

NIPPON SHOKUBAI Group

FY2025 ESG Data Sheet

[Aggregation Period] April 1 – March 31 of each fiscal year, and March 31 of each fiscal year
[Date of Issue] July 6th, 2026

[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. / EMULSION TECHNOLOGY CO., LTD.* / NISSHOKU BUTSURYU CO., LTD. /

"Group companies outside Japan" NIPPON SHOKUBAI AMERICA INDUSTRIES, INC. / NIPPON SHOKUBAI (ASIA) PTE. LTD. / PT. NIPPON SHOKUBAI INDONESIA / NIPPON SHOKUBAI EUROPE N.V. / SINGAPORE ACRYLIC 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 17 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 above-mentioned Group companies in and outside Japan : 1 site each (excluding NISSHOKU BUTSURYU CO., LTD.)

* EMULSION TECHNOLOGY CO., LTD. was added to the scope of aggregation from FY2025. Data prior to FY2024 does not include this company.

[Coverage rate]

(%)

	FY2021	FY2022	FY2023	FY2024	FY2025
Ratio of non-consolidated sales revenue to consolidated sales revenue	60.8	61.3	58.5	59.7	58.1
Ratio of non-consolidated employees to consolidated employees	53.3	53.4	54.1	54.2	52.7

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

* The sales revenue ratio of the "Nippon Shokubai Group" to consolidated sales revenue is 90% or more, and the employee ratio to consolidated employees is 95% or more.

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

Prevention of global warming *1

Classification		Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Energy consumption		Nippon Shokubai Group	1,000 kL (crude oil equivalent)	299	302	317	309	304
			GWh	2,405	2,443	2,681	2,612	2,581
		Nippon Shokubai	1,000 kL (crude oil equivalent)	184	187	203	197	193
		Nippon Shokubai (manufacturing sites)		175	179	195	190	185
		Group companies in Japan		28	27	27	27	29
		Group companies outside Japan		87	88	87	84	82
Energy intensity		Nippon Shokubai (manufacturing sites)	L/tons-production volume (crude oil equivalent)	98	111	126	122	119
GHG emissions	Scope 1 and Scope 2 *2	Nippon Shokubai Group	1,000 tons-CO ₂ e	1,159	1,046 ^{*3}	1,018 ^{*3}	977 ^{*3}	966 ^{*3}
		Nippon Shokubai		755	654 ^{*3}	651 ^{*3}	640 ^{*3}	641 ^{*3}
		Group companies in Japan		70	68	63	61	64
		Group companies outside Japan		334	324	304	276	262
	Scope 1 *2	Nippon Shokubai Group	1,000 tons-CO ₂ e	839	727 ^{*3}	731 ^{*3}	716 ^{*3}	725 ^{*3}
		Nippon Shokubai		627	521 ^{*3}	510 ^{*3}	489 ^{*3}	502 ^{*3}
		Group companies in Japan		45	44	40	37	38
		Group companies outside Japan		168	161	181	189	185
	Scope 2	Nippon Shokubai Group	1,000 tons-CO ₂	320	319	287	261	242
		Nippon Shokubai		128	133	141	151	139
		Group companies in Japan		25	24	23	24	25
		Group companies outside Japan		167	162	123	87	77
GHG emissions	Scope 3	Nippon Shokubai	1,000 tons-CO ₂ e	3,783	3,405	3,426	3,421	3,421
	Cat. 1: Purchased goods and services			1,522	1,370	1,462	1,408	1,381
	Cat. 2: Capital goods			44	43	49	88	110
	Cat. 3: Fuel- and energy-related activities not included in Scope 1 or Scope 2			83	89	97	95	93
	Cat. 4: Upstream transportation and distribution			15	13	14	14	14
	Cat. 5: Waste generated in operations			8	5	5	4	5
	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			2,111	1,884	1,798	1,811	1,816
	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 ₂	990 ^{*4}	1,080 ^{*4}	1,180 ^{*4}	1,040 ^{*4}	910

