

# NIPPON SHOKUBAI Group

## FY2024 ESG Data Sheet

**[Aggregation Period]** April 1 – March 31 of each fiscal year, and March 31 of each fiscal year  
**[Date of Issue]** July 7th, 2025

### [Scope of Data Aggregation]

"Nippon Shokubai" NIPPON SHOKUBAI CO., LTD.  
 "Consolidated" NIPPON SHOKUBAI CO., LTD. and its consolidated subsidiaries

### Scope of data aggregation in Responsible Care Initiatives (Environment, and part of Society (Occupational safety and health, Quality))

"Nippon Shokubai" NIPPON SHOKUBAI CO., LTD.  
 "Nippon Shokubai (manufacturing sites)" All manufacturing sites of NIPPON SHOKUBAI CO., LTD. (Himeji Plant / Kawasaki Plant)  
 "Group companies in Japan" NIPPOH CHEMICALS CO., LTD. / TOKYO FINE CHEMICAL CO., LTD. / CHUGOKUKAKO CO., LTD. / NIPPON POLYMER INDUSTRIES CO., LTD. / NISSHOKU TECHNO FINE CHEMICAL CO., LTD. / NIPPON NYUKAZAI CO., LTD. / Nisshoku Butsuryu Co., Ltd.  
 "Group companies outside Japan" Nippon Shokubai America Industries, Inc. / PT.NIPPON SHOKUBAI INDONESIA / NIPPON SHOKUBAI EUROPE N. V. / SINGAPORE ACRYLIC PTE LTD / NIPPON SHOKUBAI (ASIA) PTE.LTD. / NISSHOKU CHEMICAL INDUSTRY (ZHANGJIAGANG) Co., LTD. / SINO-JAPAN CHEMICAL CO., LTD.  
 "Nippon Shokubai Group" The above Nippon Shokubai, Group companies in Japan, and Group companies outside Japan  
 "Nippon Shokubai Group in Japan" The above Nippon Shokubai and Group companies in Japan  
 "Number of production sites" 16 sites  
 NIPPON SHOKUBAI CO., LTD.: 2 sites / NIPPON NYUKAZAI CO., LTD.: 2 sites / Nippon Shokubai America Industries, Inc.: 2 sites / SINGAPORE ACRYLIC PTE LTD (SAA), NIPPON SHOKUBAI (ASIA) PTE.LTD. (NSA) : 1 site for SAA and NSA combined / Other Group companies inside and outside Japan : 1 site each (excluding Nisshoku Butsuryu Co., Ltd.)

### [Coverage rate]

	FY2020	FY2021	FY2022	FY2023	FY2024
Ratio of non-consolidated sales revenue to consolidated sales revenue	66.3%	60.8%	61.3%	58.5%	59.7%

\* The coverage rate for "consolidated" is 100%.

\* The sales revenue ratio of the "Nippon Shokubai Group" to consolidated sales revenue is 90% or more.

"Nippon Shokubai Group" : Scope of data aggregation in Responsible Care Initiatives (Environment, and part of Society (Occupational safety and health, Quality))

