

## Data Summary

Environmental Data

Social Data

Governance Data

### Environmental Data

#### Greenhouse Gas Emissions (Scope 1 and 2) (non-consolidated)

Indicator	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020 <sup>*2</sup>	FY 2021 <sup>*2</sup>
Energy-derived CO <sub>2</sub> emissions	Non-consolidated	t-CO <sub>2</sub> e	71,336	69,731	69,946	71,732	63,205
Non-energy derived CO <sub>2</sub> emissions	Non-consolidated	t-CO <sub>2</sub> e	2,017	2,202	2,409	2,301	2,617
N <sub>2</sub> O	Non-consolidated	t-CO <sub>2</sub> e	147	182	133	122	112
CH <sub>4</sub>	Non-consolidated	t-CO <sub>2</sub> e	31	29	24	26	29
HFCs	Non-consolidated	t-CO <sub>2</sub> e	1	5	0	12	3
Other fluorocarbons	Non-consolidated	t-CO <sub>2</sub> e	181	756	405	34	336
PFCs	Non-consolidated	t-CO <sub>2</sub> e	0	0	0	0	0
SF <sub>6</sub>	Non-consolidated	t-CO <sub>2</sub> e	0	0	0	0	0
NF <sub>3</sub>	Non-consolidated	t-CO <sub>2</sub> e	0	0	0	0	0
<b>Total<sup>*1</sup></b>	<b>Non-consolidated</b>	<b>t-CO<sub>2</sub>e</b>	<b>73,713</b>	<b>72,905</b>	<b>72,918</b>	<b>74,227</b>	<b>66,302</b>

\*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	FY 2017 <sup>*3</sup>	FY 2018 <sup>*3</sup>	FY 2019	FY 2020	FY 2021
Energy-derived CO <sub>2</sub> emissions	Consolidated	t-CO <sub>2</sub> e	-	-	127,660	114,891	108,500
Non-energy derived CO <sub>2</sub> emissions	Consolidated	t-CO <sub>2</sub> e	-	-	2,421	2,339	2,658
N <sub>2</sub> O	Consolidated	t-CO <sub>2</sub> e	-	-	133	122	112
CH <sub>4</sub>	Consolidated	t-CO <sub>2</sub> e	-	-	24	26	29
HFCs	Consolidated	t-CO <sub>2</sub> e	-	-	0	16	7
Other fluorocarbons	Consolidated	t-CO <sub>2</sub> e	-	-	611	1,011	794
PFCs	Consolidated	t-CO <sub>2</sub> e	-	-	0	0	0
SF <sub>6</sub>	Consolidated	t-CO <sub>2</sub> e	-	-	0	0	0
NF <sub>3</sub>	Consolidated	t-CO <sub>2</sub> e	-	-	0	0	0
<b>Total<sup>*1</sup></b>	<b>Consolidated</b>	<b>t-CO<sub>2</sub>e</b>	<b>-</b>	<b>-</b>	<b>130,850</b>	<b>118,405</b>	<b>112,100</b>
<b>Scope1</b>	<b>Consolidated</b>	<b>t-CO<sub>2</sub>e</b>	<b>-</b>	<b>-</b>	<b>36,170</b>	<b>35,329</b>	<b>37,390</b>
<b>Scope2 (market based)</b>	<b>Consolidated</b>	<b>t-CO<sub>2</sub>e</b>	<b>-</b>	<b>-</b>	<b>94,680</b>	<b>83,077</b>	<b>74,710</b>
<b>Emissions per sales unit<sup>*2</sup></b>	<b>Consolidated</b>		<b>-</b>	<b>-</b>	<b>0.76</b>	<b>0.68</b>	<b>0.65</b>

\*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-CO<sub>2</sub>e) / Consolidated sales (million yen)

