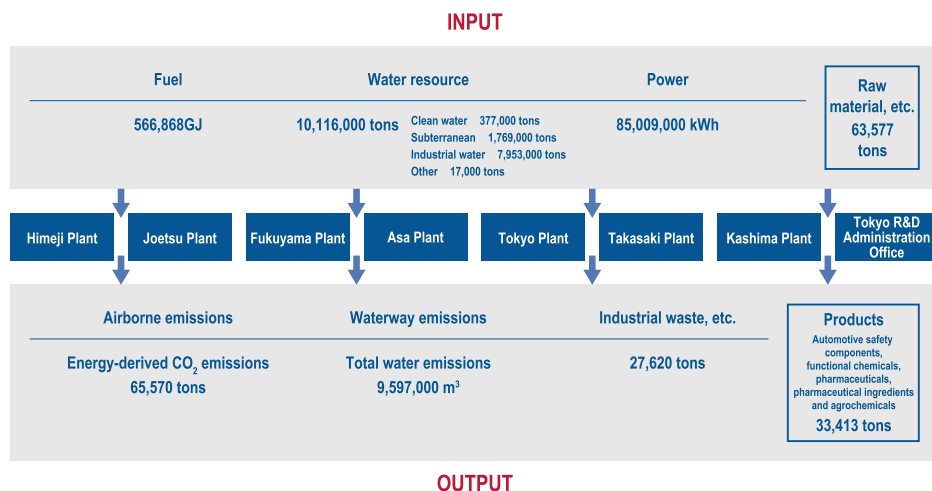


ESG Data

Environment

FY2022 Material Flow in Business Activities (Relevant Organization: Nippon Kayaku Non-consolidated)



Greenhouse Gas Emissions (Scope1 and 2) (Non-consolidated)

Indicator	Scope	Unit	FY2018	FY2019	FY2020 ^{*2}	FY2021 ^{*2}	FY2022 ^{*2}
Energy-derived CO ₂ emissions	Non-consolidated	t-CO ₂ e	69,731	69,946	71,759	63,205	62,336
Non-energy derived CO ₂ emissions	Non-consolidated	t-CO ₂ e	2,202	2,409	2,301	2,617	2,243
N ₂ O	Non-consolidated	t-CO ₂ e	182	133	122	112	168
CH ₄	Non-consolidated	t-CO ₂ e	29	24	26	29	30
HFCs	Non-consolidated	t-CO ₂ e	5	0	12	3	109.5
Other fluorocarbons	Non-consolidated	t-CO ₂ e	756	405	34	336	622
PFCs	Non-consolidated	t-CO ₂ e	0	0	0	0	0
SF ₆	Non-consolidated	t-CO ₂ e	0	0	0	0	0
NF ₃	Non-consolidated	t-CO ₂ e	0	0	0	0	0
Total^{*1}	Non-consolidated	t-CO₂e	72,905	72,918	74,253	66,302	65,509

*1 Value for each item is rounded off, which often results in an inconsistency between the total value indicated and the aggregate of all the relevant items.

*2 Non-consolidated data for FY2020 onward include that for the Joetsu Plant.

Greenhouse Gas Emissions (Scope 1 and 2) (Consolidated)

Indicator	Scope	Unit	FY2018 ^{*3}	FY2019	FY2020	FY2021	FY2022
Energy-derived CO ₂ emissions	Consolidated	t-CO ₂ e	-	127,660	114,303	108,637	104,093
Non-energy derived CO ₂ emissions	Consolidated	t-CO ₂ e	-	2,421	2,339	2,658	2,269
N ₂ O	Consolidated	t-CO ₂ e	-	133	122	112	168
CH ₄	Consolidated	t-CO ₂ e	-	24	26	29	30
HFCs	Consolidated	t-CO ₂ e	-	0	16	7	138
Other fluorocarbons	Consolidated	t-CO ₂ e	-	611	1,011	794	1,409
PFCs	Consolidated	t-CO ₂ e	-	0	0	0	0
SF ₆	Consolidated	t-CO ₂ e	-	0	0	0	0
NF ₃	Consolidated	t-CO ₂ e	-	0	0	0	0
Total^{*1}	Consolidated	t-CO₂e	-	130,850	117,818	112,237	108,107
Scope1	Consolidated	t-CO ₂ e	-	36,170	35,319	37,560	35,490
Scope2 (market based)	Consolidated	t-CO ₂ e	-	94,680	82,499	74,679	72,617
Emissions per sales unit ^{*2}	Consolidated		-	0.75	0.68	0.61	0.54

*1 Value for each item is rounded off, which often results in an inconsistency between the total value indicated and the aggregate of all the relevant items.

*2 Emissions (t-CO₂e) / Consolidated sales (million yen)

*3 Data collection on a consolidated basis started in FY2019.

