

ESG Data Sheet

FY2019

[Aggregation Period]

April 1 – March 31 of each fiscal year, and March 31 of each fiscal year

Environment

[Scope of Data Aggregation]

"Nippon Shokubai"

"Nippon Shokubai (Production Sites)"

"Group Companies in Japan"

"Group Companies outside Japan"

NIPPON SHOKUBAI CO., LTD.

NIPPON SHOKUBAI CO., LTD. Himeji Plant / Kawasaki Plant

NIPPOH CHEMICALS CO., LTD. / TOKYO FINE CHEMICAL CO., LTD. / CHUGOKU KAKO CO., LTD. /

NIPPON POLYMER INDUSTRIES CO., LTD. / NISSHOKU TECHNO FINE CHEMICAL CO., LTD. /

NIPPON NYUKAZAI CO., LTD. / Nisshoku Butsuryu Co., Ltd.

Nippon Shokubai America Industries, Inc. / PT. NIPPON SHOKUBAI INDONESIA / NIPPON SHOKUBAI EUROPE N.V. /

SINGAPORE ACRYLIC PTE LTD / NISSHOKU CHEMICAL INDUSTRY (ZHANGJIAGANG) CO., LTD. /

SINO-JAPAN CHEMICAL CO., LTD.

(1/2)

| Aspect | Classification | Scope | Unit | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|--|--|------------------------------------|----------------------------------|--------|--------|--------|--------|--------|
| Prevention of global warming | Energy consumption (crude oil equivalent) | Nippon Shokubai | 1,000 kL | 194 | 196 | 195 | 198 | 191 |
| | | Nippon Shokubai (Production Sites) | | 186 | 188 | 187 | 190 | 182 |
| | | Group Companies in Japan | | 27 | 27 | 27 | 27 | 26 |
| | | Group Companies outside Japan | | 91 | 86 | 86 | 91 | 89 |
| | Energy intensity | Nippon Shokubai (Production Sites) | L/tons-production volume | 109 | 103 | 98 | 104 | 102 |
| | CO ₂ emissions | Nippon Shokubai | 1,000 tons-CO ₂ | 765 | 780 | 797 | 763 | 731 |
| | | Nippon Shokubai (Production Sites) | | 749 | 763 | 780 | 747 | 716 |
| | | Group Companies in Japan | | 62 | 63 | 63 | 63 | 60 |
| | | Group Companies outside Japan | | 323 | 318 | 304 | 347 | 342 |
| | CO ₂ emissions intensity | Nippon Shokubai (Production Sites) | tons/tons-production volume | 0.436 | 0.417 | 0.411 | 0.407 | 0.402 |
| Environmental conservation for logistics | Energy source CO ₂ emissions intensity | Nippon Shokubai (Production Sites) | tons/tons-production volume | 0.219 | 0.204 | 0.194 | 0.199 | 0.192 |
| | Amount of calculated leakage of fluorocarbons | Nippon Shokubai | tons-CO ₂ | 2,513 | 2,276 | 6,162 | 1,704 | 3,194 |
| | Scope3 emissions (Category No.1-7,12) | Nippon Shokubai | 1,000 tons-CO ₂ | 3,636 | 3,826 | 3,984 | 3,812 | 3,701 |
| Environmental conservation for logistics | CO ₂ emissions attributable to domestic logistics | Nippon Shokubai | 1,000 tons-CO ₂ | 13.1 | 14.0 | 14.7 | 14.4 | 14.2 |
| | CO ₂ emissions intensity attributable to domestic logistics | Nippon Shokubai | kg-CO ₂ /1,000 ton-km | 56.5 | 57.4 | 59.0 | 58.6 | 58.5 |
| Water | Water withdrawal | Nippon Shokubai | million m ³ | 15.2 | 15.8 | 15.8 | 15.0 | 14.9 |
| | | Group Companies in Japan | | 5.2 | 5.3 | 5.6 | 5.8 | 5.9 |
| | | Group Companies outside Japan *1 | | 46.6 | 47.1 | 46.5 | 48.5 | 47.4 |
| | Water discharge | Nippon Shokubai | million m ³ | — | — | 8.1 | 7.9 | 7.7 |
| | | Group Companies in Japan | | — | — | 5.4 | 5.5 | 5.6 |
| | | Group Companies outside Japan *1 | | — | — | 45.8 | 47.2 | 46.1 |
| Prevention of air and water pollution | SOx emissions | Nippon Shokubai | tons | 3.3 | 3.4 | 2.8 | 3.5 | 3.5 |
| | | Group Companies in Japan | | 1.6 | 1.9 | 1.5 | 1.6 | 1.4 |
| | NOx emissions | Nippon Shokubai | tons | 173 | 205 | 204 | 198 | 203 |
| | | Group Companies in Japan | | 54 | 44 | 48 | 45 | 43 |
| | Dust emissions | Nippon Shokubai | tons | 5.1 | 6.1 | 6.4 | 6.3 | 6.5 |
| | | Group Companies in Japan | | 5.0 | 2.7 | 2.3 | 2.2 | 3.3 |
| | VOC emissions | Nippon Shokubai | tons | 67 | 60 | 75 | 82 | 89 |
| | COD emissions | Nippon Shokubai | tons | 46 | 51 | 54 | 55 | 50 |
| | | Group Companies in Japan | | 37 | 34 | 45 | 53 | 60 |
| | Total phosphorous emissions | Nippon Shokubai | tons | 2.7 | 2.8 | 2.8 | 2.9 | 2.7 |
| | Total nitrogen emissions | Nippon Shokubai | tons | 51 | 54 | 47 | 58 | 55 |