*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, FY2025: 58,000 tons-CO₂ per year)

*4 Revised due to a review of the estimation method

<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 2025)

Ministry of the Environment DB: Emission intensity database for calculating greenhouse gas emissions, etc. of organizations through the supply chain (Ver.3.6 was used in 2025)

Environmental conservation for logistics *1

Classification	Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
CO ₂ emissions attributable to domestic logistics	Nippon Shokubai	1,000 tons-CO ₂	14.8	13.2	13.7	13.6	13.7
CO ₂ emissions intensity attributable to domestic logistics	Nippon Shokubai	kg-CO ₂ /1,000 ton-km	58.7	57.9	62.4	62.2	62.2

*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.

Water

Classification	Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Water withdrawal	Surface water (rivers, lakes, etc.)	Nippon Shokubai Group	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	3.3	3.4	3.4	3.3	3.3
		Nippon Shokubai	0.0	0.0	0.0	0.0	0.0
		Group companies in Japan	3.3	3.4	3.4	3.3	3.3
		Group companies outside Japan	0.0	0.0	0.0	0.0	0.0
	Sea water	Nippon Shokubai Group	17.1	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	17.1	0.0	0.0	0.0	0.0
	Third-Party sources (tap water, industrial water, etc.)	Nippon Shokubai Group	20.0	19.9	20.1	19.9	20.1
		Nippon Shokubai	14.8	14.4	14.1	14.0	14.1
		Group companies in Japan	2.6	2.6	2.6	2.6	2.7
		Group companies outside Japan	2.6	3.0	3.4	3.3	3.3
	Total amount of water withdrawals (excluding sea water) *1	Nippon Shokubai Group	23.4	23.3	23.5	23.2	23.4
		Nippon Shokubai	14.8	14.4	14.1	14.0	14.1
		Group companies in Japan	6.0	6.0	6.0	5.9	6.0
		Group companies outside Japan	2.6	3.0	3.4	3.3	3.3
	Water use intensity	Nippon Shokubai (manufacturing sites)	8.26	8.96	9.22	9.10	9.20
	Water-stressed sites *2	Nippon Shokubai Group	0	0	2	2	2
	Total water withdrawal in water-stressed regions	Nippon Shokubai Group	0.0	0.0	3.0	2.9	2.8
Water discharge	into Surface water (rivers, lakes, etc.)	Nippon Shokubai Group	4.7	4.8	4.9	4.7	4.8
		Nippon Shokubai	0.0	0.0	0.0	0.0	0.0
		Group companies in Japan	4.0	4.0	4.0	3.9	4.0
		Group companies outside Japan	0.7	0.8	0.8	0.8	0.8
	into Subsurface	Nippon Shokubai Group	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	27.0	9.4	9.4	9.2	9.6
		Nippon Shokubai	8.1	7.7	7.7	7.4	7.8
		Group companies in Japan	1.7	1.8	1.8	1.8	1.8
		Group companies outside Japan	17.1	0.0	0.0	0.0	0.0
	into Third Party Dischargers (sewage, etc.)	Nippon Shokubai Group	0.3	0.2	0.2	0.2	0.2
		Nippon Shokubai	0.0	0.0	0.0	0.0	0.0
		Group companies in Japan	0.1	0.0	0.0	0.0	0.1
		Group companies outside Japan	0.2	0.2	0.2	0.2	0.2
	Total amount of water discharge (excluding sea water) *1	Nippon Shokubai Group	14.8	14.5	14.6	14.2	14.6
		Nippon Shokubai	8.2	7.7	7.7	7.5	7.8
		Group companies in Japan	5.8	5.8	5.9	5.8	5.8
		Group companies outside Japan	0.9	1.0	1.0	1.0	1.0
Water consumption	Total water consumption (excluding sea water) *1	Nippon Shokubai Group	8.6	8.8	9.0	9.0	8.8
		Nippon Shokubai	6.6	6.7	6.4	6.5	6.2
		Group companies in Japan	0.2	0.1	0.2	0.2	0.2
		Group companies outside Japan	1.7	2.0	2.4	2.4	2.3

*1 Water consumption (excluding sea water) is calculated by subtracting water discharge (excluding sea water) from water withdrawal (excluding sea water).