Scope 3

Category	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Purchased goods and services	Consolidated	t-CO ₂ e	-	243,600	237,300	294,500	275,000
Capital goods	Consolidated	t-CO ₂ e	-	42,700	42,900	26,800	29,600
Fuel- and energy-related activities not included in scope 1 or scope 2	Consolidated	t-CO ₂ e	-	22,400	21,200	22,300	21,000
Transportation and distribution (upstream)	Consolidated	t-CO ₂ e	-	19,000	17,600	22,300	19,700
Waste generated in operations	Consolidated	t-CO ₂ e	-	26,500	28,800	31,800	16,200
Business travel	Consolidated	t-CO ₂ e	-	800	800	800	800
Employee commuting	Consolidated	t-CO ₂ e	-	2,500	2,400	2,400	2,400
Leased assets (upstream)	Consolidated	t-CO ₂ e	-	Included in scope 1 or scope 2			
Transportation and distribution (downstream)	Consolidated	t-CO ₂ e	-	1,000	1,000	1,600	1,500
Processing of sold products	Consolidated	t-CO ₂ e	-	-	-	-	-
Use of sold products	Consolidated	t-CO ₂ e	-	-	-	-	-
End-of-life treatment of sold products	Consolidated	t-CO ₂ e	-	15,400	23,200	26,400	23,000
Leased assets (downstream)	Consolidated	t-CO ₂ e	-	400	400	400	400
Franchises	Consolidated	t-CO ₂ e	N/A	N/A	N/A	N/A	N/A
Investments	Consolidated	t-CO ₂ e	N/A	N/A	N/A	N/A	N/A
Total[*]	Consolidated	t-CO₂e	-	374,300	375,600	429,300	389,600

* Value for each item is rounded off, which often results in an inconsistency between the total value indicated and the aggregate of all the relevant items.

Energy Usage (Oil Equivalent)

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Manufacturing, R&D, and administrative divisions	Non-consolidated	1,000 kL	33,669	34,939	38,700	40,325	38,583

Energy Usage

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Non-renewable fuels purchased and consumed (A) (nuclear power, coal, oil, natural gas, etc.)	Non-consolidated	MWh	136,585	138,083	155,201	165,494	153,390
Non-renewable electricity purchased (B)	Non-consolidated	MWh	80,049	78,491	95,819	98,505	85,009
Steam, heat, cooling and other non-renewable energy purchased (C)	Non-consolidated	MWh	3,055	3,070	3,452	3,433	4,073
Renewable energy purchased or generated (D) (wind, photovoltaic, biomass, hydroelectric, geothermal, etc.)	Non-consolidated	MWh	60	58	59	57	162
Non-renewable energy sold (E) (electricity, heating, cooling)	Non-consolidated	MWh	0	0	0	0	0
Total non-renewable energy consumed (A+B+C-E)*	Non-consolidated	MWh	219,689	219,644	254,472	267,432	242,472

* Value for each item is rounded off, which often results in an inconsistency between the total value indicated and the aggregate of all the relevant items.

Air Emissions

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Volatile organic compounds (VOCs)	Non-consolidated	tons	25.6	28.6	33.3	52.1	38.7
Dichloromethane	Non-consolidated	tons	3.9	4.9	4.0	3.6	3.2
Formaldehyde	Non-consolidated	tons	0.16	0.04	0.04	0.15	0.13
NOx	Non-consolidated	tons	8.2	9.1	7.5	7.7	8.3
SOx	Non-consolidated	tons	1.4	1.3	1.0	0.7	0.9
Dust	Non-consolidated	tons	0.6	0.9	0.5	0.5	0.4

Industrial Waste

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	
Non-hazardous waste generated	Non-consolidated	tons	16,626	17,973	19,406	22,065	21,190	
Amount of general waste generated	Non-consolidated	tons	768	717	648	679	647	
Amount of industrial waste generated	Non-consolidated	tons	15,858	17,256	18,758	21,387	20,543	
Hazardous waste (= industrial waste under special control) generated	Non-consolidated	tons	4,865	5,231	5,925	6,503	6,431	
Specific hazardous industrial waste	Non-consolidated	tons	733	131	221	146	182	
Total*	Non-consolidated	tons	21,491	23,204	25,331	28,568	27,621	
Waste types	Sludge	Non-consolidated	tons	2,171	2,206	1,979	2,307	2,338
	Waste oil	Non-consolidated	tons	5,176	5,296	5,762	6,386	5,848
	Waste acid	Non-consolidated	tons	425	617	2,243	2,185	1,524
	Waste alkali	Non-consolidated	tons	12,105	13,399	13,377	15,784	16,064
	Waste plastic	Non-consolidated	tons	557	642	954	888	886
	Other	Non-consolidated	tons	1,057	1,044	1,015	1,019	961
Amount of resources recovered	Non-consolidated	tons	17,493	19,584	20,449	23,290	23,963	
Amount of landfill waste	Non-consolidated	tons	870	847	404	298	233	
Recycling rate	Non-consolidated	%	81.4	84.4	81.3	82.3	85.0	

* Value for each item is rounded off, which often results in an inconsistency between the total value indicated and the aggregate of all the relevant items.

Control of Wastewater

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
COD	Non-consolidated	tons	155.3	168.7	150.6	153.6	171.8
Total phosphorus emissions	Non-consolidated	tons	1.6	10.6	3.2	11.2	7.1
Total nitrogen emissions	Non-consolidated	tons	93.2	74.8	83.2	73.5	114.0
SS*	Non-consolidated	tons	45.3	46.0	48.4	49.9	47.5

* SS: Suspended solids. SS is a water quality indicator generally referring to insoluble substances of 2 mm or less in diameter suspended in water. Made up of organic and inorganic matter and originating from decayed animal and plant sources such as plankton and algae, sediment and silt, sewage, factory effluent, etc. The increase in SS worsens transparency, and influences underwater photosynthesis by preventing light penetration.

