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 Ca	are 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%

 \ast 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 1,000 kL (crude oil	FY2020 309	FY2021 299	FY2022 302	FY2023 317	FY2024 309	
			Nippon Shokubai Group	equivalent)	209	299	202	51/	209	
				GWh	2,443	2,405	2,443	2,681	2,612	
	Energy consumptio	n	Nippon Shokubai Nippon Shokubai	_	197	184	187	203	197	
global warming	Energy consumption		(manufacturing sites)	1,000 kL	189	175	179	195	190	
			Group companies in Japan	(crude oil equivalent)	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	
			Nippon Shokubai Group		1,145	1,159	1,046*3	*3*4 1,018	977 ^{*3}	
			Nippon Shokubai	1 000 1	739	755	654 ^{*3}	651 ^{*3}	640 ^{*3}	
	Energy consumpt	:	Scope 1+2 *2	Group companies in	1,000 tons- CO ₂ e	68	70	68		61
			Japan			,,,			01	
			Group companies outside Japan		338	334	324	304 ^{*4}	276	
			Nippon Shokubai Group		803	839	727 ^{*3}	731 ^{*3}	716 ^{*3}	
			Nippon Shokubai	1 000 have	596	627	521 ^{*3}	510 ^{*3}	489 ^{*3}	
		Scope 1 *2	Group companies in Japan	1,000 tons- CO ₂ e	43	45	44	40	37	
			Group companies outside Japan		164	168	161	181	189	
			Nippon Shokubai Group		343	320	319	287	261	
			Nippon Shokubai	1,000 tons-	143	128	133	141	151	
		Scope 2	Group companies in Japan	CO ₂	25	25	24	23	24	
Prevention of			Group companies outside Japan		174	167	162	123*4	87	
global warming *1		Scope 3			3,567	3,783	3,405	3,426	3,421	
		Cat. 1: Purchased goods and services Cat. 2: Capital goods		1,445	1,522	1,370	1,462	1,408		
				55	44	43	49	88		
	GHG emissions	Cat. 3: Fuel- and energy- related activities not included in Scope 1 or Scope 2	Tuel- and energy- activities not in Scope 1 or Jpstream tation and		85	83	89	97	95	
		Cat. 4: Upstream transportation and distribution			14	15	13	14	14	
	GHG emissions	Cat. 5: Waste generated in operations			7	8	5	5	4	
		Cat. 6: Business travel			0	0	0	0	0	
		Cat. 7: Employee		1 000 1	1	1	1	1	1	
		commuting Cat. 8: Upstream leased assets	Nippon Shokubai	1,000 tons- CO ₂ e	_	_	_	_	_	
		Cat. 9: Downstream transportation and distribution		-	-	-	_	_	_	
		Cat. 10: Processing of sold products	-		-	_	_	_	_	
		Cat. 11: Use of sold products	1		-	-	-	_	-	
		Cat. 12: End-of-life treatment of sold	-		1,961	2,111	1,884	1,798	1,811	
		products Cat. 13: Downstream	-		1,501	_,	2,004		1,011	
		leased assets	4		_	-	_		-	
		Cat. 14: Franchises Cat. 15: Investments	+		-			-		
	Estimated value of supply chain by En	avoided emissions in the		1,000 tons-		1,040	1,140	1,230*5	1,070	

Environment (2/4)