*2 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.

Raw material

Classification	Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Purchased raw materials	Nippon Shokubai	1,000 tons	1,047	924	897	895	892

Chemical management

Classification	Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Substances subject to the PRTR Law *1	Nippon Shokubai Group in Japan	tons	121	112	128	127 ^{*2}	110
	Nippon Shokubai		86	81	90	85	76
	Released into atmosphere		40	37	47	45	39
	Released into water		46	45	43	40	36
	Group companies in Japan		35	30	37	42 ^{*2}	34

*1 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.

*2 Fixed calculation errors

Prevention of air and water pollution

Classification	Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
SOx emissions	Nippon Shokubai Group	tons	7.9	8.6	14.9	14.6	14.1
	Nippon Shokubai		3.1	3.0	2.0	4.3	2.1
	Group companies in Japan		1.4	0.7	0.6	0.1	0.2
	Group companies outside Japan		3.5	4.9	12.3	10.2	11.8
NOx emissions	Nippon Shokubai Group	tons	328	308	290	276	264
	Nippon Shokubai		196	186	166	184	171
	Group companies in Japan		72	52	40	33	42
	Group companies outside Japan		61	70	84	59	51
Dust emissions	Nippon Shokubai Group in Japan	tons	9.4	8.0	8.9	9.2	11.3
	Nippon Shokubai		7.4	6.0	7.6	7.6	9.6
	Group companies in Japan		2.1	1.9	1.4	1.7	1.7
VOC emissions *1	Nippon Shokubai Group	tons	—	—	—	107	95
	Nippon Shokubai		59	62	53	57	52
	Group companies in Japan		—	—	—	29	21
	Group companies outside Japan		—	—	—	21	22
COD emissions	Nippon Shokubai Group in Japan	tons	110	116	86	88	112
	Nippon Shokubai		56	45	34	36	37
	Group companies in Japan		55	72	53	52	75
Total phosphorous emissions	Nippon Shokubai	tons	2.6	2.3	2.5	1.9	2.1
Total nitrogen emissions	Nippon Shokubai	tons	56	57	28	27	25

*1 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.

Waste reduction

Classification	Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Quantity of off-site waste *1	Nippon Shokubai Group	1,000 tons	11.0	10.6	9.5	9.8	9.5
	Nippon Shokubai		3.0	2.0	2.1	1.9	1.9
	Group companies in Japan		7.0	6.9	6.2	6.7	6.4
	Group companies outside Japan		0.9	1.6	1.2	1.2	1.3
Quantity of recycling	Nippon Shokubai Group	1,000 tons	49	46	42	44	44
	Nippon Shokubai		38	35	33	33	33
	Group companies in Japan		2	2	2	2	2
	Group companies outside Japan		9	9	7	9	9
Recycling ratio *2	Nippon Shokubai	%	—	—	—	74	74
Quantity of final off-site landfill	Nippon Shokubai Group	tons	568	611	738	954	777
	Nippon Shokubai		9	9	7	7	7
	Group companies in Japan		118	82	110	143	82
	Group companies outside Japan		442	521	621	804	688
Quantity of final off-site landfill / Total amount of waste generated Objective: ≤0.1%	Nippon Shokubai	%	0.016	0.018	0.016	0.016	0.016
Hazardous waste discharged *3	Nippon Shokubai Group	tons	—	—	—	6,205	5,981
	Nippon Shokubai		—	—	—	527	424
	Group companies in Japan		—	—	—	5,168	5,051
	Group companies outside Japan		—	—	—	510	506

*1 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.