PRTR Substances

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Emissions of PRTR substances	Atmosphere	Non-consolidated tons	17.1	18.9	16.8	25.2	38.7
	Water bodies	Non-consolidated tons	11.4	13.3	9.1	14.7	51.4
	Soil	Non-consolidated tons	0	0	0	0	0
	Total*	Non-consolidated tons	28.5	32.2	25.9	39.9	90.1

* Value for each item is rounded off, which often results in an inconsistency between the total value indicated and the aggregate of all the relevant items.

Usage of Water Resources (Non-consolidated)

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Amount of water intake	Clean water	Non-consolidated 1,000 m ³	348	356	390	381	377
	Surface water (Industrial water)	Non-consolidated 1,000 m ³	6,534	7,521	7,874	8,098	7,953
	Groundwater (Well water)	Non-consolidated 1,000 m ³	1,624	2,283	1,828	1,848	1,769
	Other (reservoirs, rainwater storage)	Non-consolidated 1,000 m ³	0	0	0	0	17
	Total*¹	Non-consolidated 1,000 m³	8,505	10,160	10,092	10,327	10,116
	Water withdrawals in water stressed areas ²	Non-consolidated 1,000 m ³	0	0	0	0	0
Amount of water discharged ³	Sea area	Non-consolidated 1,000 m ³	7,081	7,374	7,014	7,142	6,726
	River	Non-consolidated 1,000 m ³	1,980	2,677	2,395	2,408	2,350
	Sewerage networks	Non-consolidated 1,000 m ³	524	526	511	460	531
	Total*¹	Non-consolidated 1,000 m³	9,585	10,577	9,919	10,011	9,607
Amount of water recycled for use	Non-consolidated 1,000 m ³	0	0	0	0	0	
Rate of water recycled	Non-consolidated %	0	0	0	0	0	

*1 Value for each item is rounded off, which often results in an inconsistency between the total value indicated and the aggregate of all the relevant items.

*2 The Aqueduct Water Risk Atlas is used to verify that all bases have a "water stress" rating of 3 or less on a 5-point scale.

*3 Water returned to the source with the same or better quality than before withdrawal

Usage of Water Resources (Consolidated)

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Amount of water intake	Clean water	Consolidated 1,000 m ³	813	706	763	805	754
	Surface water (Industrial water)	Consolidated 1,000 m ³	6,815	7,758	7,897	8,138	8,003
	Groundwater (Well water)	Consolidated 1,000 m ³	1,733	2,388	1,918	1,947	1,819
	Other (reservoirs, rainwater storage)	Consolidated 1,000 m ³	0	0	0	68	81
	Total*¹	Consolidated 1,000 m³	9,361	10,852	10,578	10,958	10,657
	Water withdrawals in water stressed areas ²	Consolidated 1,000 m ³	30	36	23	33	29
Amount of water discharged ³	Sea area	Consolidated 1,000 m ³	7,081	7,374	7,014	7,142	6,726
	River	Consolidated 1,000 m ³	1,985	2,682	2,400	2,410	2,351
	Sewerage networks	Consolidated 1,000 m ³	995	928	974	987	910
	Total*¹	Consolidated 1,000 m³	10,061	10,984	10,388	10,539	9,987
Amount of water recycled for use	Consolidated 1,000 m ³	0	0	0	0	0	
Rate of water recycled	Consolidated %	0	0	0	0	0	

*1 Value for each item is rounded off, which often results in an inconsistency between the total value indicated and the aggregate of all the relevant items.

*2 Locations with a "water stress" rating of 4 or higher on a 5-point scale using the Aqueduct Water Risk Atlas are considered water-stressed areas.

*3 Water returned to the source with the same or better quality than before withdrawal

Results of Survey on Water Stress at Nippon Kayaku's Manufacturing and, Research and Development Bases (FY2022)*¹

Region / country	Unit	Water usage by water stress level				
		High	High to medium	Medium	High	Low
Asia	Japan 1,000 m ³ (number of locations)	0	0	2,715 (6)	7,403 (4)	0
	China 1,000 m ³ (number of locations)	0	13 (1)	0	0	320 (3)
	Malaysia 1,000 m ³ (number of locations)	0	0	0	0	56 (1)
Europe	Czech Republic 1,000 m ³ (number of locations)	0	0	0	13 (1)	0
	Netherlands 1,000 m ³ (number of locations)	0	0	0	0	3 (1)
	UK 1,000 m ³ (number of locations)	0	1 (1)	0	0	0
North and Central America	USA 1,000 m ³ (number of locations)	0	0	7 (1)	111 (1)	0
	Mexico 1,000 m ³ (number of locations)	15 (1)	0	0	0	0
Total*²	1,000 m³ (number of locations)	15 (1)	14 (2)	2,722 (7)	7,527 (6)	379 (5)

*1 We conduct surveys using Aqueduct Water Risk Atlas.

*2 Totals may not match due to rounding.