Environment  
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Aspect	Classification		Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Prevention of global warming *1	Energy consumption		Nippon Shokubai Group	1,000 kL (crude oil equivalent)	309	299	302	317	309
				GWh	2,443	2,405	2,443	2,681	2,612
			Nippon Shokubai	1,000 kL (crude oil equivalent)	197	184	187	203	197
			Nippon Shokubai (manufacturing sites)		189	175	179	195	190
			Group companies in Japan		27	28	27	27	27
			Group companies outside Japan		85	87	88	87	84
	Energy intensity		Nippon Shokubai (manufacturing sites)	L/tons-production volume (crude oil equivalent)	109	98	111	126	122
	GHG emissions	Scope 1+2 *2	Nippon Shokubai Group	1,000 tons-CO <sub>2</sub> e	1,145	1,159	1,046 <sup>*3</sup>	<sup>*3*4</sup> 1,018	977 <sup>*3</sup>
			Nippon Shokubai		739	755	654 <sup>*3</sup>	651 <sup>*3</sup>	640 <sup>*3</sup>
			Group companies in Japan		68	70	68	63	61
			Group companies outside Japan		338	334	324	304 <sup>*4</sup>	276
		Scope 1 *2	Nippon Shokubai Group	1,000 tons-CO <sub>2</sub> e	803	839	727 <sup>*3</sup>	731 <sup>*3</sup>	716 <sup>*3</sup>
			Nippon Shokubai		596	627	521 <sup>*3</sup>	510 <sup>*3</sup>	489 <sup>*3</sup>
			Group companies in Japan		43	45	44	40	37
			Group companies outside Japan		164	168	161	181	189
		Scope 2	Nippon Shokubai Group	1,000 tons-CO <sub>2</sub>	343	320	319	287	261
			Nippon Shokubai		143	128	133	141	151
			Group companies in Japan		25	25	24	23	24
			Group companies outside Japan		174	167	162	123 <sup>*4</sup>	87
		Scope 3	Nippon Shokubai	1,000 tons-CO <sub>2</sub> e	3,567	3,783	3,405	3,426	3,421
		Cat. 1: Purchased goods and services			1,445	1,522	1,370	1,462	1,408
		Cat. 2: Capital goods			55	44	43	49	88
		Cat. 3: Fuel- and energy-related activities not included in Scope 1 or Scope 2			85	83	89	97	95
		Cat. 4: Upstream transportation and distribution			14	15	13	14	14
		Cat. 5: Waste generated in operations			7	8	5	5	4
		Cat. 6: Business travel			0	0	0	0	0
		Cat. 7: Employee commuting			1	1	1	1	1
		Cat. 8: Upstream leased assets			—	—	—	—	—
		Cat. 9: Downstream transportation and distribution			—	—	—	—	—
		Cat. 10: Processing of sold products			—	—	—	—	—
		Cat. 11: Use of sold products			—	—	—	—	—
		Cat. 12: End-of-life treatment of sold products			1,961	2,111	1,884	1,798	1,811
		Cat. 13: Downstream leased assets			—	—	—	—	—
		Cat. 14: Franchises			—	—	—	—	—
		Cat. 15: Investments			—	—	—	—	—
	Estimated value of avoided emissions in the supply chain by Environmental Contribution Products		Nippon Shokubai Group	1,000 tons-CO <sub>2</sub>	—	1,040	1,140	1,230 <sup>*5</sup>	1,070

**Environment  
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Aspect	Classification		Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Environmental conservation for logistics *1	CO <sub>2</sub> emissions attributable to domestic logistics		Nippon Shokubai	1,000 tons-CO <sub>2</sub>	13.9	14.8	13.2	13.7	13.6
	CO <sub>2</sub> emissions intensity attributable to domestic logistics		Nippon Shokubai	kg-CO <sub>2</sub> /1,000 ton-km	59.0	58.7	57.9	62.4	62.2
Water	Water withdrawal	Surface water (rivers, lakes, etc.)	Nippon Shokubai Group	million m <sup>3</sup>	0.0	0.0	0.0	0.0	0.0
			Nippon Shokubai		0.0	0.0	0.0	0.0	0.0
			Group companies in Japan		0.0	0.0	0.0	0.0	0.0
			Group companies outside Japan		0.0	0.0	0.0	0.0	0.0
		Groundwater	Nippon Shokubai Group	million m <sup>3</sup>	3.3	3.3	3.4	3.4	3.3
			Nippon Shokubai		0.0	0.0	0.0	0.0	0.0
			Group companies in Japan		3.3	3.3	3.4	3.4	3.3
			Group companies outside Japan		0.0	0.0	0.0	0.0	0.0
		Sea water	Nippon Shokubai Group	million m <sup>3</sup>	45.8	17.1	0.0	0.0	0.0
			Nippon Shokubai		0.0	0.0	0.0	0.0	0.0
			Group companies in Japan		0.0	0.0	0.0	0.0	0.0
			Group companies outside Japan		45.8	17.1	0.0	0.0	0.0
		Third-Party sources (tap water, industrial water, etc.)	Nippon Shokubai Group	million m <sup>3</sup>	19.5	20.0	19.9	20.1	19.9
			Nippon Shokubai		14.6	14.8	14.4	14.1	14.0
			Group companies in Japan		2.7	2.6	2.6	2.6	2.6
			Group companies outside Japan		2.1	2.6	3.0	3.4	3.3
		Total amount of water withdrawals (excluding sea water) *6	Nippon Shokubai Group	million m <sup>3</sup>	22.8	23.4	23.3	23.5	23.2
			Nippon Shokubai		14.6	14.8	14.4	14.1	14.0
			Group companies in Japan		6.0	6.0	6.0	6.0	5.9
			Group companies outside Japan		2.1	2.6	3.0	3.4	3.3
		Water use intensity	Nippon Shokubai (manufacturing sites)	m <sup>3</sup> /tons-production volume	8.45	8.26	8.96	9.22	9.10
		Water Stress sites *7	Nippon Shokubai Group	numbers	0	0	0	2	2
		Total water withdrawal in water-stressed regions	Nippon Shokubai Group	million m <sup>3</sup>	0.0	0.0	0.0	3.0	2.9
	Water discharge	into Surface water (rivers, lakes, etc.)	Nippon Shokubai Group	million m <sup>3</sup>	4.6	4.7	4.8	4.9	4.7
			Nippon Shokubai		0.0	0.0	0.0	0.0	0.0
			Group companies in Japan		4.0	4.0	4.0	4.0	3.9
			Group companies outside Japan		0.7	0.7	0.8	0.8	0.8
		into Subsurface	Nippon Shokubai Group	million m <sup>3</sup>	0.0	0.0	0.0	0.0	0.0
			Nippon Shokubai		0.0	0.0	0.0	0.0	0.0
			Group companies in Japan		0.0	0.0	0.0	0.0	0.0
			Group companies outside Japan		0.0	0.0	0.0	0.0	0.0
		into Ocean	Nippon Shokubai Group	million m <sup>3</sup>	55.5	27.0	9.4	9.4 <sup>*4</sup>	9.2
			Nippon Shokubai		7.9	8.1	7.7	7.7	7.4
			Group companies in Japan		1.7	1.7	1.8	1.8	1.8
			Group companies outside Japan		45.8	17.1	0.0	0.0	0.0
		into Third Party Dischargers (sewage, etc.)	Nippon Shokubai Group	million m <sup>3</sup>	0.3	0.3	0.2	0.2	0.2
			Nippon Shokubai		0.0	0.0	0.0	0.0	0.0
			Group companies in Japan		0.1	0.1	0.0	0.0	0.0
			Group companies outside Japan		0.2	0.2	0.2	0.2	0.2
		Total amount of water discharge (excluding sea water) *6	Nippon Shokubai Group	million m <sup>3</sup>	14.6	14.8	14.5	14.5	14.2
			Nippon Shokubai		8.0	8.2	7.7	7.7	7.5
			Group companies in Japan		5.8	5.8	5.8	5.9	5.8
			Group companies outside Japan		0.8	0.9	1.0	1.0	1.0
	Water consumption	Total water consumption (excluding sea water) *6	Nippon Shokubai Group	million m <sup>3</sup>	8.2	8.6	8.8	9.0	9.0
			Nippon Shokubai		6.7	6.6	6.7	6.4	6.5
			Group companies in Japan		0.2	0.2	0.1	0.2	0.2
			Group companies outside Japan		1.3	1.7	2.0	2.4	2.4
Raw material	Purchased raw materials		Nippon Shokubai	1,000 tons	969	1,047	924	897	895