(2/4) Aspect		Classification	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Environmental		outable to domestic logistics	Nippon Shokubai	1,000 tons- CO ₂	13.9	14.8	13.2	13.7	13.6
conservation for logistics *1	CO ₂ emissions inter logistics	sity attributable to domestic	Nippon Shokubai	kg-CO ₂ /1,000 ton-km	59.0	58.7	57.9	62.4	62.2
	IOGISTICS		Nippon Shokubai Group	LOII-KIII	0.0	0.0	0.0	0.0	0.0
			Nippon Shokubai		0.0	0.0	0.0	0.0	0.0
		Surface water (rivers, lakes, etc.)	Group companies in Japan	million m ³	0.0	0.0	0.0	0.0	0.0
			Group companies outside Japan		0.0	0.0	0.0	0.0	0.0
			Nippon Shokubai Group		3.3	3.3	3.4	3.4	3.3
			Nippon Shokubai	_	0.0	0.0	0.0	0.0	0.0
		Groundwater	Group companies in Japan	million m ³	3.3	3.3	3.4	3.4	3.3
			Group companies outside Japan		0.0	0.0	0.0		0.0
			Nippon Shokubai Group	_	45.8	17.1	0.0	0.0	0.0
		Sea water	Nippon Shokubai Group companies in	million m ³	0.0	0.0	0.0	0.0	0.0
			Japan Group companies				0.0		
	Water withdrawal		outside Japan		45.8	17.1		0.0	0.0
			Nippon Shokubai Group Nippon Shokubai	_	19.5 14.6	20.0 14.8	19.9 14.4	20.1 14.1	19.9 14.0
		Third-Party sources (tap	Group companies in						
		water, industrial water, etc.)	Japan Group companies	million m ³	2.7	2.6	2.6	2.6	2.6
			outside Japan		2.1	2.6	3.0	3.4	3.3
			Nippon Shokubai Group		22.8	23.4	23.3	23.5	23.2
		Total amount of water withdrawals (excluding sea water) *6	Nippon Shokubai	_	14.6	14.8	14.4	14.1	14.0
			Group companies in Japan	million m ³	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 ³ /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
Water		Total water withdrawal in water-stressed regions	Nippon Shokubai Group	million m ³	0.0	0.0	0.0	3.0	2.9
water		into Surface water (rivers, lakes, etc.) into Subsurface	Nippon Shokubai Group	-	4.6	4.7	4.8	4.9	4.7
			Nippon Shokubai Group companies in	million m ³	0.0 4.0	0.0 4.0	0.0 4.0	0.0 4.0	0.0 3.9
			Japan Group companies		0.7	0.7	0.8		0.8
			outside Japan						
			Nippon Shokubai Group Nippon Shokubai	million m ³	0.0	0.0	0.0		0.0
			Group companies in		0.0	0.0	0.0		0.0
			Japan Group companies	_	0.0	0.0	0.0	0.0	0.0
			outside Japan Nippon Shokubai Group		55.5	27.0	9.4	9.4 ^{*4}	9.2
			Nippon Shokubai	_	7.9	8.1	7.7	7.7	7.4
	Water discharge	into Ocean	Group companies in Japan	million m ³	1.7	1.7	1.8	1.8	1.8
			Group companies outside Japan		45.8	17.1	0.0	0.0	0.0
			Nippon Shokubai Group		0.3	0.3	0.2	0.2	0.2
			Nippon Shokubai		0.0	0.0	0.0	0.0	0.0
		into Third Party Dischargers (sewage, etc.)	Group companies in Japan	million m ³	0.1	0.1	0.0	0.0	0.0
			Group companies outside Japan		0.2	0.2	0.2	0.2	0.2
			Nippon Shokubai Group		14.6	14.8	14.5	14.5	14.2
		Total amount of water	Nippon Shokubai	4	8.0	8.2	7.7	7.7	7.5
		discharge (excluding sea water) *6	Group companies in Japan	million m ³	5.8	5.8	5.8	5.9	5.8
			Group companies outside Japan		0.8	0.9	1.0	1.0	1.0
			Nippon Shokubai Group		8.2	8.6	8.8	9.0	9.0
		Total water and the	Nippon Shokubai	-	6.7	6.6	6.7	6.4	6.5
	Water consumption	Total water consumption (excluding sea water) *6	Group companies in Japan	million m ³	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 mat	orials	Nippon Shokubai	1,000 tons	969	1,047	924	897	895

Environment (3/4)