Environmental Accounting

Category	Scope	Unit	FY2018		FY2019		FY2020		FY2021		FY2022			
			Amount invested	Expenses	Amount invested	Expenses	Amount invested	Expenses	Amount invested	Expenses	Amount invested	Expenses		
Inside business areas	Pollution prevention	Air pollution prevention	Non-consolidated	Million yen	85.9	98.3	40.2	83.9	20.9	97.0	37.1	124.2	68.1	141.9
		Water pollution prevention	Non-consolidated	Million yen	40.6	223.9	70.5	148.0	109.7	174.8	266.9	178.9	206.7	186.0
		Underground seepage prevention	Non-consolidated	Million yen	52.0	6.0	13.4	10.0	5.5	3.7	4.9	5.6	7.2	5.1
		Noise and vibration prevention	Non-consolidated	Million yen	4.3	6.1	2.4	1.8	17.2	6.2	6.0	0.0	6.0	0.0
		Other	Non-consolidated	Million yen	-	190.6	-	386.0	-	435.0	-	394.7	-	7.0
	Global environmental protection	Non-consolidated	Million yen	102.9	8.1	40.3	20.1	172.6	100.4	244.6	92.3	236.6	63.5	
Resource recycling	Non-consolidated	Million yen	3.9	565.3	30.9	576.7	106.6	709.8	111.2	772.2	5.1	805.9		
Upstream / downstream	Containers and packaging recycling outsourcing	Non-consolidated	Million yen	-	1.0	-	1.0	-	0.4	-	0.3	-	0.3	
	Sewage processing	Non-consolidated	Million yen	-	90.9	-	90.3	-	78.7	-	75.2	-	66.9	
Management activity	System development and operation	Non-consolidated	Million yen	-	100.4	-	87.4	-	105.3	-	174.9	-	93.3	
	Environmental impact monitoring	Non-consolidated	Million yen	-	41.8	-	38.5	-	42.5	-	38.3	-	38.4	
	Information disclosure	Non-consolidated	Million yen	-	8.7	-	5.6	-	6.3	-	6.3	-	6.3	
	Education, training, and other	Non-consolidated	Million yen	-	88.6	-	80.1	-	59.4	-	59.3	-	59.6	
	Greening	Non-consolidated	Million yen	-	97.5	1.0	58.0	-	70.0	0.5	43.9	0.0	70.0	
R&D	Non-consolidated	Million yen	-	178.1	-	81.7	-	57.2	-	39.2	-	158.3		
Social activity	Non-consolidated	Million yen	-	8.7	-	9.7	-	8.9	-	9.0	-	9.8		
Environmental damage	Non-consolidated	Million yen	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0		
Total*	Non-consolidated	Million yen	289.6	1,712.0	198.7	1,678.9	432.5	1,955.5	670.8	2,014.5	529.7	2,054.0		

* Value for each item is rounded off, which often results in an inconsistency between the total value indicated and the aggregate of all the relevant items.

Economic Effects from Environmental Protection Measures

Targets of evaluation of effects	Major economic effects	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022		
Inside business areas effects	Pollution control effect	Air pollution prevention	Non-consolidated	Million yen	0.0	0.0	0.0	0.0	0.0	
		Water pollution prevention	Non-consolidated	Million yen	0.0	0.0	0.0	3.5	0.0	
		Reduction of the amount of imposition on pollution load	Non-consolidated	Million yen	0.1	0.4	0.4	0.6	0.4	
	Global environment protection effect	Noise and vibration prevention		Non-consolidated	Million yen	0.0	0.0	0.0	0.0	0.0
			Global warming prevention and energy conservation	Non-consolidated	Million yen	53.5	55.9	112.8	80.4	97.4
		Waste and recycling	Waste reduction	Non-consolidated	Million yen	2.1	9.5	9.5	4.1	2.6
Sale of recycled resources	Non-consolidated		Million yen	12.8	12.9	10.5	17.3	25.9		
Upstream / downstream effects	Containers recycling		Non-consolidated	Million yen	6.3	0.0	0.0	7.0	40.9	
			Non-consolidated	Million yen	69.6	62.6	73.6	54.2	38.3	
Other		Non-consolidated	Million yen	0.0	0.0	0.0	0.0	0.0		
Total*		Non-consolidated	Million yen	144.4	141.3	206.8	167.1	205.5		

* Value for each item is rounded off, which often results in an inconsistency between the total value indicated and the aggregate of all the relevant items.

Environment-related Capital Investments

Category	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Air pollution prevention equipment	Non-consolidated	Million yen	85.9	40.2	20.9	37.1	68.1
Water pollution prevention equipment	Non-consolidated	Million yen	40.6	70.5	109.7	266.9	206.7
Underground seepage prevention equipment	Non-consolidated	Million yen	52.0	13.4	5.5	4.9	7.2
Noise and vibration prevention equipment	Non-consolidated	Million yen	4.3	2.4	17.2	6.0	6.0
Industrial waste processing equipment	Non-consolidated	Million yen	3.9	30.9	106.6	111.2	5.1
Plant greening	Non-consolidated	Million yen	0.0	1.0	1.8	0.5	3.3
Energy conservation and global warming prevention	Non-consolidated	Million yen	102.9	40.3	172.6	244.6	236.6
Total*	Non-consolidated	Million yen	289.6	198.7	434.3	671.3	533.0

* Value for each item is rounded off, which often results in an inconsistency between the total value indicated and the aggregate of all the relevant items.