**Environment**  
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Aspect	Classification	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
Chemical management	Substances subject to the PRTR Law *8	Nippon Shokubai Group in Japan	tons	117	121	112	128	137	
		Nippon Shokubai		83	86	81	90	85	
		Released into atmosphere		38	40	37	47	45	
		Released into water		45	46	45	43	40	
		Group companies in Japan		34	35	30	37	52	
Prevention of air and water pollution	SOx emissions	Nippon Shokubai Group	tons	8.6	7.9	8.6	14.9	14.6	
		Nippon Shokubai		3.7	3.1	3.0	2.0	4.3	
		Group companies in Japan		1.6	1.4	0.7	0.6	0.1	
		Group companies outside Japan		3.3	3.5	4.9	12.3	10.2	
	NOx emissions	Nippon Shokubai Group	tons	307	328	308	290	276	
		Nippon Shokubai		198	196	186	166	184	
		Group companies in Japan		48	72	52	40	33	
		Group companies outside Japan		61	61	70	84	59	
	Dust emissions	Nippon Shokubai Group in Japan	tons	7.8	9.4	8.0	8.9	9.2	
		Nippon Shokubai		5.7	7.4	6.0	7.6	7.6	
		Group companies in Japan		2.1	2.1	1.9	1.4	1.7	
	VOC emissions *9	Nippon Shokubai Group	tons	—	—	—	—	107	
		Nippon Shokubai		57	59	62	53	57	
		Group companies in Japan		—	—	—	—	29	
		Group companies outside Japan		—	—	—	—	21	
	COD emissions	Nippon Shokubai Group in Japan	tons	111	110	116	86	88	
		Nippon Shokubai		50	56	45	34	36	
		Group companies in Japan		61	55	72	53	52	
	Total phosphorous emissions		Nippon Shokubai	tons	2.5	2.6	2.3	2.5	1.9
	Total nitrogen emissions		Nippon Shokubai	tons	52	56	57	28	27
Waste reduction	Quantity of off-site waste *10	Nippon Shokubai Group	1,000 tons	9.8	11.0	10.6	9.5	9.8	
		Nippon Shokubai		2.8	3.0	2.0	2.1	1.9	
		Group companies in Japan		5.5	7.0	6.9	6.2	6.7	
		Group companies outside Japan		1.6	0.9	1.6	1.2	1.2	
	Quantity of recycling	Nippon Shokubai Group	1,000 tons	45	49	46	42	44	
		Nippon Shokubai		34	38	35	33	33	
		Group companies in Japan		2	2	2	2	2	
		Group companies outside Japan		9	9	9	7	9	
	Recycling ratio *11*12		Nippon Shokubai	%	—	—	—	—	74
	Quantity of final off-site landfill	Nippon Shokubai Group	tons	494	568	611	738	954	
		Nippon Shokubai		11	9	9	7	7	
		Group companies in Japan		108	118	82	110	143	
		Group companies outside Japan		376	442	521	621	804	
	Quantity of final off-site landfill / Total amount of waste generated Objective:≤0.1%		Nippon Shokubai	%	0.016	0.016	0.018	0.016	0.016
	Hazardous waste discharged *11*13	Nippon Shokubai Group	tons	—	—	—	—	6,205	
		Nippon Shokubai		—	—	—	—	527	
		Group companies in Japan		—	—	—	—	5,168	
		Group companies outside Japan		—	—	—	—	510	