	Classification	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY202₫
Азресс	Classification	Nippon Shokubai Group in	Offic	112020	112021	112022	112025	112024
Chemical management Substances subject to SOx emissions NOx emissions NOx emissions Dust emissions VOC emissions *9 COD emissions Total phosphorous em Total nitrogen emission		Japan		117	121	112	128	137
		Nippon Shokubai	-	83	86	121 112 128 86 81 90 40 37 47 46 45 43 35 30 37 7.9 8.6 14.9 3.1 3.0 2.0 1.4 0.7 0.6 3.5 4.9 12.3 328 308 290 196 186 166 72 52 40 61 70 84 9.4 8.0 8.9 7.4 6.0 7.6 2.1 1.9 1.4 - - - 59 62 53 - - - 59 62 53 - - - 110 116 86 55 72 53 2.6 2.3 2.5 56 57 28 110 10.6 9.5 30 2.0 2.1 7.0	85	
	Substances subject to the PRTR Law *8	Released into atmosphere	tons					45
management		Released into water		45	46	45	43	40
		Group companies in		34	35	30	37	52
		Japan						
		Nippon Shokubai Group Nippon Shokubai	-					
		Group companies in	-	5.7	5.1			4.5
	SOx emissions	Japan	tons	1.6	1.4	0.7	0.6	0.1
		Group companies		2.2	2.5	1.0	12.2	10.2
		outside Japan		3.3	3.5	4.9	12.3	10.2
		Nippon Shokubai Group	_	307	328			276
		Nippon Shokubai		198	196	186	166	184
	NOx emissions	Group companies in Japan	tons	48	72	52	40	33
		Group companies	-					
		outside Japan		61	61	70	84	59
		Nippon Shokubai Group in	bail Group in ubbi 117 121 112 128 137 ubbi 83 86 81 90 85 water 38 40 37 47 45 hai Group ubbi 117 121 128 137 bai Group ubbi 16 7.9 8.6 14.9 14.6 anies in nanies in hai Group in ubbi 4.8 7.9 8.6 14.9 12.3 10.2 anies in hai Group in hai Group in hai Group in hai Group in hai Group 7.8 9.4 4.9 12.3 10.2 anies in hai Group in hai Group in hai Group 48 72 52 40 33 anies in hai Group 7.8 9.4 8.0 8.9 9.2 ubai tons 5.7 7.4 6.0 7.6 7.6 anies in hai Group tons 5.7 7.4 6.0 7.6 7.6 anies in hai Group tons 5.5 7.2 5.3 5.7 bai Group					
Drovention of air		Japan		7.8	9.4	8.0	8.9	9.2
	Dust emissions	Nippon Shokubai	tons	5.7	7.4	6.0	7.6	7.6
		Group companies in		2.1	2.1	1.9	1.4	1.7
		Japan						
		Nippon Shokubai Group Nippon Shokubai			-	-	=	
		Group companies in		37	39	02	55	
	VOC emissions *9	Japan	tons	-	-	-	-	29
		Group companies						24
		outside Japan		_	_	-	_	21
		Nippon Shokubai Group in		111	110	116	86	88
		Japan	tons					
	COD emissions	Nippon Shokubai	tons	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						
		Nippon Shokubai Group		9.8	11.0	10.6	9.5	9.8
		Nippon Shokubai		2.8	3.0	2.0	2.1	1.9
	Quantity of off-site waste *10	Group companies in	1,000 tons	5.5	7.0	6.9	6.2	6.7
		Japan	,					
		Group companies		1.6	0.9	1.6	1.2	1.2
		outside Japan Nippon Shokubai Group		45	49	46	42	44
		Nippon Shokubai						
	Quantity of your pline.	Group companies in	1 000 have					
		Japan	1,000 tons	2	2	2	2	2
		Group companies		9	9	9	7	9
		outside Japan	-	5				
	Recycling ratio *11*12	Nippon Shokubai	%	-	-	-		
Waste reduction		Nippon Shokubai Group Nippon Shokubai	-					
		Group companies in	-					
	Quantity of final off-site landfill	Japan	tons	108	118	82	110	143
		Group companies		276	142	524	(24	004
		outside Japan		376	442	521	621	804
	Quantity of final off-site landfill / Total amount of							
	waste generated	Nippon Shokubai	%	0.016	0.016	0.018	0.016	0.016
	Objective:≤0.1%							c 22-
		Nippon Shokubai Group	-					
		Nippon Shokubai	-	-			-	527
	Hazardous waste discharged *11*13	Group companies in	tons	-	-	-	—	5,168
	hazaraoas waste alsenargea II IS	lanan						
		Japan Group companies	_					

Environment

Aspect	Classification	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
		Nippon Shokubai Group		100	100	100	94	94
		Nippon Shokubai		100	100	100	100	100
Environmental management	Ratio of plants with environmental management system (EMS) certification *14	Group companies in Japan	%	100	100	100	86	86
		Group companies outside Japan		100	100	100	100	100
	Environmental protection cost (Investment)	Nippon Shokubai	million yen	327	105	164	84	419
Environmental	Environmental protection cost (Expense)	Nippon Shokubai	million yen	9,471	10,137	11,356	11,506	11,280
accounting	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-CO₂ per year, FY2023: 62,000 tons-CO₂ per year, FY2024: 58,000 tons-CO₂ 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.

<Scope 3 calculation method>

- 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	
(1/3)	