Safety- & Health-related Capital Investments

Category	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Equipment aging measures	Non-consolidated	Million yen	327.9	469.0	292.9	490.9	245.0
Safety and work environment measures	Non-consolidated	Million yen	164.8	165.3	171.4	171.4	86.6
Explosion, fire and leakage measures	Non-consolidated	Million yen	12.8	39.4	9.2	14.1	60.6
Earthquake and other natural disasters measures	Non-consolidated	Million yen	11.0	2.6	51.4	4.4	6.5
Other	Non-consolidated	Million yen	34.9	4.0	4.5	6.4	32.0
Total*	Non-consolidated	Million yen	551.4	680.3	529.4	687.1	430.7

* Value for each item is rounded off, which often results in an inconsistency between the total value indicated and the aggregate of all the relevant items.

ISO14001 Certification

Business site	Certification date	Certification body	Certification number
Himeji Plant	March 1999	JIA-QA	JE0054H
Joetsu Plant (including logistics center)	August 2002	SGS	JP15/071413
Fukuyama Plant	April 1999	JCQA	JCQA-E-0062
Asa Plant	September 1998	JCQA	JCQA-E-0987
Tokyo Plant	December 1998	JCQA	JCQA-E-0036
Takasaki Plant	January 2001	JCQA	JCQA-E-0101
Kashima Plant	March 1999	JCQA	JCQA-E-0046
Kayaku Safety Systems Europe	December 2002	BVCZ	250302-2017-AE-CZS-RvA
Kayaku Safety Systems (Huzhou)	June 2016	SNQA	42144
Kayaku Safety Systems de Mexico	June 2023	LRQA	00041092
Kayaku Safety Systems Malaysia	April 2017	SGS	MY17/02395
WUXI POLATECHNO OPTICS	April 2006	UCC	02420E31011518R2M
KAYAKU CHEMICAL (WUXI)	August 2006	UCC	02421E32060755R0M
WUXI ADVANCED KAYAKU CHEMICAL	July 2007	CQC	00121E33375R4M/3200
Coverage ratio*			70%

* Rate of ISO 14001-certified manufacturing facilities owned by Nippon Kayaku and its consolidated subsidiaries.

* The coverage of ISO 14001-certified manufacturing facilities of Nippon Kayaku on a non-consolidated bases is 100%.

Number of Violations of Environmental Laws and Regulations / Environment-related Accidents

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of violations of environmental laws and regulations	Consolidated	Cases	0	0	0	0	0
Of which, violation of standards/regulations related to water quality and quantity	Consolidated	Cases	0	0	0	0	0
Number of serious environment-related accidents	Consolidated	Cases	0	0	0	0	0
Amount of fines and penalties for violations of laws and regulations and serious environment-related accidents	Consolidated	Yen	0	0	0	0	0

Social

Quality

◆ Business Sites with Quality Management System Certification

Business site	ISO9001	ISO13485	IATF16949	ISO22000
Himeji Plant				
Safety Systems Group			●	
Development Division				
Polatechno Division				
Joetsu Plant	●			
WUXI POLATECHNO OPTICS				
Fukuyama Plant				
Asa Plant				
Tokyo Plant	●			
Fine Chemicals Business Unit				
Fine Chemicals R & D Laboratories				
Taiwan Nippon Kayaku Co., Ltd. (Fine Chemicals Business Unit)				
Takasaki Plant				
Pharmaceuticals Group	●	●		
Pharmaceutical Research Laboratories				
Kashima Plant				
Agrochemicals Division	●			
Agrochemicals Laboratories				
Kayaku Safety Systems Europe			●	
Kayaku Safety Systems (Huzhou)			●	
Kayaku Safety Systems de Mexico			●	
Kayaku Safety Systems Malaysia			●	
MOXTEK	●			
Dejima Optical Films	●			
RaySpec	●			
KAYAKU CHEMICAL (WUXI)	●			
KAYAKU Advanced Materials	●	●		
WUXI ADVANCED KAYAKU CHEMICAL	●			
NIPPONKAYAKU FOOD TECHNO	●			●

◆ GMP-related Certification

Business site	Major countries
Takasaki Plant	Japan, The United States, Europe

Occupational Health and Safety

◆ Sites That Have Acquired the ISO45001 Occupational Health and Safety Management System Certification

Business site	Certification date	Certification body	Certification number
Kayaku Safety Systems (Huzhou) Co., Ltd.	January 2023	NQA	132021
Coverage ratio*			5%

* Rate of manufacturing facilities possessed by us and our consolidated subsidiaries that have acquired ISO45001 certification

Non-certified sites also have an occupational health and safety management system of the same level as ISO45001.

Occupational Accidents

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Serious accidents, including work-related deaths	Non-consolidated	Cases	0	0	0	0	0
	Non-consolidated, subcontracting companies	Persons	0	0	0	0	0
Work-related fatalities	Domestic group companies	Persons	0	0	0	1	0
	Domestic group companies and subcontracting companies	Persons	0	0	0	0	0
	Overseas group companies	Persons	1	0	0	0	0
	Overseas group companies and subcontracting companies	Persons	0	0	0	0	0
	Occupational accident frequency rate	Non-consolidated	*1	0.43 (2cases)	0.4 (2cases)	0.18 (1case)	0.19 (1case)
	Non-consolidated, subcontracting companies	*1	4.47 (1case)	0	0	0	0
Occupational accident severity rate	Non-consolidated	*2	0.012	0.031	0	0	0
Violations of occupational health and safety-related regulations and codes	Non-consolidated	Cases	0	0	0	0	0

*1 Number of industrial injuries per million cumulative actual working hours

*2 Cumulative number of lost working days for reasons of industrial injuries per thousand cumulative actual working hours