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

#### Scope3

Category	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Purchased goods and services	Consolidated	t-CO <sub>2</sub> e	-	-	243,600	237,300	294,500
Capital goods	Consolidated	t-CO <sub>2</sub> e	-	-	42,700	42,900	26,800
Fuel- and energy-related activities not included in scope 1 or scope 2	Consolidated	t-CO <sub>2</sub> e	-	-	22,400	21,200	22,300
Transportation and distribution (upstream)	Consolidated	t-CO <sub>2</sub> e	-	-	19,000	17,600	22,300
Waste generated in operations	Consolidated	t-CO <sub>2</sub> e	-	-	26,500	28,800	31,800
Business travel	Consolidated	t-CO <sub>2</sub> e	-	-	800	800	800
Employee commuting	Consolidated	t-CO <sub>2</sub> e	-	-	2,500	2,400	2,400
Leased assets (upstream)	Consolidated	t-CO <sub>2</sub> e	Included in scope 1 or scope 2				
Transportation and distribution (downstream)	Consolidated	t-CO <sub>2</sub> e	-	-	1,000	1,000	1,600
Processing of sold products	Consolidated	t-CO <sub>2</sub> e	-	-	-	-	-
Use of sold products	Consolidated	t-CO <sub>2</sub> e	-	-	-	-	-
End-of-life treatment of sold products	Consolidated	t-CO <sub>2</sub> e	-	-	15,400	23,200	26,400
Leased assets (downstream)	Consolidated	t-CO <sub>2</sub> e	-	-	400	400	400
Franchises	Consolidated	t-CO <sub>2</sub> e	N/A	N/A	N/A	N/A	N/A
Investments	Consolidated	t-CO <sub>2</sub> e	N/A	N/A	N/A	N/A	N/A
<b>Total<sup>*</sup></b>	<b>Consolidated</b>	<b>t-CO<sub>2</sub>e</b>			<b>374,300</b>	<b>375,600</b>	<b>429,300</b>

\* 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	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Manufacturing, R&D, and administrative divisions	Non-consolidated	1,000 kL	33,152	33,669	34,939	38,700	40,325

## Energy Usage

Indicator	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Non-renewable fuels purchased and consumed (A) (nuclear power, coal, oil, natural gas, etc.)	Non-consolidated	MWh	138,353	136,585	138,083	155,201	165,494
Non-renewable electricity purchased (B)	Non-consolidated	MWh	80,057	80,049	78,491	95,819	98,505
Steam, heat, cooling and other non-renewable energy purchased (C)	Non-consolidated	MWh	3,067	3,055	3,070	3,452	3,433
Renewable energy purchased or generated (D) (wind, photovoltaic, biomass, hydroelectric, geothermal, etc.)	Non-consolidated	MWh	64	60	58	59	57
Non-renewable energy sold (E) (electricity, heating, cooling)	Non-consolidated	MWh	0	0	0	0	0
<b>Total non-renewable energy consumed (A+B+C-E)</b>	<b>Non-consolidated</b>	<b>MWh</b>	<b>221,477</b>	<b>219,689</b>	<b>219,644</b>	<b>254,472</b>	<b>267,432</b>

\* 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.

## Industrial Waste

Indicator	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Amount of industrial waste generated	Non-consolidated	tons	20,552	21,491	23,204	25,153	28,424
Amount of resources recovered	Non-consolidated	tons	16,380	17,493	19,584	20,449	23,290
Final disposal amount	Non-consolidated	tons	1,148	870	847	404	298
Recycling rate	Non-consolidated	%	79.7	81.4	84.4	81.3	82.3

## Air Emissions

Indicator	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Volatile organic compounds (VOCs)	Non-consolidated	tons	24.5	25.6	28.6	33.3	52.1
Dichloromethane	Non-consolidated	tons	3.9	3.9	4.9	4.0	3.6
Formaldehyde	Non-consolidated	tons	0.14	0.16	0.04	0.04	0.15
NOx	Non-consolidated	tons	9.2	8.2	9.1	7.5	7.7
SOx	Non-consolidated	tons	1.2	1.4	1.3	1.0	0.7
Dust	Non-consolidated	tons	0.5	0.6	0.9	0.5	0.5