Integral Constitution of employee 5,55 4,526 4,56 4,	(1/3)	1					T (2222	E (2224	T (0.0.00		E) (0.0.0.4	
Image: space s	Aspect		Classification			Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
Induct of employed Number				Consolidated		-		-	-	-	,	
Induce of encloses Number of encloses Mode for encloses (mail or encloses) Number of encloses Mode for encloses (mail or encloses) Number of encloses Mode for encloses (mail or encloses) Number of encloses			Number of employees	Nippon		persons						
Number of enclosesMain-franta ratio ratio franta ratio ratio have-franta rati				Shokubai		-						
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Operating of the second of the sec			Male-female ratio			%						
point or 1 point or 2 prove of point of poin		employees	Male-female ratio in STEM				- 0.0	-	-			
Image: State in the state is a state state is a state is a state is a state is a stat						%	_	_	_			
end of the final work Number of managers N			hires to all employees in the	Nippon		%	5.5	5.8	7.1		9.1	
$ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \$												
Image is a proper integration of the properiod of the properid of the properid of the properiod of the properiod of			Number of managers			persons					36	
Image is a set of a set o												
Index-female and marked Name Name No			Male-female ratio			%						
Images Image is a probabal Product of probabal Product of probabal			Male-female ratio in director-				4.0	4.1	4.4			
Inversion of management saff (general management						%	_	-	-			
	Employees											
Main Main <t< td=""><td></td><td></td><td>management staff (general</td><td></td><td></td><td>%</td><td></td><td>-</td><td>-</td><td></td><td>98.5</td></t<>			management staff (general			%		-	-		98.5	
$ \left $		managers					_	_	_			
$ \left \text{ Image relation level of above} in manage-relation above in manage-relation and management male and framale value above in the management above stry & management and income to men's pary.) Nipon management management manal income to men's bolubal incomers in provide and preventage of women's bonus in management above in the gender annual isome park in the gender annual isome is provide above in the management above in the men's pary.) Nipon management above interval preventage of women's bonus in management above interval preventage of women's bonus.) Nipon management above interval preventage of women's bonus in the instruction above interval preventage of women's bonus.) Nipon management above interval preventage of women's bonus.) Nipon management ab$			management staff			%	_	-	-		86.0	
Image revenue-generating functions *2 Nippon Shokubai Nippon Female Nippon Female Nippon Female Nippon Female Nippon Female Nippon Nippon Nippon Nippon Nippon Nippon Shokubai Total ages 38.5 38.7 38.8 39.0 39.8 39.0 39.8 39.0 39.					Female		-	-	-	11.0	14.0	
functions*2 moment Nispon Total ages 3.8.7 3.8.7 3.8.8 3.9.0 3.9.2 Average length of service Nippon Nippon Total ages 3.8.7 3.8.8 3.9.0 3.9.2 Participation rate of labor union *3 Nippon Nippon Total % 16.6 16.5 16.5 16.6 16.5 16.6 16.5 16.6 16.5 16.6 16.5 16.6 16.5 16.6 16.5 16.6 16.5 16.6 16.5 16.6 16.5 16.6 16.5 16.6 16.5 16.6 <td></td> <td></td> <td>manager-level or above in</td> <td></td> <td>Male</td> <td>%</td> <td>_</td> <td>-</td> <td>-</td> <td>96.5</td> <td>95.6</td>			manager-level or above in		Male	%	_	-	-	96.5	95.6	
Average length of service Shokubal Ordal aperson 35.0					Female		_	_	-	3.5	4.4	
Average length of service Nippon Shokubai Female Total years 14.8 14.7 14.0 13.8 13.1 Participation rate of labor union *3 Nippon Shokubai Total % 6.9 6.9.8 70.3 74.1 74.0 74.0 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.0 74.1 74.1 74.0 74.1 74.1 74.1 74.1 74.1 74.1 74.1 74.1 <td></td> <td>Average age</td> <td></td> <td></td> <td></td> <td>ages</td> <td></td> <td></td> <td></td> <td></td> <td>39.2</td>		Average age				ages					39.2	
Image: second state of labor union *3 Snoubal in Teal Teal 16.4 16.5 16.4 16.5 <th< td=""><td></td><td colspan="2" rowspan="3">Average length of service</td><td>Nippon</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>		Average length of service		Nippon								
Participation rate of labor union *3 Nippon Shokubai Total % 66.9.9 69.8 70.3 74.1 74.0 Number of new graduate hires (College graduate) Nippon Shokubai Male persons 6 7 9 13 16 Number of hires Male-female ratio Nippon Male % 87.0 86 79.5 70.5 66.0 Number of hires Number of mid-career hires Nippon Male % 87.0 86 79.5 70.6 61.0 Number of mid-career hires Nippon Male % 85.7 73.3 72.7 78.0 61.1 Percentage of mid-career hires to all new hires *4 Shokubai Female % 14.3 26.7 72.7 78.0 61.1 Verage annual salary Shokubai Total % 12.4 13.3 34.4 35.0 29.5 Non-male and female workers *5 Shokubai Total % - - 82.8 83.4 82.2				Shokubai		years						
Participation rate or labor union "3 Stockubal Iotal % 69.9 69.8 7.0.3 7.1.3 7.4.1 7.4.0 Number of new graduate hires (College graduate) Nippon Shokubal Nippon Shokubal Nippon Shokubal Male Female persons 6 7 9 13 16 Mumber of hires Nippon Male-female ratio Nippon Shokubal Male % 87.0 86 79.5 70.5 66.0 Number of hires Number of mid-career hires Nippon Shokubal Male % 85.7 73.3 72.7 78.0 61.1 Male-female ratio Nippon Shokubal Female % 14.3 26.7 77.3 72.7 78.0 61.1 Male-female ratio Nippon Shokubal Total % 12.4 13.3 34.4 35.0 29.5 Wage differences between male and female workers *5 Shokubal Total % 12.4 13.3 34.4 35.0 Wage differences between fondusion Nippon Shokubal Total %<				N.12	Iotal		16.4	16.5	16.4	16.5	16.5	