Employee Health

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Rate of employees receiving regular health checkups*	Non-consolidated	%	100	100	100	100	100
Rate of employees receiving stress checks*	Non-consolidated	%	97.5	97.3	97.2	98.1	97.9
Rate of employees with high stress levels	Non-consolidated	%	10.0	9.6	9.5	10.6	10.0
Amount invested in mental health-related initiatives	Non-consolidated	Million yen	10.0	10.8	11.0	13.0	12.6

* Excluding employees on temporary leave

Employees

Employee Composition (consolidated)

Indicator	Category	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Full-time employees	Total	Consolidated	Persons	5,814	5,769	5,664	5,703	5,782

Employee Composition

Indicator	Category	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Full-time employees	Male	Non-consolidated	Persons	1,749	1,730	1,751	1,754	1,748
	Female	Non-consolidated	Persons	330	323	326	330	333
	Total	Non-consolidated	Persons	2,079	2,053	2,077	2,084	2,081
	Rate of females	Non-consolidated	%	15.8	15.7	15.6	15.8	16.0
Number of temporary employees*		Non-consolidated	Persons	554	613	614	606	613
Contract employees	Male	Non-consolidated	Persons	-	-	5	19	24
	Female	Non-consolidated	Persons	-	-	14	28	44
	Total	Non-consolidated	Persons	-	-	19	47	68

* Average number of temporary employees per year

Manager Composition

Indicator	Category	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Under general manager	Male	Non-consolidated	Persons	318	315	359	321	412
	Female	Non-consolidated	Persons	35	36	24	38	42
	Total	Non-consolidated	Persons	353	351	383	359	454
	Rate of females	Non-consolidated	%	9.9	10.2	6.2	10.5	9.3
General manager and above	Male	Non-consolidated	Persons	138	142	74	68	66
	Female	Non-consolidated	Persons	3	6	4	4	5
	Total	Non-consolidated	Persons	141	148	78	72	71
Overall	Rate of females	Non-consolidated	%	2.1	4.0	5.1	5.5	7.0
	Male	Non-consolidated	Persons	456	457	468	476	478
	Female	Non-consolidated	Persons	38	42	44	47	47
	Total	Non-consolidated	Persons	494	499	512	523	525
Rate of females	Non-consolidated	%	7.7	8.4	8.6	9.0	9.0	

◆ Age

Indicator	Category	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
By age group	20s and under	Non-consolidated	Persons	422	402	394	376	362
	30s	Non-consolidated	Persons	569	580	579	575	578
	40s	Non-consolidated	Persons	576	582	576	585	589
	50s	Non-consolidated	Persons	505	497	523	547	498
	60s and over	Non-consolidated	Persons	7	8	5	1	1
Average age	Male	Non-consolidated	Age	40.0	39.7	39.8	40.2	40.4
	Female	Non-consolidated	Age	41.6	42.3	42.6	42.8	42.9
	Total	Non-consolidated	Age	40.2	41.0	40.3	40.6	40.8

◆ Continuous Service

Indicator	Category	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Average length of service	Male	Non-consolidated	Years	14.4	14.1	14.2	14.5	14.4
	Female	Non-consolidated	Years	15.6	16.2	16.5	16.6	16.6
	Total	Non-consolidated	Years	14.6	15.2	14.6	14.9	15.1

◆ Freedom of Association

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Union members ^{*1}	Non-consolidated ^{*3}	Persons	1,762	1,871	1,753	1,695	1,687
Rate of union members ^{*2}	Non-consolidated ^{*3}	%	100	100	100	100	100

*1 Data as of March 31 of each fiscal year.

*2 Number of union members / number of eligible people (excluding those in managerial positions and specified by agreement)

*3 Includes some affiliates.

Diversity

◆ Recruitment

Indicator	Category	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
New employees (new graduates) ¹	Male	Non-consolidated	Persons	59	60	49	41	37
	Female	Non-consolidated	Persons	5	4	8	7	6
	Total	Non-consolidated	Persons	64	64	57	48	43
	Rate of females	Non-consolidated	%	7.8	6.2	14.0	14.5	14.0
New employees (mid-career hires) ²	Male	Non-consolidated	Persons	27	35	28	32	45
	Female	Non-consolidated	Persons	3	3	6	7	10
	Total	Non-consolidated	Persons	30	38	34	39	55
	Rate of females	Non-consolidated	%	10.0	7.8	17.6	17.9	18.2

¹ Number of people who joined the company in April of the following year

² Number of people who joined the company between April and March of the following year

◆ Rate of Employees with Disabilities

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Rate of employees with disabilities	Non-consolidated	%	1.82	1.97	1.90	1.99	1.98
(Statutory minimum rate)		%	2.20	2.20	2.20	2.30	2.30

◆ Rehiring of Retired Employees

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Rehiring of retired employees	Non-consolidated	Persons	42	61	42	22	29
Rehiring rate of retired employees	Non-consolidated	%	82.3	89.7	95.4	84.6	85.2

Work-life Balance

◆ Work Hours

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total annual working hours per employee	Non-consolidated	Hours	1,919	1,911	1,885	1,911	1,875
Average overtime per month	Non-consolidated	Hours	13.3	12.7	11.3	12.7	13.6

◆ Paid Leave

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Average number of days of annual paid leave taken in a year	Non-consolidated	Days	11.3	11.1	12.2	11.1	12.0
Rate of annual paid leave days taken	Non-consolidated	%	61.1	60.1	65.8	59.8	63.7