## Control of Wastewater

Indicator	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
COD	Non-consolidated	tons	132.1	133.7	145.2	122.6	124.2
Total phosphorus emissions	Non-consolidated	tons	1.4	1.6	4.1	3.2	2.0
Total nitrogen emissions	Non-consolidated	tons	75.2	93.2	72.0	83.2	70.4
SS*	Non-consolidated	tons	50.0	45.3	46.0	48.2	31.9

\* 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	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	
Emissions of PRTR substances	Atmosphere	Non-consolidated	tons	15.9	17.1	18.9	16.8	25.2
	Water bodies	Non-consolidated	tons	11.5	11.4	13.3	9.1	14.7
	Soil	Non-consolidated	tons	0	0	0	0	0
	<b>Total*</b>	<b>Non-consolidated</b>	<b>tons</b>	<b>27.4</b>	<b>28.5</b>	<b>32.2</b>	<b>25.9</b>	<b>39.9</b>

\* 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

Indicator		Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Water resource input	Municipal water (tap water)	Non-consolidated	1,000m <sup>3</sup>	371	348	356	390	363
	Industrial water	Non-consolidated	1,000m <sup>3</sup>	6,507	6,534	7,521	7,874	8,098
	Groundwater	Non-consolidated	1,000m <sup>3</sup>	1,607	1,624	2,283	1,828	1,848
	<b>Total<sup>*1</sup></b>	<b>Non-consolidated</b>	<b>1,000m<sup>3</sup></b>	<b>8,486</b>	<b>8,505</b>	<b>10,160</b>	<b>10,092</b>	<b>10,309</b>
	Water withdrawals in water stressed areas <sup>*2</sup>	Non-consolidated	1,000m <sup>3</sup>	0	0	0	0	0
<b>Amount of water discharged<sup>**3</sup></b>		Non-consolidated	1,000m <sup>3</sup>	9,596	9,585	10,577	9,919	10,011
<b>Amount of water recycled for use</b>		Non-consolidated	1,000m <sup>3</sup>	0	0	0	0	0
<b>Rate of water recycled</b>		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. Assessments have identified that regions where our manufacturing facilities are located (Fukuyama in Hiroshima Prefecture, Asa in Yamaguchi Prefecture, Tokyo, Joetsu in Niigata Prefecture, Takasaki in Gunma Prefecture, Himeji in Hyogo Prefecture, Kashima in Ibaraki Prefecture) as not being subject to water stress.
- \*3. Industrial water and groundwater used and discharged after being treated so as to recover quality equivalent to or exceeding the original level.

## Environmental Accounting

Category	Scope	Unit	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021			
			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	98.4	116.2	85.9	98.3	40.2	83.9	20.9	97.0	37.1	124.2
		Water pollution prevention	Non-consolidated	Million yen	24.7	239.2	40.6	223.9	70.5	148.0	109.7	174.8	266.9	178.9
		Underground seepage prevention	Non-consolidated	Million yen	5.9	13.2	52.0	6.0	13.4	10.0	5.5	3.7	4.9	5.6
		Noise and vibration prevention	Non-consolidated	Million yen	0.0	0.2	4.3	6.1	2.4	1.8	17.2	6.2	6.0	0.0
		Other	Non-consolidated	Million yen	-	160.6	-	190.6	-	386.0	-	435.0	-	394.7
	Global environmental protection	Non-consolidated	Million yen	152.9	41.1	102.9	8.1	40.3	20.1	172.6	100.4	244.6	92.3	
	Resource recycling	Non-consolidated	Million yen	66.1	500.1	3.9	565.3	30.9	576.7	106.6	709.8	111.2	772.2	
Upstream / downstream	Containers and packaging recycling outsourcing	Non-consolidated	Million yen	-	0.4	-	1.0	-	1.0	-	0.4	-	0.3	
	Sewage processing	Non-consolidated	Million yen	-	81.7	-	90.9	-	90.3	-	78.7	-	75.2	
Management activity	System development and operation	Non-consolidated	Million yen	-	93.4	-	100.4	-	87.4	-	105.3	-	174.9	
	Environmental impact monitoring	Non-consolidated	Million yen	-	51.7	-	41.8	-	38.5	-	42.5	-	38.3	
	Information disclosure	Non-consolidated	Million yen	-	9.5	-	8.7	-	5.6	-	6.3	-	6.3	
	Education, training, and other	Non-consolidated	Million yen	-	88.9	-	88.6	-	80.1	-	59.4	-	59.3	
	Greening	Non-consolidated	Million yen	-	163.0	-	97.5	1.0	58.0	-	70.0	0.5	43.9	
R&D	Non-consolidated	Million yen	-	316.3	-	178.1	-	81.7	-	57.2	-	39.2		
Social activity	Non-consolidated	Million yen	-	9.0	-	8.7	-	9.7	-	8.9	-	9.0		
Environmental damage	Non-consolidated	Million yen	-	0.0	-	0.0	-	0.0	-	0.0	-	0.0		
<b>Total<sup>*</sup></b>	Non-consolidated	Million yen	<b>348.0</b>	<b>1,884.6</b>	<b>289.6</b>	<b>1,712.0</b>	<b>198.7</b>	<b>1,678.9</b>	<b>432.5</b>	<b>1,955.5</b>	<b>671.3</b>	<b>2,014.5</b>		