Number of here graduate hires (Clege graduate) hires (Clege graduate		Participation rate of labor union *3				%					74.0	
Number of hires Initial (Longe graduate) Shokubal inclusion Total 46 50 44 44 47 Male-female ratio Nippon Male 96 87.0 86 79.5 70.5 66.0 Number of hires Number of mid-career hires Nippon Male 96 12 11 32 32 22 22 22 70.5 66.0 70.5 70.5 66.0 70.5 70.6 70.56 70.59 70.86 80.4 82.2 83.4 82.2 Employment and Diversity & Indusion Nippon annual income to men's annual income on men's annual income to men's annual i		Number of hires	hires (College graduate) Male-female ratio	Nippon		perconc						
Number of hires Male-female ratio Nippon Shokubai Male Female 96 87.0 86.0 79.5 66.0 Number of hires Nippon Shokubai Nippon Shokubai Male Female persons 12 11 32 32 22 Male-female ratio Nippon Shokubai Male persons 2 4 12 9 14 Male-female ratio Nippon Shokubai Male 96 12.4 13.3 34.4 35.0 28.5 Percentage of mid-career hires to all new hires *4 Nippon Shokubai Total 96 12.4 13.3 34.4 35.0 28.5 Wage differences between male and female workers *5 Shokubai Total 96 - - 82.8 83.4 82.2 Wage The gender annual income annual income to men's annual income.) Nippon Shokubai Total 96 - - - 93.4 90.8 The gender pay gap (Percentage of women's pay.) Nippon Shokubai Non- management staff - - - <				Shokubai		persons		-	-			
Made-female ratio Shokubai Female % 13.0 14.0 20.5 29.5 34.0 Number of hires Number of mid-career hires Nippon Shokubai Male persons 12 11 32 32 22 Male-female ratio Shokubai Female % 65.7 73.3 72.7 77.00 61.1 Male-female ratio Shokubai Female % 14.3 26.7 27.3 22.0 38.9 Percentage of mid-career hires to all new hires *4 Shokubai Total % 14.3 26.7 77.35 77.61 7.598 7.826 8.178 8.109 Wage differences between male and female workers *5 Shokubai Total % 17.61 7.598 7.826 8.178 8.109 Wage The gender annual income gap (Percentage of women's annual income to men's annual income to men's app.) Nippon Shokubai Non- management staff - <t< td=""><td></td><td>Nippon</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>				Nippon								
Number of hires Number of mid-career hires Nippon Shokubai Male Female Total persons 12 11 32 32 22 Male-female ratio Nippon Shokubai Male 9 14 15 44 12 9 14 Male-female ratio Nippon Shokubai Male 9 14 15 44 41 36 Percentage of mid-career hires to all new hires *4 Nippon Shokubai Total % 12.4 13.3 34.4 35.0 28.5 Wage differences between male and female workers *5 Nippon Shokubai Total % 12.4 13.3 34.4 35.0 28.5 Indusion Average annual salary Nippon Shokubai Total % - - - 88.7 8.109 Presents annual income to men's annual income.) Nippon Shokubai Total % - - - 90.1 87.0 Present annual income to men's annual income to men's porcentage of women's pay.) Nippon Shokubai Non- management staff (manager- level or above)						%						
Number of nires Number of mid-career hires Numpon Shokubai Female Total persons 2 4 12 9 14 Male-female ratio Nippon Shokubai Male-female ratio Nippon Shokubai Male-female % 14.3 26.7 27.3 72.7 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 25.5 Male-female and female workers *5 Nippon Shokubai Total % 12.4 13.3 34.4 35.0 25.5 Wage differences between male and female workers *5 Nippon Shokubai Total % - - 82.8 83.4 82.2 Wage The gender annual income gap (Percentage of women's annual income.) Nippon Shokubai Total % - - - 90.8 90.8 Phe gender pay gap (Percentage of women's brous to men's pay.) Nippon Shokubai Non- management staff (manager- level or above) - - - - 90.5 86.0												
Employment and Diversity & Inclusion wage Shokubal Male-female ratio Total Nippon Shokubal Total Female 14 15 44 41 36 Percentage of mid-career hires to all new hires *4 Nippon Shokubal Nippon Shokubal Total % 12.4 13.3 24.4 35.0 29.5 Average annual salary Nippon Shokubal Total % 12.4 13.3 34.4 35.0 29.5 Mage differences between male and female workers *5 Nippon Shokubal Total % 12.4 13.3 34.4 35.0 29.5 Diversity & Inclusion Average annual salary Nippon shokubal Total % - - 82.8 83.4 82.2 Wage The gender annual income annual income to men's annual income to men's annual income to men's pay.) Nippon Shokubal Total - - - 90.1 87.0 Management to men's pay.) Nippon Shokubal Nippon Shokubal Non- management staff (manager- level or above) Total - - - 90.5 88.0 Pre						persons					14	
Male-female ratio Shokubai Female 70 14.3 26.7 27.3 22.0 38.9 Percentage of mid-career hires to all new hires to all new hires ansula solary Nippon Shokubai Total % 12.4 13.3 34.4 35.0 29.5 Wage differences between male and female workers *5 Nippon Shokubai Total % - - 88.9 88.4 82.2 The gender annual income gap (Percentage of women's annual income.) Nippon Shokubai Total % - - 82.8 83.4 82.2 Management staff (manager- to men's pay.) Non- management staff (manager- level or above) - - - 90.1 87.0 The gender pay gap (Percentage of women's pay.) Non- management staff (manager- level or above) Non- management staff (manager- level or above) - - - 90.5 86.0 The gender bonus gap (Percentage of women's bonus.) Nippon Shokubai Non- managerent staff (manager- level or above) - - - 89.2 89.6 Number of foreign national employees Nippon Nippon				Shokubai		ľ					36	