**Environment**  
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Aspect	Classification	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Environmental management	Ratio of plants with environmental management system (EMS) certification *14	Nippon Shokubai Group	%	100	100	100	94	94
		Nippon Shokubai		100	100	100	100	100
		Group companies in Japan		100	100	100	86	86
		Group companies outside Japan		100	100	100	100	100
Environmental accounting	Environmental protection cost (Investment)	Nippon Shokubai	million yen	327	105	164	84	419
	Environmental protection cost (Expense)	Nippon Shokubai	million yen	9,471	10,137	11,356	11,506	11,280
	Economic effect resulting from environmental protection initiatives	Nippon Shokubai	million yen	2,484	6,722	5,881	6,245	6,158
Environmental education	Number of participants in company-wide RC training, including Environmental protection initiatives *11*15	Nippon Shokubai	person	181	187	191	174	203
Violation of environmental laws and regulations	Number of significant fines and penalties for violations of environmental laws and regulations	Nippon Shokubai Group	numbers	0	0	0	0	0

\*1 Due to the revision of the Act on Rationalization of Energy Use and Shift to Non-fossil Energy (Energy Conservation Act), the Act on Promotion of Global Warming Countermeasures (Global Warming Countermeasures Act), and the Act on Rational Use and Appropriate Management of Fluorocarbons (Fluorocarbons Act), the calculation method has been revised from the fiscal 2023 results.

\*2 Calculated based on the GHG Protocol and includes GHG emissions from non-energy sources not subject to calculation under the Act on Promotion of Global Warming Countermeasures.

\*3 Includes offset from the purchase of carbon offset city gas, formerly known as carbon neutral city gas (FY2022: 61,000 tons-CO<sub>2</sub> per year, FY2023: 62,000 tons-CO<sub>2</sub> per year, FY2024: 58,000 tons-CO<sub>2</sub> per year)

\*4 Fixed calculation errors

\*5 Revised estimation method

\*6 Revised disclosure method. Water consumption (excluding sea water) is calculated by subtracting water discharge (excluding sea water) from water withdrawal (excluding sea water).

\*7 To conduct water risk assessments, we used the Aqueduct 4.0 Water Risk Atlas of World Resources Institute (WRI). Definition of water stress sites: Number of production sites located in areas with "Extremely High" and "High" baseline water stress.

\*8 PRTR Law: The official name is "Act on the Assessment of Releases of Specified Chemical Substances in the Environment and the Promotion of Management Improvement." Due to a revision of the law, the number of substances subject to the law increased from FY2023.

\*9 The scope of data aggregation for Nippon Shokubai includes substances subject to the PRTR Law (air emissions) and VOCs among those covered by the Japan Chemical Industry Association's PRTR survey. For Group companies in Japan, the scope includes substances subject to the PRTR Law (air emissions). For Group companies outside Japan, it includes substances designated under the laws and regulations of each respective country.

\*10 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.

\*11 Added new contents

\*12 Recycling ratio = (Quantity of recycling)÷(Quantity of waste generated)×100

\*13 In Japan, the calculation is based on the definition of "Specially Controlled Industrial Waste" as stipulated in the Waste Management and Public Cleansing Law. Outside Japan, the total amount of waste equivalent to Specially Controlled Industrial Waste is calculated independently of local laws and regulations, based on the Japanese definition.

\*14 Ratio at manufacturing sites. EMS certification is ISO 14001 or EcoAction 21, Japan's own EMS established by the Ministry of the Environment.