**Environment
(2/2)**

| Aspect | Classification | Scope | Unit | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|--------------------------|---|-------------------------------|-------------|--------|--------|--------|--------|--------|
| Waste reduction | Waste*2 | Nippon Shokubai | 1,000 tons | 3.2 | 3.9 | 2.9 | 3.1 | 2.8 |
| | | Group Companies in Japan | | 5.5 | 5.5 | 5.5 | 5.6 | 6.0 |
| | | Group Companies outside Japan | | 1.4 | 2.7 | 0.9 | 2.6 | 0.7 |
| | Quantity of recycling | Nippon Shokubai | 1,000 tons | 37 | 40 | 40 | 40 | 34 |
| | | Group Companies in Japan | | 2.3 | 2.2 | 2.3 | 2.6 | 2.2 |
| | | Group Companies outside Japan | | 8.6 | 8.4 | 7.8 | 9.3 | 10.3 |
| | Quantity of final off-site landfill | Nippon Shokubai | tons | 76 | 22 | 23 | 13 | 11 |
| | | Group Companies in Japan | | 119 | 97 | 69 | 60 | 71 |
| | | Group Companies outside Japan | | 395 | 302 | 296 | 255 | 240 |
| Chemical management | Substances subject to the PRTR law | Nippon Shokubai | tons | 108 | 98 | 97 | 96 | 78 |
| | | Released into Atmosphere | | 48 | 42 | 48 | 47 | 41 |
| | | Released into Water | | 59 | 55 | 49 | 49 | 37 |
| | | Group Companies in Japan | | 34 | 34 | 37 | 39 | 35 |
| Environmental accounting | Environmental protection cost (Investment) | Nippon Shokubai | million yen | 484 | 461 | 821 | 2,403 | 2,960 |
| | Environmental protection cost (Expense) | Nippon Shokubai | | 6,982 | 7,429 | 7,894 | 8,666 | 9,678 |
| | Economic effect resulting from environmental protection initiatives | Nippon Shokubai | | 2,655 | 4,292 | 5,346 | 2,649 | 2,577 |

*1 Includes use of seawater as cooling water

*2 The quantity of off-site waste emission is obtained by subtracting the quantity of on-site reduction, on-site recycling, on-site landfill and off-site recycling from the quantity of waste generated.

Social

[Scope of Data Aggregation]

"Nippon Shokubai"

NIPPON SHOKUBAI CO., LTD.

"Consolidated"

NIPPON SHOKUBAI CO., LTD. and its consolidated subsidiaries

(1/2)