- \* 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			Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	
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	0.0	3.5	
		Reduction of the amount of imposition on pollution load	Non-consolidated	Million yen	0.4	0.1	0.4	0.4	0.6	
		Noise and vibration prevention	Non-consolidated	Million yen	0.0	0.0	0.0	0.0	0.0	
	Global environment protection effect	Global warming prevention and energy conservation	Non-consolidated	Million yen	45.6	53.5	55.9	112.8	80.4	
		Waste and recycling	Waste reduction	Non-consolidated	Million yen	1.6	2.1	9.5	9.5	4.1
			Sale of recycled resources	Non-consolidated	Million yen	13.3	12.8	12.9	10.5	17.3
	Other	Other	Non-consolidated	Million yen	8.6	6.3	0.0	0.0	7.0	
	Upstream / downstream effects	Containers recycling	Non-consolidated	Million yen	0.0	69.6	62.6	73.6	54.2	
	Other	Other	Non-consolidated	Million yen	0.0	0.0	0.0	0.0	0.0	
<b>Total*</b>			<b>Non-consolidated</b>	<b>Million yen</b>	<b>69.4</b>	<b>144.4</b>	<b>141.3</b>	<b>206.8</b>	<b>167.1</b>	

\* 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	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Air pollution prevention equipment	Non-consolidated	Million yen	98.4	85.9	40.2	20.9	37.1
Water pollution prevention equipment	Non-consolidated	Million yen	24.7	40.6	70.5	109.7	266.9
Underground seepage prevention equipment	Non-consolidated	Million yen	5.9	52.0	13.4	5.5	4.9
Noise and vibration prevention equipment	Non-consolidated	Million yen	0.0	4.3	2.4	17.2	6.0
Industrial waste processing equipment	Non-consolidated	Million yen	66.1	3.9	30.9	106.6	111.2
Plant greening	Non-consolidated	Million yen	0.0	0.0	1.0	1.8	0.5
Energy conservation and global warming prevention	Non-consolidated	Million yen	152.9	102.9	40.3	172.6	244.6
<b>Total*</b>	<b>Non-consolidated</b>	<b>Million yen</b>	<b>348.0</b>	<b>289.6</b>	<b>198.7</b>	<b>434.3</b>	<b>671.3</b>