Employment and Diversity & Inclusion Wage Average annual salary male and female workers *5 Nippon Shokubai Total % 12.4 13.3 34.4 35.0 29.5 Wage differences between male and female workers *5 Nippon Shokubai Total % 12.4 13.3 34.4 35.0 29.5 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 to men's annual income to men's pay.) Non- management staff % - - - 90.1 87.0 Management staff Management staff % - - - 90.1 87.0 Management staff % - - - 90.1 87.0 Procentage of women's pay. Nippon Shokubai Non- management staff % - - - 90.5 86.0 Percentage of women's bonus.) Nippon Shokubai Non- management staff % - - - <td></td> <td></td> <td></td> <td>Nippon</td> <td>Male</td> <td>0/</td> <td></td> <td></td> <td></td> <td></td> <td>61.1</td>					Nippon	Male	0/					61.1
Image: state of persons with disabilities hires to all new hires *4 Shokubai 10tal % 12.4 13.3 34.4 35.0 25.3 Average annual salary Nippon male and female workers *5 Nippon Shokubai Total yen 7,661 7,598 7,826 8,178 8,109 Wage differences between gap (Percentage of women's annual income to gap (Percentage of women's annual income .) Nippon Shokubai Total % - - 82.8 83.4 82.2 Wage The gender annual income gap (Percentage of women's annual income to men's annual income .) Nippon Shokubai Non- management staff Mon- management staff - - - 90.1 87.0 Verein 's pay.) Nippon Shokubai Non- management staff Mon- management staff - - - 90.5 88.3 Non- management staff Non- management staff Non- management staff - - - 90.5 86.0 Non- management staff Non- management staff Non- management staff % - - - 90.5 90.4			Male-female ratio	Shokubai	Female	%					38.9	
Average annual salary Shokubai 1021 yen 7,856 7,856 8,178 8,199 Wage differences between male and female workers *5 Nippon Total % - - 82.8 83.4 82.2 The gender annual income gap (Percentage of women's annual income to men's annual income to men's annual income to men's annual income to men's annual income.) Non- management staff Non- management staff - - 90.1 87.0 Wage The gender pay gap (Percentage of women's pay.) Non- management staff Non- management staff % - - - 90.1 87.0 Wage The gender pay gap (Percentage of women's pay.) Non- management staff Non- management staff - - - 90.5 86.0 The gender bonus gap (Percentage of women's pay.) Nippon Shokubai Non- management staff - - - 95.6 94.3 Management staff Nippon Shokubai Nippon Shokubai Non- management staff - - - 89.2 89.6 Management staff Nippon Non- management staff - - - 89.2 89.6					Total	%	12.4	13.3	34.4	35.0	29.5	
Employment and Diversity & Inclusion male and female workers *5 Shokubai Non-management staff			Average annual salary		Total		7,661	7,598	7,826	8,178	8,109	
Employment and Diversity & Inclusion The gender annual income gap (Percentage of women's annual income.) Nippon Management staff (manager-level or above) 9 <td< td=""><td></td><td></td><td></td><td></td><td>Total</td><td>%</td><td>_</td><td>-</td><td>82.8</td><td>83.4</td><td>82.2</td></td<>						Total	%	_	-	82.8	83.4	82.2
Diversity & Inclusion Wage Wage Wage Number of foreign national employees Number of foreign national employees Nippon Nip				Nimmon	management		_	_	-	93.4	90.8	
WageTotal $ -$ <t< td=""><td>Diversity & Inclusion</td><td></td><td>annual income to men's</td><td></td><td>staff (manager-</td><td>%</td><td>_</td><td>_</td><td>_</td><td>90.1</td><td>87.0</td></t<>	Diversity & Inclusion		annual income to men's		staff (manager-	%	_	_	_	90.1	87.0	
Wage The gender pay gap (Percentage of women's pay.) Nippon Shokubai management staff - - - 92.5 89.8 Management staff (manager- level or above) Management staff (manager- level or above) - - - - 90.5 86.0 The gender bonus gap (Percentage of women's bonus to men's bonus.) Non- management staff Non- management staff - - - - 89.2 89.8 Number of foreign national employees Nippon Shokubai Nippon Shokubai Non- management staff - - - - 89.2 89.6 Number of foreign national employees Nippon Shokubai Nippon Total - - - 83.6 83.0 Fundowment rate of persons with disabilities Nippon Total persons 4 4 7 7					Total			-	_	84.7	83.2	
Image: here centage of women's pay, interview of the men's pay.) Shokubai Management staff (manager-level or above) - - - 90.5 86.0 Image: here centage of women's pay.) Total - - - 90.5 86.0 Image: here centage of women's pay.) Total - - - 90.5 86.0 Image: here centage of women's bonus to men's bonus.) Nippon Shokubai Non-management staff (manager-level or above) - - - - 95.6 94.3 Image: here of foreign national employees Nippon Shokubai Nippon Shokubai Total - - - 83.6 83.0 Image: here of persons with disabilities Nippon Total persons 4 4 7 7		Wage		Nippon	management	_	_	-	-	92.5	89.8	
Number of foreign national employees Nippon Shokubai Non- management staff % - - - 95.6 94.3 Number of foreign national employees Nippon Shokubai Nippon Total % - - - 95.6 94.3 Number of foreign national employees Nippon Shokubai Total % - - - 89.2 89.6 Number of foreign national employees Nippon Shokubai Total persons 4 4 7 7					staff (manager-	%	-	-	-	90.5	86.0	
Nippon bonus to men's bonus to men's bonus.) Nippon Shokubai Management staff (manager- level or above) Total % – – – 89.2 89.6 Number of foreign national employees Nippon Shokubai Total persons 4 4 7 7			(Percentage of women's		Non- management						83.2 94.3	
Total - - - 83.6 83.0 Number of foreign national employees Nippon Shokubai Total persons 4 4 7 7					Management staff (manager-	%	_			89.2	89.6	
Number of foreign flational employees Shokubai Total persons 4 4 4 7 Employment rate of persons with disabilities Nippon Total % 2.3 2.2 1.9 2.0 2.3								_	-	83.6	83.0	
Employment rate of persons with disabilities Nippon Total % 23 2 1 0 2 0 2 3		Number of foreig	n national employees			persons		4	4		7	
		Employment rate	of persons with disabilities		Total	%	2.3	2.2	1.9	2.0	2.3	