| Aspect | Classification | | Scope | Unit | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|-------------------|--|--|--|-----------------|---------|--------|--------|--------|--------|
| Employees | Number of employees | Number of employees | Consolidated | persons | 4,006 | 4,161 | 4,219 | 4,454 | 4,510 |
| | | Number of employees | Nippon Shokubai | | 2,163 | 2,207 | 2,253 | 2,306 | 2,353 |
| | | Male | Nippon Shokubai | | 1,983 | 2,022 | 2,069 | 2,114 | 2,156 |
| | | Female | Nippon Shokubai | | 190 | 185 | 184 | 192 | 197 |
| | | Percentage of female | Nippon Shokubai | % | 8.7 | 8.4 | 8.2 | 8.3 | 8.4 |
| | Number of managers | Number of managers | Nippon Shokubai | persons | 502 | 516 | 521 | 530 | 548 |
| | | Male | Nippon Shokubai | | 494 | 506 | 509 | 514 | 530 |
| | | Female | Nippon Shokubai | | 8 | 10 | 12 | 16 | 18 |
| | | Percentage of female | Nippon Shokubai | | 1.6 | 1.9 | 2.3 | 3.0 | 3.3 |
| | Average age | | Nippon Shokubai | ages | 37.6 | 37.9 | 37.8 | 38.0 | 38.3 |
| | Length of service | Average length of service | Nippon Shokubai | years | 15.5 | 16.1 | 16.0 | 16.1 | 16.2 |
| | | Male | Nippon Shokubai | | 15.7 | 16.2 | 16.1 | 16.3 | 16.4 |
| | | Female | Nippon Shokubai | | 13.1 | 14.1 | 14.4 | 13.8 | 14.4 |
| | Participation rate of labor union *3 | | Nippon Shokubai | % | 68.5 | 68.4 | 68.8 | 69.7 | 69.4 |
| Employment | Number of hires | Number of new graduate hires (College graduate) | Nippon Shokubai | persons | 45 | 39 | 44 | 44 | 45 |
| | | Male | Nippon Shokubai | | 42 | 35 | 38 | 38 | 39 |
| | | Female | Nippon Shokubai | | 3 | 4 | 6 | 6 | 6 |
| | | Percentage of female | Nippon Shokubai | % | 6.7 | 10.3 | 13.6 | 13.6 | 13.3 |
| | | Number of mid-career hires | Nippon Shokubai | persons | 6 | 8 | 9 | 13 | 16 |
| | | Male | Nippon Shokubai | | 3 | 6 | 8 | 7 | 14 |
| | | Female | Nippon Shokubai | | 3 | 2 | 1 | 6 | 2 |
| | | Percentage of female | Nippon Shokubai | % | 50.0 | 25.0 | 11.1 | 46.2 | 12.5 |
| | Number of foreign national employees | | Nippon Shokubai | persons | 5 | 5 | 5 | 5 | 4 |
| | Employment rate of persons with disabilities | | Nippon Shokubai | % | 2.0 | 2.0 | 2.2 | 2.0 | 2.2 |
| Work-Life Balance | Re-employment | | Re-employment rate of retired employees | Nippon Shokubai | % | 77.3 | 81.6 | 83.9 | 85.7 |
| | Turnover/Layoff | | Turnover rate of regular employees (Personal reason) | Nippon Shokubai | | 1.2 | 1.5 | 1.4 | 1.4 |
| | Child Care | Number of employees using child care leave (Total numbers for fiscal year) | Nippon Shokubai | persons | 16 | 25 | 24 | 21 | 23 |
| | | Male | Nippon Shokubai | | 0 | 3 | 2 | 2 | 3 |
| | | Female | Nippon Shokubai | | 16 | 22 | 22 | 19 | 20 |
| | | Number of employees using reduced working hours system for child care | Nippon Shokubai | | 25 | 26 | 29 | 27 | 29 |
| | | Return rate from child care leave of absence | Nippon Shokubai | % | 100 | 100 | 100 | 100 | 97 |
| | Nursing Care | | Number of employees using nursing care leave and personal reasons of absence | Nippon Shokubai | persons | 0 | 0 | 0 | 1 |
| | Paid leave | Average annual paid leave acquisition days per employee (Labor union member) | Nippon Shokubai | days | 11.9 | 12.7 | 12.3 | 13.4 | 13.0 |
| | | Rate of taking annual paid leave (Labor union member) | Nippon Shokubai | % | 62.6 | 67.4 | 66.1 | 71.6 | 69.0 |
| | | Average annual paid leave acquisition days per employee (Management) | Nippon Shokubai | days | — | — | 9.8 | 11.4 | 10.9 |
| | | Rate of taking annual paid leave (Management) | Nippon Shokubai | % | — | — | 49.1 | 57.1 | 54.5 |
| | | Average annual paid leave acquisition days per employee (All) | Nippon Shokubai | days | — | — | 11.5 | 12.9 | 12.5 |
| | | Rate of taking annual paid leave (All) | Nippon Shokubai | % | — | — | 60.7 | 68.1 | 65.6 |
| | Working hours | | Average overtime hours (Hours/Month) | Nippon Shokubai | hours | 15.2 | 16.4 | 16.1 | 15.4 |

Social
(2/2)