\* 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	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Equipment aging measures	Non-consolidated	Million yen	278.2	327.9	469.0	292.9	490.9
Safety and work environment measures	Non-consolidated	Million yen	168.5	164.8	165.3	171.4	171.4
Explosion, fire and leakage measures	Non-consolidated	Million yen	23.9	12.8	39.4	9.2	14.1
Earthquake and other natural disasters measures	Non-consolidated	Million yen	40.8	11.0	2.6	51.4	4.4
Other	Non-consolidated	Million yen	32.5	34.9	4.0	4.5	6.4
<b>Total*</b>	<b>Non-consolidated</b>	<b>Million yen</b>	<b>543.9</b>	<b>551.4</b>	<b>680.3</b>	<b>529.4</b>	<b>687.1</b>

\* 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
Fukuyama Plant	April 1999	JCQA	JCQA-E-0062
Asa Plant	September 1998	JCQA	JCQA-E-0987
Tokyo Plant	December 1998	JCQA	JCQA-E-0036
Joetsu Plant (including logistics center)	August 2002	SGS	JP15/071413
Takasaki Plant	January 2001	JCQA	JCQA-E-0101
Himeji Plant	March 1999	JIA-QA	JE0054H
Kashima Plant	March 1999	JCQA	JCQA-E-0046
KAYAKU CHEMICAL (WUXI)	August 2006	UCC	02421E32060755R0M
WUXI ADVANCED KAYAKU CHEMICAL	July 2007	CQC	0012E33375R4M/3200
WUXI POLATECHNO OPTICS	April 2006	UCC	02420E31011518R2M
Kayaku Safety Systems Europe	December 2002	BVCZ	250302-2017-AE-CZS-RvA
Kayaku Safety Systems (Huzhou)	June 2016	SNQA	42144
<b>Coverage ratio*</b>			<b>63%</b>

\* Percentage 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%.

### List of Business Sites with Quality Management System Certification

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

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

Indicator	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Number of serious environment-related accidents	Consolidated	Cases	0	0	0	0	0
Number of serious violations of environmental laws and regulations	Consolidated	Cases	0	0	0	0	0
Amount of fines and penalties for violations of environmental laws and regulations	Consolidated	Yen	0	0	0	0	0

## Social Data

### Employees\*<sup>1</sup>

Indicator	Category	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Full-time employees	Male	Non-consolidated	Persons	1,522	1,749	1,730	1,751	1,754
	Female	Non-consolidated	Persons	323	330	323	326	330
	<b>Total</b>	<b>Non-consolidated</b>	<b>Persons</b>	<b>1,845</b>	<b>2,079</b>	<b>2,053</b>	<b>2,077</b>	<b>2,084</b>
	<b>Percentage of females</b>	<b>Non-consolidated</b>	<b>%</b>	<b>17.5</b>	<b>15.8</b>	<b>15.7</b>	<b>15.6</b>	<b>15.8</b>
Full-time employees (by age group)	20s and under	Non-consolidated	Persons	375	422	402	394	376
	30s	Non-consolidated	Persons	481	569	580	579	575
	40s	Non-consolidated	Persons	519	576	582	576	585
	50s	Non-consolidated	Persons	467	505	497	523	547
	60s and over	Non-consolidated	Persons	3	7	8	5	1
Average age	Male	Non-consolidated	Age	40.4	40.0	39.7	39.8	40.2
	Female	Non-consolidated	Age	41.3	41.6	42.3	42.6	42.8
	<b>Total</b>	<b>Non-consolidated</b>	<b>Age</b>	<b>40.6</b>	<b>40.2</b>	<b>41.0</b>	<b>40.3</b>	<b>40.6</b>
Average length of service	Male	Non-consolidated	Years	14.9	14.4	14.1	14.2	14.5
	Female	Non-consolidated	Years	15.5	15.6	16.2	16.5	16.6
	<b>Total</b>	<b>Non-consolidated</b>	<b>Years</b>	<b>15.0</b>	<b>14.6</b>	<b>15.2</b>	<b>14.6</b>	<b>14.9</b>