\*15 Environmental protection initiatives include efforts for tackling climate change, energy management, waste management, chemical management, air pollution prevention and water efficiency.

## &lt;Scope 3 calculation method&gt;

Cat. 1: Calculated by multiplying physical volume data of products purchased or acquired by the company by emissions unit values for each product from the resource extraction stage to the manufacturing stage

Cat. 2: Calculated by multiplying the value of newly acquired fixed assets by the emissions intensity

Cat. 3: Calculated by multiplying physical volume data such as fuel, electricity, and heat purchased by the company by the emissions intensity from the resource extraction stage to the transportation stage

Cat. 4: Calculated by applying the calculation method for specified consignors under the calculation, reporting, and publication system

Cat. 5: Calculated by multiplying the outsourced amount by waste type and processing method by the emission intensity by waste type and processing method

Cat. 6: Calculated by multiplying the number of employees by the emissions intensity

Cat. 7: Calculated by multiplying the number of employees by work type and city class by the number of business days per year and the emissions intensity

Cat. 8: Only leases within the group, not applicable as they are calculated in scope 1 and 2 of group companies

Cat. 9: Not calculated due to difficulty in collecting data necessary for calculation

Cat. 10: Not calculated due to difficulty in collecting data necessary for calculation

Cat. 11: Not calculated due to difficulty in collecting data necessary for calculation

Cat. 12: Calculated by multiplying the sales volume of each product by the emission factor for each product (Products with a sales volume of 100 tons or more are covered, and the coverage rate is 99% or more.)

Cat. 13: Only leases within the group, not applicable as they are calculated in scope 1 and 2 of group companies

Cat. 14: Not applicable because there is no applicable activity

Cat. 15: Not applicable as the company is not an investment company

\*Database used

IDEA: National Institute of Advanced Industrial Science and Technology Safety Science Research Institute IDEA Lab (Ver.3.5 was used in 2024)

Ministry of the Environment DB: Emission intensity database for calculating greenhouse gas emissions, etc. of organizations through the supply chain (Ver.3.5 was used in 2024)

**Social**  
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Aspect	Classification		Scope		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Employees	Number of employees	Number of employees	Consolidated	Total	persons	4,555	4,526	4,574	4,607	4,685
			Nippon Shokubai	Male		2,185	2,197	2,206	2,244	2,266
				Female		206	215	237	247	275
				Total		2,391	2,412	2,443	2,491	2,541
		Male-female ratio	Nippon Shokubai	Male	%	91.4	91.1	90.3	90.1	89.2
				Female		8.6	8.9	9.7	9.9	10.8
		Male-female ratio in STEM positions *1	Nippon Shokubai	Male	%	—	—	—	93.5	92.2
				Female		—	—	—	6.5	7.8
		Percentage of mid-career hires to all employees in the end of the fiscal year	Nippon Shokubai	Total	%	5.5	5.8	7.1	8.2	9.1
	Number of managers	Number of managers	Nippon Shokubai	Male	persons	545	559	520	531	531
				Female		23	24	24	30	36
				Total		568	583	544	561	567
		Male-female ratio	Nippon Shokubai	Male	%	96.0	95.9	95.6	94.6	93.7
				Female		4.0	4.1	4.4	5.4	6.3
		Male-female ratio in director-level or above	Nippon Shokubai	Male	%	—	—	—	100.0	100.0
				Female		—	—	—	0.0	0.0
		Male-female ratio in management staff (general manager-level or above)	Nippon Shokubai	Male	%	—	—	—	98.0	98.5
				Female		—	—	—	2.0	1.5
		Male-female ratio in new management staff (manager-level or above)	Nippon Shokubai	Male	%	—	—	—	89.0	86.0
				Female		—	—	—	11.0	14.0
		Male-female ratio in manager-level or above in revenue-generating functions *2	Nippon Shokubai	Male	%	—	—	—	96.5	95.6
				Female		—	—	—	3.5	4.4
		Average age	Nippon Shokubai	Total	ages	38.5	38.7	38.8	39.0	39.2
		Average length of service	Nippon Shokubai	Male	years	16.6	16.7	16.6	16.8	16.9
				Female		14.8	14.7	14.0	13.8	13.1
				Total		16.4	16.5	16.4	16.5	16.5
		Participation rate of labor union *3	Nippon Shokubai	Total	%	69.9	69.8	70.3	74.1	74.0
Employment and Diversity & Inclusion	Number of hires	Number of new graduate hires (College graduate)	Nippon Shokubai	Male	persons	40	43	35	31	31
				Female		6	7	9	13	16
				Total		46	50	44	44	47
		Male-female ratio	Nippon Shokubai	Male	%	87.0	86	79.5	70.5	66.0
				Female		13.0	14.0	20.5	29.5	34.0
		Number of mid-career hires	Nippon Shokubai	Male	persons	12	11	32	32	22
				Female		2	4	12	9	14
				Total		14	15	44	41	36
		Male-female ratio	Nippon Shokubai	Male	%	85.7	73.3	72.7	78.0	61.1
				Female		14.3	26.7	27.3	22.0	38.9
		Percentage of mid-career hires to all new hires *4	Nippon Shokubai	Total	%	12.4	13.3	34.4	35.0	29.5
	Wage	Average annual salary	Nippon Shokubai	Total	thousand yen	7,661	7,598	7,826	8,178	8,109
		Wage differences between male and female workers *5	Nippon Shokubai	Total	%	—	—	82.8	83.4	82.2
		The gender annual income gap (Percentage of women's annual income to men's annual income.)	Nippon Shokubai	Non-management staff	%	—	—	—	93.4	90.8
				Management staff (manager-level or above)		—	—	—	90.1	87.0
				Total		—	—	—	84.7	83.2
		The gender pay gap (Percentage of women's pay to men's pay.)	Nippon Shokubai	Non-management staff	%	—	—	—	92.5	89.8
				Management staff (manager-level or above)		—	—	—	90.5	86.0
				Total		—	—	—	85.3	83.2
		The gender bonus gap (Percentage of women's bonus to men's bonus.)	Nippon Shokubai	Non-management staff	%	—	—	—	95.6	94.3
				Management staff (manager-level or above)		—	—	—	89.2	89.6
				Total		—	—	—	83.6	83.0
		Number of foreign national employees	Nippon Shokubai	Total	persons	4	4	4	7	7
		Employment rate of persons with disabilities	Nippon Shokubai	Total	%	2.3	2.2	1.9	2.0	2.3