| Aspect | Classification | | Scope | Unit | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|--------------------------------------|---|--|---|-------------|-------------------|------------------------------|----------------------------|----------------------------|-------------------|
| Human right | Number of Child Labor and Force Labor | | Consolidated | numbers | 0 | 0 | 0 | 0 | 0 |
| Human resources development | Training | Total number of hours spent on employee's training | Nippon Shokubai | hours | — | — | 53,450 | 57,458 | 55,783 |
| | | Training time per employee | Nippon Shokubai | | — | — | 23.7 | 24.9 | 23.7 |
| Occupational safety and health | Number of injuries with loss of workdays | | Nippon Shokubai | numbers | 0 | 1 | 1 | 2 | 2 |
| | | | Partner company | | 1 | 1 | 3 | 1 | 1 |
| | Frequency of injuries with loss of workdays | | Nippon Shokubai | — | 0.00 | 0.28 | 0.27 | 0.54 | 0.54 |
| Social contribution | Expense | Amount paid for activities on social contributions (incl. Donation) | Nippon Shokubai | million yen | 149 | 118 | 100 | 124 | 126 |
| | | Donation | Nippon Shokubai | | 83 | 57 | 42 | 54 | 54 |
| | Volunteer activity | Number of participants for "Japan-China Friendship Forest Development and Global Warming Prevention" | Nippon Shokubai | persons | 17 | 17 | 5*4 | 5*4 | 3*4 |
| | | Number of participants for "Contributing to Our Forests and Water Resources" | Nippon Shokubai | | 228 | 236 | 257 | 193 | 175 |
| | | Number of participants for "Contributing to the "Yugawara Myriad Leaves Forest"" | Nippon Shokubai | | 167 | 150 | 151 | 103 | 56 |
| | | Number of participants for "Japan-Indonesia Friendship Forest of Banten Bay for Biodiversity Preservation" | Nippon Shokubai PT, Nippon Shokubai Indonesia | | — | — | — | 58 | 60 |
| Compliance | Number of participants in the rank-based training for corporate ethics | | Nippon Shokubai | persons | 500 (Managers) | 312 (Mid level employees) | 849 (General employees) | 885 (General employees) | 522 (Managers) |
| | Number of internal reporting | | Nippon Shokubai | numbers | 1 | 2 | 1 | 3 | 4 |
| Compliance with laws and regulations | Number of violations for "For Compliance with Anti Bribery Laws in Nippon Shokubai Group's Code of Conduct" | | Consolidated | numbers | 0 | 0 | 0 | 0 | 0 |
| | Fine and penalty for bribery | | Consolidated | yen | 0 | 0 | 0 | 0 | 0 |
| | Number of violations for "For Compliance with Competition Laws in Nippon Shokubai Group's Code of Conduct" | | Consolidated | numbers | 0 | 0 | 0 | 0 | 0 |
| Contribution | Political Contribution | | Nippon Shokubai | yen | 0 | 0 | 0 | 0 | 0 |

*3 All applicable employees join the labor union based on the Union Shop Agreement.

*4 Because of preparatory period for coming new activities, the secretariat and NPO members performed maintenance work.

Corporate Governance

[Scope of Data Aggregation]

"Nippon Shokubai"

NIPPON SHOKUBAI CO., LTD.

"Consolidated"

NIPPON SHOKUBAI CO., LTD., its subsidiaries and its affiliates

| Aspect | Classification | | Scope | Unit | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 |
|------------------------------------|---|--|-----------------|---------------|--------|--------|--------|--------|--------|
| Related information for management | Number of Members of the Board | Members of the Board (incl. Outside Members of the Board) | Nippon Shokubai | persons | 8 | 9 | 9 | 9 | 9 |
| | | Outside Members of the Board | Nippon Shokubai | | 2 | 3 | 3 | 3 | 3 |
| | Number of Members of Auditors Meeting | Statutory Corporate Auditors (incl. External Statutory Corporate Auditors) | Nippon Shokubai | persons | 4 | 4 | 4 | 4 | 4 |
| | | External Statutory Corporate Auditors | Nippon Shokubai | | 2 | 2 | 2 | 2 | 2 |
| | Outside Officers composition ratio of the Nominating and Remuneration Committee*5 | | Nippon Shokubai | % | — | 66.7 | 66.7 | 66.7 | 66.7 |
| | Remuneration of Members of the Board (except Outside Members of the Board) | | Nippon Shokubai | million yen | 394 | 364 | 391 | 380 | 334 |
| | Remuneration of Statutory Corporate Auditors (except External Statutory Corporate Auditors) | | Nippon Shokubai | | 45 | 46 | 48 | 48 | 47 |
| | Remuneration of Outside Officers (except External Statutory Corporate Auditors) | | Nippon Shokubai | | 22 | 32 | 36 | 35 | 34 |
| Shareholder | Voting rights for Bonus for Member of the Board | | Nippon Shokubai | voting rights | Yes | Yes | Yes | Yes | Yes |
| | Dividend | Interim | Nippon Shokubai | yen | 65 | 75 | 75 | 80 | 90 |
| | | Annual | Nippon Shokubai | | 150 | 150 | 160 | 170 | 180 |
| | Dividend Payout Ratio | Japanese GAAP | Consolidated | % | 23.4 | 31.4 | 26.3 | — | — |
| | | IFRS*6 | Consolidated | | — | — | 28.2 | 28.4 | 64.7 |

*5 The Nominating and Compensation Committee was established in 2016.

*6 The Group has prepared its consolidated financial statements in accordance with the International Financial Reporting Standards