Indicator	Category	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	
Managers	Under general manager	Male	Non-consolidated	Persons	306	318	315	359	321
		Female	Non-consolidated	Persons	30	35	36	24	38
		<b>Total</b>	<b>Non-consolidated</b>	<b>Persons</b>	<b>336</b>	<b>353</b>	<b>351</b>	<b>383</b>	<b>359</b>
		<b>Percentage of females</b>	<b>Non-consolidated</b>	<b>%</b>	<b>8.9</b>	<b>9.9</b>	<b>10.2</b>	<b>6.2</b>	<b>10.5</b>
	General manager and above	Male	Non-consolidated	Persons	132	138	142	74	68
		Female	Non-consolidated	Persons	3	3	6	4	4
		<b>Total</b>	<b>Non-consolidated</b>	<b>Persons</b>	<b>135</b>	<b>141</b>	<b>148</b>	<b>78</b>	<b>72</b>
		<b>Percentage of females</b>	<b>Non-consolidated</b>	<b>%</b>	<b>2.2</b>	<b>2.1</b>	<b>4.0</b>	<b>5.1</b>	<b>5.5</b>
	Overall	Male	Non-consolidated	Persons	438	456	457	468	476
		Female	Non-consolidated	Persons	33	38	42	44	47
		<b>Total</b>	<b>Non-consolidated</b>	<b>Persons</b>	<b>471</b>	<b>494</b>	<b>499</b>	<b>512</b>	<b>523</b>
		<b>Percentage of females</b>	<b>Non-consolidated</b>	<b>%</b>	<b>7.0</b>	<b>7.7</b>	<b>8.4</b>	<b>8.6</b>	<b>9.0</b>
Number of temporary employees* <sup>2</sup>		Non-consolidated	Persons	577	554	613	614	606	
Contract employees	Male	Non-consolidated	Persons	-	-	-	5	19	
	Female	Non-consolidated	Persons	-	-	-	14	28	
	<b>Total</b>	<b>Non-consolidated</b>	<b>Persons</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>19</b>	<b>47</b>	

\*1. The data is as of March 31 of each year, unless otherwise described.

\*2. Average number of people in each fiscal year

### Employees (consolidated)

Indicator	Category	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Full-time employees	Total	Consolidated	Persons	5,684	5,814	5,769	5,664	5,703

## Diversity

Indicator	Category	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
New employees (new graduates) <sup>*1</sup>	Male	Non-consolidated	Persons	34	59	60	49	41
	Female	Non-consolidated	Persons	5	5	4	8	7
	Total	Non-consolidated	Persons	39	64	64	57	48
	Percentage of females	Non-consolidated	%	12.8	7.8	6.2	14.0	14.5
New employees (mid-career hires) <sup>*2</sup>	Male	Non-consolidated	Persons	23	27	35	28	32
	Female	Non-consolidated	Persons	8	3	3	6	7
	Total	Non-consolidated	Persons	31	30	38	34	39
	Percentage of females	Non-consolidated	%	25.8	10.0	7.8	17.6	17.9
Percentage of employees with disabilities	Non-consolidated	%	2.08	1.82	1.97	1.90	1.99	
(Statutory minimum rate)		%	2.20	2.20	2.20	2.20	2.30	
Rehiring of retired employees	Non-consolidated	Persons	116	139	153	157	142	
Rehiring rate of retired employees	Non-consolidated	%	60.9	62.7	70.5	84.1	57.6	

\*1. Number of employees who entered the company in April of the following fiscal year

\*2. Number of employees who entered during each fiscal year from April to March

## Human Resource Development

Indicator	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Average training and development hours per full-time employee	Non-consolidated	Hours	-	-	-	41	13