**Social**  
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Aspect	Classification		Scope		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Employment and Diversity & Inclusion (continued)	Re-employment	Re-employment rate of retired employees	Nippon Shokubai	Total	%	89.0	88.0	83.0	82.0	84.0
		Average Monthly Wage of Rehired Employees	Nippon Shokubai	Total	thousand yen	327	339	363	441	465
	Turnover/Layoff	Turnover rate of regular employees (Personal reason)	Nippon Shokubai	Male	%	—	—	1.5	2.3	2.7
				Female		—	—	3.5	2.8	1.1
				Total		1.8	2.5	1.7	2.3	2.5
Work-Life Balance	Child Care	Number of employees using child care leave (Total numbers for fiscal year)	Nippon Shokubai	Male	persons	6	7	45	80	90
				Female		9	6	5	1	10
				Total		15	13	50	81	100
		Percentage of employees taking childcare leave	Nippon Shokubai	Male	%	5.9	7.2	51.1	92.0	97.8
				Female		—	—	—	100.0	100.0
				Total		—	—	—	92.0	98.0
		Average number of days used for childcare leave	Nippon Shokubai	Male	days	—	—	—	39.3	55.1
				Female		—	—	—	366.0	399.2
				Total		—	—	—	43.0	88.9
		Return rate from child care leave of absence	Nippon Shokubai	Male	%	—	—	—	100.0	100.0
				Female		—	—	—	100.0	100.0
				Total		100.0	95.7	100.0	100.0	100.0
		Employee retention rate three years after childcare leave	Nippon Shokubai	Male	%	—	—	—	75.0	75.0
				Female		—	—	—	85.7	85.7
				Total		—	—	—	81.8	81.8
	Nursing Care	Number of employees using nursing care leave and personal reasons of absence	Nippon Shokubai	Total	persons	1	0	0	0	1
	Paid leave	Average annual paid leave acquisition days per employee (Labor union member)	Nippon Shokubai	Total	days	12.6	13.4	18.0 <sup>*6</sup>	19.3 <sup>*6</sup>	16.3
		Rate of taking annual paid leave (Labor union member)	Nippon Shokubai	Total	%	67.2	71.3	94.5 <sup>*6</sup>	100.7 <sup>*6</sup>	84.7
		Average annual paid leave acquisition days per employee (Management)	Nippon Shokubai	Total	days	10.5	11.0	12.9 <sup>*6</sup>	13.3 <sup>*6</sup>	14.1
		Rate of taking annual paid leave (Management)	Nippon Shokubai	Total	%	52.4	55.0	65.5 <sup>*6</sup>	67.6 <sup>*6</sup>	71.1
		Average annual paid leave acquisition days per employee (All)	Nippon Shokubai	Total	days	12.2	12.9	16.7 <sup>*6</sup>	17.2 <sup>*6</sup>	15.7
		Rate of taking annual paid leave (All)	Nippon Shokubai	Total	%	63.8	67.3	87.6 <sup>*6</sup>	90.0 <sup>*6</sup>	80.9
		Working hours	Average overtime hours (Hours/Month)	Nippon Shokubai	Labor union member	hours	15.3	15.3	15.3	15.0
	Number of employees whose overtime hours exceeded 80 hours / month		Nippon Shokubai	Labor union member	persons	—	—	—	0	0
				Management		—	—	—	4	4
				Total		—	—	—	4	4
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	Total	hours	49,623	44,408	40,074	70,941	62,256
		Training time per employee	Nippon Shokubai	Total		20.8	18.4	16.4	28.5	24.5
		Total employee training expenses	Nippon Shokubai	Total	million yen	109	129	240	307	279
		Training expenses per employee	Nippon Shokubai	Total	thousand yen	46	54	98	123	110
		Total number of participants in self-selected training programs	Nippon Shokubai	Total	persons	—	—	1,312	1,810	2,150
		Total reskilling expenses for senior employees	Nippon Shokubai	Total	million yen	—	—	4	1	6
	Global Human Resources	Percentage of employees with overseas work experience	Nippon Shokubai	Total	%	—	—	11.7	11.6	11.4
Percentage of positions filled internally (Management position)	Percentage of positions filled internally (in director, general manager, manager) *7		Nippon Shokubai	Total	%	—	—	—	98.9	96.3
Engagement	Engagement score *8		Nippon Shokubai	Total	—	—	—	CCC	CCC	B