Social	
(2/3)	

(2/3)		Classification	-	cono	1.121	EV2020	EV2021	EV/2022	EV2022	EV2024		
Aspect	l	Classification Re-employment rate of	Nippon	cope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024		
Employment and	Re-employment	retired employees	Shokubai	Total	%	89.0	88.0	83.0	82.0	84.0		
Diversity & Inclusion		Average Monthly Wage of Rehired Employees	Nippon Shokubai	Total	thousand yen	327	339	363	441	465		
(continued)		Turnover rate of regular	Nippon	Male	~	-	-	1.5	2.3	2.7		
	Turnover/Layoff	employees (Personal reason)	Shokubai	Female Total	%	- 1.8	- 2.5	3.5 1.7	2.8 2.3	1.1 2.5		
		Number of employees using		Male		1.0	2.5	45	2.3	2.5		
		child care leave (Total	Nippon	Female	persons	9	6		1	10		
		numbers for fiscal year)	Shokubai	Total	ľ	15	13	50	81	100		
		Percentage of employees	Nippon	Male		5.9	7.2	51.1	92.0	97.8		
				taking childcare leave	Shokubai	Female	%	-	-	-	100.0	100.0
				Total		-	-	-	92.0	98.0		
	Child Care	Average number of days	Nippon	Male Female	days	-	_	_	39.3 366.0	55.1 399.2		
		used for childcare leave	Shokubai	Total	44,5	_	-	_	43.0	88.9		
			N.C.	Male		-	-	_	100.0	100.0		
		Return rate from child care leave of absence	Nippon Shokubai	Female	%	-	-	-	100.0	100.0		
		leave of absence	SHOKUDAI	Total		100.0	95.7	100.0	100.0	100.0		
		Employee retention rate	Nippon	Male		-	-	-	75.0	75.0		
		three years after childcare	Shokubai	Female	%	-	-	-	85.7	85.7		
		leave		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		
Work-Life Balance		Average annual paid leave acquisition days per employee (Labor union member)	Nippon Shokubai	Total	days	12.6	13.4	18.0 ^{*6}	19.3 ^{*6}	16.3		
	Paid leave	Rate of taking annual paid leave (Labor union member)	Nippon Shokubai	Total	%	67.2	71.3	94.5 ^{*6}	100.7*6	84.7		
		Average annual paid leave acquisition days per employee (Management)	Nippon Shokubai	Total	days	10.5	11.0	12.9 ^{*6}	13.3 ^{*6}	14.1		
		Rate of taking annual paid leave (Management)	Nippon Shokubai	Total	%	52.4	55.0	65.5 ^{*6}	67.6 ^{*6}	71.1		
			Average annual paid leave acquisition days per employee (All)	Nippon Shokubai	Total	days	12.2	12.9	16.7 ^{*6}	17.2 ^{*6}	15.7	
		Rate of taking annual paid leave (All)	Nippon Shokubai	Total	%	63.8	67.3	87.6 ^{*6}	90.0 ^{*6}	80.9		
	Working hours	Average overtime hours (Hours/Month)	Nippon Shokubai	Labor union member	hours	15.3	15.3	15.3	15.0	15.1		
			Nippon	Labor union member	persons	-	-	-	0	0		
		hours / month	Shokubai	Management		-	-	-	4	4		
Human right	Number of Child I	_abor and Force Labor	Consolidated	Total	numbers	- 0	- 0	- 0	4	4		
numan right			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		
Human resources	Training	Training expenses per employee	Nippon Shokubai	Total	thousand yen	46	54	98	123	110		
development		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)		sitions filled internally (in manager, manager) *7	Nippon Shokubai	Total	%	_	_	_	98.9	96.3		
Engagement	Engagement scor	e *8	Nippon Shokubai	Total	-	-	_	ССС	ССС	В		