## Work-life Balance

Indicator	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	
Total annual working hours per employee	Non-consolidated	Hours	1,833	1,919	1,911	1,885	1,911	
Average overtime per month (union members)	Non-consolidated	Hours	12.8	13.3	12.7	11.3	12.7	
Rate of annual paid leave days taken	Non-consolidated	%	59.2	61.1	60.1	65.8	59.8	
Employees who started maternity leave <sup>*1</sup>	Non-consolidated	Persons	5	8	13	13	11	
Employees who started parental leave <sup>*1</sup>	Male	Non-consolidated	Persons	1	3	5	11	9
	Female	Non-consolidated	Persons	5	8	13	13	11
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	1	2	2	0	1
	Female	Non-consolidated	Persons	23	26	31	43	42
Days of nursing leave taken	Non-consolidated	Persons	0	1	1	0	0	
Average annual salary	Non-consolidated	Thousand yen	7,478	7,460	7,173	7,102	7,344	
Voluntary retirement	Non-consolidated	Persons	33	47	37	41	48	
Employee turnover rate	Non-consolidated	%	1.8	2.1	1.7	1.8	2.1	
Rate of employee turnover due to voluntary retirement	Non-consolidated	%	1.8	2.1	1.7	1.8	2.1	
Employee turnover within three years <sup>*2</sup>	Non-consolidated	Persons	7	6	5	7	7	
Rate of employee turnover within three years	Non-consolidated	%	4	4	3	4	4	
Transfers	Non-consolidated	Persons	0	0	2	1	2	

\*1. Does not include those who are still on leave that started in the previous fiscal year.

\*2. Number of employees leaving the company within their first three years, among new graduates hired in each fiscal year

## Freedom of Association

Indicator	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Union members* <sup>1</sup>	Non-consolidated* <sup>3</sup>	Persons	1,753	1,762	1,871	1,753	1,695
Rate of union members* <sup>2</sup>	Non-consolidated* <sup>3</sup>	%	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.

## Occupational Health and Safety

Indicator	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Percentage of sites with OHSAS (Occupational Health and Safety Assessment Series) 18001 certification	Non-consolidated	%	0	0	0	0	0
Serious accidents, including work-related deaths	Non-consolidated	Cases	1	0	0	0	0
Work-related fatalities	Full-time employees	Non-consolidated Persons	0	0	0	0	0
	Contract employee	Non-consolidated Persons	0	0	0	0	0
Occupational accident frequency rate* <sup>1</sup>	Full-time employees	Non-consolidated *2	1.75 (9Cases)	0.43 (2Cases)	0.40 (2Cases)	0.18 (1Cases)	0.19 (1Cases)
	Contract employee	Non-consolidated *2	0	4.47 (1Cases)	0	0	0
Occupational accident severity rate* <sup>1</sup>	Non-consolidated	*3	0.086	0.012	0.031	0	0
Violations of occupational health and safety-related regulations and codes	Non-consolidated	Cases	0	0	0	0	0

\*1. Data for each year from April to March

\*2. Total number of deaths and injuries caused by occupational accidents per one million actual hours worked

\*3. Total number of working days lost per one million actual hours worked

## Employee Health

Indicator	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Percentage of employees receiving regular health checkups*	Non-consolidated	%	100	100	100	100	100
Percentage of employees receiving stress checks*	Non-consolidated	%	97.7	97.5	97.3	97.2	98.1

\* Employees on temporary leave excluded

## Research and Development

Indicator	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
R&D expenses	Consolidated*	Billion yen	14	12.1	12.5	11.1	12.5
Ratio of R&D expenses to net sales	Consolidated*	%	8.8	7.2	7.3	6.3	7.2

\* Equity method affiliates included.

## Social Contribution Activities

Indicator	Scope	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Spending on social contribution activities	Non-consolidated	Million yen	159	179	254	146	154
Of which, total amount of donations	Non-consolidated	Million yen	129	144	222	114	123
Of which, other than the above	Non-consolidated	Million yen	30	34	31	32	31