**Social**  
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Aspect	Classification	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Occupational safety and health	Number of injuries with loss of workdays	Nippon Shokubai Group	numbers	5	5	5	8	4
		Nippon Shokubai		1	4	1	5	0
		Group companies in Japan		4	0	3	1	2
		Group companies outside Japan		0	1	1	2	2
		Contractors of Nippon Shokubai		3	1	1	2	2
	Lost-time injury frequency rate	Nippon Shokubai Group	—	0.71	0.70	0.73	1.12	0.60
		Nippon Shokubai		0.27	1.05	0.28	1.32	0.00
		Group companies in Japan		2.75	0.00	2.08	0.68	1.36
		Group companies outside Japan		0.00	0.54	0.54	1.07	1.05
		Contractors of Nippon Shokubai		1.04	0.36	0.36	0.75	0.70
	Number of fatal accidents	Nippon Shokubai Group	numbers	0	0	0	0	0
		Nippon Shokubai		0	0	0	0	0
		Group companies in Japan		0	0	0	0	0
		Group companies outside Japan		0	0	0	0	0
		Contractors of Nippon Shokubai		0	0	0	0	0
	Ratio of plants with ISO 45001 (management systems of occupational health and safety) *9	Nippon Shokubai Group	%	38	38	38	38	38
	Number of participants in company-wide RC training including safety	Nippon Shokubai	persons	181	187	191	174	203
Quality	Ratio of plants with ISO 9001 (quality management system) *9	Nippon Shokubai Group	%	100	100	100	100	100
Social contribution	Expense	Amount paid for activities on social contributions	million yen	161	128	209	134 <sup>*11</sup>	—
		Consolidated		—	—	—	—	153
		Donation		95	64	139	48	—
		Consolidated		—	—	—	—	50
		Expenditure for other activities on social contributions *10		66	64	70	86 <sup>*11</sup>	—
		Consolidated		—	—	—	—	103
	Volunteer activity	Number of participants for "Japan-China Friendship Forest Development and Global Warming Prevention"	persons	0 <sup>*12</sup>	0 <sup>*12</sup>	0 <sup>*12</sup>	— <sup>*13</sup>	— <sup>*13</sup>
		Number of participants for "Contributing to Our Forests and Water Resources"		11 <sup>*12</sup>	21 <sup>*12</sup>	34 <sup>*12</sup>	— <sup>*13</sup>	— <sup>*13</sup>
		Number of participants for "Contributing to the 'Yugawara Myriad Leaves Forest'"		0 <sup>*12</sup>	11 <sup>*12</sup>	55	55	48
		Number of participants for "Japan-Indonesia Friendship Forest of Banten Bay for Biodiversity Preservation"		5 <sup>*12</sup>	4 <sup>*12</sup>	0 <sup>*12</sup>	— <sup>*13</sup>	— <sup>*13</sup>

\*1 STEM: Science, technology, engineering and mathematics.

STEM positions refer to R&D, Production, Engineering, RC, and DX departments.