◆ Childcare

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Employees who started maternity leave ^{*1}	Non-consolidated	Persons	8	13	13	11	22
Employees who started parental leave ^{*1}	Male	Non-consolidated Persons	3	5	11	9	62
	Female	Non-consolidated Persons	8	13	13	11	22
Rate of employees taking childcare leave ^{*2}	Male	Non-consolidated %	7	11.9	31.4	27.2	69.6
	Female	Non-consolidated %	100	100	100	100	100
Return to work rate after taking maternity/parental leave	Male	Non-consolidated %	100	100	100	100	100
	Female	Non-consolidated %	100	100	100	100	100
Retention rate of employees after taking maternity/parental leave	Male	Non-consolidated %	100	100	100	100	100
	Female	Non-consolidated %	100	100	100	100	100
Employees working shorter hours for childcare	Male	Non-consolidated Persons	2	2	0	1	2
	Female	Non-consolidated Persons	26	31	43	42	48

*1 Excluding the employees who took leave spanning multiple fiscal years

*2 The rate in 2022 was calculated using the method in Rate of employees taking childcare leave or leave for childcare purposes (Paragraph 4, Item 2, Article 71)

◆ Nursing Care

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Days of nursing leave taken	Non-consolidated	Persons	1	1	0	0	0
Employees using nursing leave system	Non-consolidated	Persons	1	1	1	0	2

◆ Salary

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Average annual salary	Male	Non-consolidated Thousand yen	7,862	7,526	7,423	7,683	8,003
	Female	Non-consolidated Thousand yen	6,155	6,119	6,133	6,366	6,707
	Total	Non-consolidated Thousand yen	7,577	7,307	7,224	7,477	7,801

◆ Employee Turnover

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Voluntary retirement	Non-consolidated	Persons	47	37	41	48	50
Employee turnover rate	Non-consolidated	%	2.1	1.7	1.8	2.1	2.4
Rate of employee turnover due to voluntary retirement	Non-consolidated	%	2.1	1.7	1.8	2.1	2.4
Employee turnover within three years [*]	Non-consolidated	Persons	6	5	7	7	4
Rate of employee turnover within three years	Non-consolidated	%	4	3	4	4	2

* Number of employees leaving the company within their first three years, among new graduates hired in each fiscal year

◆ Transfers

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Transfers	Non-consolidated	Persons	0	2	1	2	3

Human Resources Development

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Training hours per full-time employee	Non-consolidated	Hours	-	-	14	13	15
Total training hours	Non-consolidated	Hours	-	-	29,156	27,092	31,045
Amount invested in education and training per full-time employee	Non-consolidated	Yen	87,195	76,122	35,706	66,606	83,002

Research and Development

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
R&D expenses	Consolidated	Billion yen	12.5	11.0	12.4	13.0	13.3
Rate of R&D expenses to net sales	Consolidated	%	7.2	7.3	6.3	7.2	7.0

Social Contribution Activities

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Spending on social contribution activities	Non-consolidated	Million yen	179	254	146	154	149
Of which, total amount of donations	Non-consolidated	Million yen	144	222	114	123	120
Of which, other than the above	Non-consolidated	Million yen	34	31	32	31	29

Governance

Directors Composition *

Indicator	Scope		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Directors	Inside directors	Male	Persons	7	7	7	6	6
		Female	Persons	0	0	0	0	0
		Total	Persons	7	7	7	6	6
	Outside (independent) directors	Male	Persons	2 (2)	2 (2)	3 (3)	3 (3)	3 (3)
		Female	Persons	0	0	0	0	0
		Total	Persons	2 (2)	2 (2)	3 (3)	3 (3)	3 (3)
Altogether (independent)		Persons	9 (2)	9 (2)	10 (3)	9 (3)	9 (3)	
Average tenure			Years	2.4	2.0	2.7	3.0	4.0
Rate of independent outside directors (actual)			%	22	22	30	33	33
Rate of female directors			%	0	0	0	0	0
Executive directors			Persons	7	7	7	6	6

* Data as of the closing of the general meeting of shareholders held in June of each fiscal year

Audit & Supervisory Board Composition *

Indicator	Scope		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Audit & supervisory board members	Inside audit & supervisory board members	Male	Persons	2	2	2	1	1
		Female	Persons	0	0	0	1	1
		Total	Persons	2	2	2	2	2
	Outside (independent) audit & supervisory board members	Male	Persons	3 (2)	3 (2)	3 (2)	3 (2)	3 (3)
		Female	Persons	0	0	0	0	0
		Total	Persons	3 (2)	3 (2)	3 (2)	3 (2)	3 (3)
Altogether (independent)		Persons	5 (2)	5 (2)	5 (2)	5 (2)	5 (3)	
Average tenure			Years	1.6	1.8	2.8	3.0	4.0
Rate of independent outside audit & supervisory board members (actual)			%	40	20	40	40	60
Rate of female audit & supervisory board members			%	0	0	0	20	20

* Data as of the closing of the general meeting of shareholders held in June of each fiscal year