Soc	cial	
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(3/3) Aspect		Classification	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Aspect	CiassiilCdU011		Nippon Shokubai Group	Onic	5	5	5	8	4
			Nippon Shokubai		1	4	1	5	0
			Group companies in				1		
			Japan		4	0	3	1	2
	Number of injuries	s with loss of workdays	Group companies	numbers					
			outside Japan		0	1	1	2	2
			Contractors of Nippon						
			Shokubai		3	1	1	2	2
	[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						
	1 +in in-i		Japan		2.75	0.00	2.08	0.68	1.36
	Lost-time injury fr	requency rate	Group companies		0.00	0.54	0.54	1.07	1.05
o			outside Japan		0.00	0.54	0.54	1.07	1.05
Occupational safety and health			Contractors of Nippon			0.00	0.00	0.75	0.70
salety and fiediti			Shokubai		1.04	0.36	0.36	0.75	0.70
			Nippon Shokubai Group		0	0	0	0	0
			Nippon Shokubai		0	0	0	0	0
			Group companies in		0	0	0	0	0
	Number of fatal a	scidants	Japan	numbors	0	0	0	0	0
	Number of fatal accidents		Group companies	numbers	0	0	0	0	0
			outside Japan		0				
			Contractors of Nippon		0	0	0	0	0
			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		Ninnon Shokubai	nersons	181	187	191	174	203
			Nippori Shokubai	persons					
Quality	Ratio of plants with ISO 9001 (quality management system) *9		Nippon Shokubai Group	06	100	100	100	100	100
Quality				70					100
	Contractors of Nippon Shokubai000Ratio of plants with ISO 45001 (management systems of occupational health and safety) *9Nippon Shokubai Group%383838Number of participants in company-wide RC training including safetyNippon Shokubai Nippon Shokubaipersons181187191Ratio of plants with ISO 9001 (quality management system) *9Nippon Shokubai Group%100100100Ratio of plants with ISO 9001 (quality management system) *9Nippon Shokubai Group%161128209161ExpenseAmount paid for activities on 				161	128	209	134*11	-
					-	-	-	-	153
					95	64	139	48	-
			Consolidated	million yen	_	_	_	_	50
		86*11	_						
						0.		00	
		contributions *10	Consolidated		_	-	-	_	103
	Volunteer activity		Nippon Shokubai						
					0*12	0*12 0*12	0*12	_*13	_*13
Social contribution									
		Number of participants for "Contributing to Our Forests and Water Resources"	Nippon Shokubai						
					11 ^{*12}	21 ^{*12}	34 ^{*12}	_*13	_*13
						21	51		
				persons					
		Number of participants for	Nippon Shokubai		0*12	11 ^{*12}	55	55	48
		"Contributing to the							
		'Yugawara Myriad Leaves							
		Forest'"							
		Number of participants for	Nippon Shokubai		5 ^{*12}	4 ^{*12}	0 ^{*12}	_*13	
		'Japan-Indonesia Friendship	PT. Nippon Shokubai	1					_*13
		Forest of Banten Bay for Biodiversity Preservation"	Indonesia		5	4	U	-	_ 1

*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.

 $\ast 3$ 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	C	Classification	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Related information for	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
management	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
	Dividend *1	Interim	Nippon Shokubai	yen per	11.25	20	22.5	22.5	54
Shareholder	Dividend *1	Annual	Nippon Shokubai	share	22.5	45	45	45	60
	Dividend Payout Ratio		Consolidated *2	%	1	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		l l						
	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	n	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 participantsa 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)