\*2 Revenue-generating functions: refer to line management roles in departments such as sales, or that contribute directly to the output of products or services. It excludes support functions such as HR, IT, Legal.

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

\*4 Percentage of mid-career hires to all new hires, including high school graduates, etc.

\*5 Ratio of average female wage to average male wage. Include number of contract employees.

\*6 Temporary increase in FY2022 and FY2023 due to the increase in the number of days granted as a result of the change in the date for granting annual paid leave all at once.

\*7 The definition of external is mid-career hires these five years.

\*8 Evaluation by Motivation Cloud of Link and Motivation, Inc.

\*9 Ratio at manufacturing sites

\*10 Expenditure for Volunteer activity, Facilities offering, etc.

\*11 Fixed calculation errors

\*12 Volunteer activities by employees have been suspended to prevent infection from spreading of COVID-19.

To the extent possible, we carried out activities such as on-site visits with NGO/NPO and check the report.

\*13 Activities ended in FY2022



## Governance

Aspect	Classification		Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Related information for management	Number of Board of Directors	Directors of the Board (incl. Outside Directors of the Board)	Nippon Shokubai	persons	8	9	9	8	8
		Outside Directors of the Board	Nippon Shokubai		3	3	3	3	3
	Number of Audit & Supervisory Board	Audit & Supervisory Board Members (incl. Outside Audit & Supervisory Board Members)	Nippon Shokubai	persons	4	4	4	4	4
		Outside Audit & Supervisory Board Member	Nippon Shokubai		2	2	2	2	2
	Outside Officers composition ratio of the Nominating and Remuneration Committee		Nippon Shokubai	%	66.7	66.7	66.7	66.7	66.7
	Remuneration of Directors of the Board (except Outside Directors of the Board)		Nippon Shokubai	million yen	196	333	390	328	302
	Remuneration of Audit & Supervisory Board Members (except Outside Audit & Supervisory Board Members)		Nippon Shokubai	million yen	47	46	52	54	54
	Remuneration of Outside Officers (except Outside Audit & Supervisory Board Members)		Nippon Shokubai	million yen	35	36	39	40	40
Shareholder	Dividend *1	Interim	Nippon Shokubai	yen per share	11.25	20	22.5	22.5	54
		Annual	Nippon Shokubai	share	22.5	45	45	45	60
	Dividend Payout Ratio		Consolidated *2	%	—	30.3	36.9	63.9	100.1
Compliance	Number of participants in the training for new employees, new middle level employees and new managers regarding compliance		Nippon Shokubai	persons	219	194	2,485*3	200	221
	Number of internal reporting		Nippon Shokubai	numbers	0	0	3	2	5
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
	Number of fine and penalty for bribery		Consolidated	numbers	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
	Number of significant violations of laws or regulations in the social and economic area besides those mentioned above		Consolidated	numbers	0	0	0	0	0
Contribution	Political Contribution		Nippon Shokubai	yen	0	0	0	0	0
Information security	Number of critical Incidents in Information Systems		Consolidated	numbers	0	0	0	0	0

\*1 NIPPON SHOKUBAI CO., LTD. carried out a four-for-one stock split effective on April 1, 2024. The amounts of interim and annual dividend per share during FY2020-FY2023 are adjusted on the assumption that such stock split carried out during the period.

\*2 NIPPON SHOKUBAI CO., LTD., its subsidiaries and its affiliates

\*3 In FY2022, Code of Conduct introduction training was conducted for all levels of employees. The number of the participants includes those in the training for new employee as well as those in Code of Conduct introduction training.

[Updated Contents]

July 7th, 2025

Released FY2024 data

Added new contents

Environment> Prevention of air and water pollution> VOC emissions> Nippon Shokubai Group, Group companies in Japan,

Environment> Waste reduction> Recycling ratio

Environment> Waste reduction> Hazardous waste discharged

Environment> Environmental education> Number of participants in company-wide RC training, including Environmental protection initiatives

Social > Social contribution> Expense> Amount paid for activities on social contributions> Consolidated

Social > Social contribution> Expense> Donation> Consolidated

Social > Social contribution> Expense> Expenditure for other activities on social contributions> Consolidated

Fixed errors

Environment> Prevention of global warming> GHG emissions> Scope 1+2, Scope 1, Scope 2> FY2023

Environment> Prevention of global warming> Estimated value of avoided emissions in the supply chain by Environmental Contribution Products> FY2023

Environment> Water withdrawal> Total amount of water withdrawals (excluding sea water)

Environment> Water> Water discharge> into Ocean> Nippon Shokubai Group> FY2023

Environment> Water> Water discharge> Total amount of water withdrawals (excluding sea water)

Environment> Water> Water consumption> Total water consumption (excluding sea water)