## Governance Data

### Governance System \*

Indicator	Scope		Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Directors	Inside directors	Male	Persons	7	7	7	7	6
		Female	Persons	0	0	0	0	0
		<b>Total</b>	<b>Persons</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>6</b>
	Outside (independent) directors	Male	Persons	2 (2)	2 (2)	2 (2)	3 (3)	3 (3)
		Female	Persons	0	0	0	0	0
		<b>Total</b>	<b>Persons</b>	<b>2 (2)</b>	<b>2 (2)</b>	<b>2 (2)</b>	<b>3 (3)</b>	<b>3 (3)</b>
<b>Altogether</b>	<b>Persons</b>	<b>9 (2)</b>	<b>9 (2)</b>	<b>9 (2)</b>	<b>10 (3)</b>	<b>9 (3)</b>		
Average tenure			Years	2.6	2.4	2.0	2.7	3.0
Percentage of independent outside directors (actual)			%	22	22	22	30	33
Percentage of female directors			%	0	0	0	0	0
Executive directors			Persons	7	7	7	7	6
Audit & supervisory board members	Inside audit & supervisory board members	Male	Persons	2	2	2	2	1
		Female	Persons	0	0	0	0	1
		<b>Total</b>	<b>Persons</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>
	Outside (independent) audit & supervisory board members	Male	Persons	3 (1)	3 (2)	3 (2)	3 (2)	3 (2)
		Female	Persons	0	0	0	0	0
		<b>Total</b>	<b>Persons</b>	<b>3 (1)</b>	<b>3 (2)</b>	<b>3 (2)</b>	<b>3 (2)</b>	<b>3 (2)</b>
<b>Altogether</b>	<b>Persons</b>	<b>5 (1)</b>	<b>5 (2)</b>	<b>5 (2)</b>	<b>5 (2)</b>	<b>5 (2)</b>		
Average tenure			Years	1.4	1.6	1.8	2.8	3.0
Percentage of independent outside audit & supervisory board members (actual)			%	20	40	20	40	40
Percentage of female audit & supervisory board members			%	0	0	0	0	20

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

### Number of Board Meetings and Attendance \*

Indicator	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Number of board of directors' meetings	Sessions	14	14	14	14	14
Average attendance of directors at board meetings	%	99.2	97.5	100	98.5	100
Average attendance of audit & supervisory board members at board of directors' meetings	%	92.9	100	95.6	97.1	100
Number of audit & supervisory board meetings	Sessions	12	12	12	12	12
Average attendance of audit & supervisory board meetings	%	97.1	100	94.8	96.7	100

\* Data for each fiscal year from April to March

### Officers' Remuneration \*

Category		Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Directors	Total remuneration	Million yen	454	443	443	449	410
(excluding outside directors)	Number of officers	Persons	9	9	9	7	8
Audit & supervisory board members	Total remuneration	Million yen	44	44	44	44	45
(excluding outside audit & supervisory board members)	Number of officers	Persons	3	2	3	2	3
Outside officers	Total remuneration	Million yen	40	40	40	47	55
	Number of officers	Persons	5	6	5	6	6
<b>Total</b>	<b>Million yen</b>		<b>538</b>	<b>527</b>	<b>527</b>	<b>540</b>	<b>510</b>

\* 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	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Remuneration for audit certification	Million yen	92	96	102	89	80
Remuneration for other than the above	Million yen	0	0	1	0	0
<b>Total</b>	<b>Million yen</b>	<b>92</b>	<b>96</b>	<b>103</b>	<b>89</b>	<b>80</b>

## Number of Whistleblowing Reports

Nature of reports	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Workplace harassment (power harassment, sexual harassment, etc.)	2	4	8	6	2
Violations of company rules and etiquette	1	3	2	0	0
Labor/management relations	0	2	1	1	1
Other	0	0	0	0	1
<b>Total</b>	<b>3</b>	<b>9</b>	<b>11</b>	<b>7</b>	<b>4</b>

## Political Contributions

Indicator	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Political contributions	Thousand yen	115	115	118	113	104

## Categories of Shares Issued (as of March 31, 2022)

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: 2,252,000 (treasury shares)	-	-
	Ordinary shares: 28,000 (cross-held shares)	-	-
Voting shares (other)	Ordinary shares: 168,051,100	1,680,511	-
Shares less than one unit*	Ordinary shares: 172,470	-	-
Total number of shares issued	170,503,570	-	-
Total number of voting rights	-	1,680,511	-

\* Shares less than one unit include 70 treasury shares held by Nippon Kayaku.