Number of Committee Meetings

	Frequency	Number of times held				
		FY2018	FY2019	FY2020	FY2021	FY2022
Board of Directors Meeting	Once a month	14	14	14	14	14
Nomination and Remuneration Advisory Committee	As needed	-	-	3	5	6
Sustainable Management Meeting	Once a week	48	50	51	48	50
Executive Directors Meeting	Once per quarter	4	4	4	4	4
Management Strategy Meeting	Twice a year	2	2	2	2	2
Audit & Supervisory Board	Once a month	12	12	12	12	12
Ethics Committee	Twice a year	2	2	2	2	2
Risk Management Committee	Twice a year	2	2	2	2	2
Environment, Safety, Quality Management Committee	Twice a year	2	2	2	2	2
Research & Development Management Committee	Twice a year and convened by the chairperson as needed	1	1	1	3	2

* Data from April to March of each FY

Board of Directors' Attendance at Committee Meetings (FY2022)*

Position	Name	Attendance at the Board of Directors meeting	Attendance at the Nomination and Remuneration Advisory Committee
Member of the Board President and Representative Director	Atsuhiko Wakumoto	14/14 times	6/6 times
Member of the Board Representative Executive Vice President	Tomoo Shibuya	14/14 times	-
Member of the Board	Hiroshi Mikami	14/14 times	6/6 times
Member of the Board	Yoshitsugu Ishida	14/14 times	-
Member of the Board	Kazuhito Koizumi	14/14 times	-
Member of the Board	Masatomi Akezuma	14/14 times	-
Member of the Board Outside Director (Independent)	Yo Ota	12/14 times	4/6 times
Member of the Board Outside Director (Independent)	Yasuyuki Fujishima	14/14 times	6/6 times
Member of the Board Outside Director (Independent)	Seiichi Fusamura	14/14 times	6/6 times
Average attendance		98.4%	93.3%

* Data from April 2022 to March 2023

Audit & Supervisory Board Members' Attendance at Committee Meetings (FY2022)*

Position	Name	Attendance at the Board of Directors meeting	Attendance at the Audit & Supervisory Board meeting
Standing Audit & Supervisory Board Member	Akihiro Kojima	14/14 times	12/12 times
Full-time Audit & Supervisory Board Member	Megumi Machida	14/14 times	12/12 times
Outside Audit & Supervisory Board Member	Katsuji Higashi	14/14 times	12/12 times
Outside Audit & Supervisory Board Member	Yasuhiro Osaki	10/14 times	9/12 times
Outside Audit & Supervisory Board Member	Ichiro Wakasa	11/11 times	10/10 times
Average attendance		94.0%	94.8%

* Data from April 2022 to March 2023

Officers' Remuneration *

Category	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Directors (excluding outside directors)	Total remuneration	443	443	449	410	382
	Number of officers	9	9	7	8	6
Audit & supervisory board members (excluding outside audit & supervisory board members)	Total remuneration	44	44	44	45	45
	Number of officers	2	3	2	3	2
Outside officers	Total remuneration	40	40	47	55	57
	Number of officers	6	5	6	6	7
Total	Million yen	527	527	540	510	484

* The above data for the number and remuneration of directors and audit & supervisory board members include that for those who resigned at the time of closing of the ordinary general meeting of shareholders. No outside officers receive officers' remuneration from Nippon Kayaku's subsidiaries.

Remuneration to Financial Auditors (Consolidated)

Indicator	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Remuneration for audit certification	Million yen	96	102	89	80	73
Remuneration for other than the above	Million yen	0	1	0	0	0
Total	Million yen	96	103	89	80	73

Number of Whistleblowing Reports

Nature of reports	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Workplace harassment (power harassment, sexual harassment, etc.)	Cases	4	8	6	2	7
Violations of company rules and etiquette	Cases	3	2	0	0	2
Labor/management relations	Cases	2	1	1	1	3
Other	Cases	0	0	0	1	4
Total	Cases	9	11	7	4	16

Disciplinary Action, Dismissal, Fines and Penalties Resulting from an Employee's Violation of our Anti-corruption Policy

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of violations of our anti-corruption policy	Non-consolidated	Cases	0	0	0	0	0
Disciplinary action and dismissal	Non-consolidated	Cases	0	0	0	0	0
Fines relating to acts of corruption	Non-consolidated	Yen	0	0	0	0	0
Application of penalties related to acts of corruption	Non-consolidated	Cases	0	0	0	0	0

Political Contributions

Indicator	Scope	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Political contributions	Non-consolidated	Ten thousand yen	115	118	113	104	106

Information Security (TISAX) Certified Business Site for the Automotive Industry Supply Chain

Business site	Certification date	Certification body	Certification number
Kayaku Safety Systems Europe	January 2023	DNV	SW215F
Kayaku Safety Systems de Mexico	January 2023	TUV NORD DE MEXICO	S6485M

Categories of Shares Issued (as of March 31, 2023)

Category	Number of shares	Number of voting rights	Notes
Non-voting shares	-	-	-
Shares with restricted voting rights (treasury shares, etc.)	-	-	-
Shares with restricted voting rights (other)	-	-	-
Voting shares (treasury shares, etc.)	Ordinary shares: 4,727,000 (treasury shares)	-	-
	Ordinary shares: 28,000 (cross-held shares)	-	-
Voting shares (other)	Ordinary shares: 165,559,700	1,655,597	-
Shares less than one unit*	Ordinary shares: 188,870	-	-
Total number of shares issued	170,503,570	-	-
Total number of voting rights	-	1,655,597	-

* Shares less than one unit include 39 treasury shares held by Nippon Kayaku.