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

*3 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.

Environmental management

Classification	Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Ratio of plants with environmental management system (EMS) certification *1	Nippon Shokubai Group	%	100	100	94	94	94
	Nippon Shokubai		100	100	100	100	100
	Group companies in Japan		100	100	86	86	88
	Group companies outside Japan		100	100	100	100	100

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

Environmental accounting

Classification	Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Environmental protection cost (Investment)	Nippon Shokubai	million yen	105	164	84	419	250
Environmental protection cost (Expense)	Nippon Shokubai	million yen	10,137	11,356	11,506	11,280	10,412
Economic effect resulting from environmental protection initiatives	Nippon Shokubai	million yen	6,722	5,881	6,245	6,158	6,375

Environmental education

Classification	Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of participants in company-wide RC training, including Environmental protection initiatives *1	Nippon Shokubai	persons	187	191	174	203	177

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

Violation of environmental laws and regulations

Classification	Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of significant fines and penalties for violations of environmental laws and regulations	Nippon Shokubai Group	numbers	0	0	0	0	0

Employees

Classification		Scope		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of employees	Number of employees	Consolidated	Total	persons	4,526	4,574	4,607	4,685	4,880
		Nippon Shokubai	Male		2,197	2,206	2,244	2,266	2,283
			Female		215	237	247	275	290
			Total		2,412	2,443	2,491	2,541	2,573
	Male-female ratio	Nippon Shokubai	Male	%	91.1	90.3	90.1	89.2	88.7
			Female		8.9	9.7	9.9	10.8	11.3
	Male-female ratio in STEM positions *1	Nippon Shokubai	Male	%	—	—	93.5	92.2	92.3
			Female		—	—	6.5	7.8	7.7
	Percentage of mid-career hires to all employees in the end of the fiscal year	Nippon Shokubai	Total	%	5.8	7.1	8.2	9.1	10.4
Number of managers	Number of managers	Nippon Shokubai	Male	persons	559	520	531	531	534
			Female		24	24	30	36	40
			Total		583	544	561	567	574
	Male-female ratio	Nippon Shokubai	Male	%	95.9	95.6	94.6	93.7	93.0
			Female		4.1	4.4	5.4	6.3	7.0
	Male-female ratio in director-level or above	Nippon Shokubai	Male	%	—	—	100.0	100.0	100.0
			Female		—	—	0.0	0.0	0.0
	Male-female ratio in management staff (general manager-level or above)	Nippon Shokubai	Male	%	—	—	98.0	98.5	97.9
			Female		—	—	2.0	1.5	2.1
	Male-female ratio in new management staff (manager-level or above)	Nippon Shokubai	Male	%	—	—	89.0	86.0	87.8
			Female		—	—	11.0	14.0	12.2
	Male-female ratio in manager-level or above in revenue-generating functions *2	Nippon Shokubai	Male	%	—	—	96.5	95.6	94.7
			Female		—	—	3.5	4.4	5.3
Average age		Nippon Shokubai	Total	ages	38.7	38.8	39.0	39.2	39.4
Average length of service		Nippon Shokubai	Male	years	16.7	16.6	16.8	16.9	17.0
			Female		14.7	14.0	13.8	13.1	13.1
			Total		16.5	16.4	16.5	16.5	16.6
Participation rate of labor union *3		Nippon Shokubai	Total	%	69.8	70.3	74.1	74.0	73.9

*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.

Employment and diversity & inclusion

Classification				Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of hires	Number of new graduate hires (College graduate)	Nippon Shokubai	Male	persons	43	35	31	31	40	
			Female		7	9	13	16	12	
			Total		50	44	44	47	52	
	Male-female ratio	Nippon Shokubai	Male	%	86	79.5	70.5	66.0	76.9	
			Female		14.0	20.5	29.5	34.0	23.1	
	Number of mid-career hires	Nippon Shokubai	Male	persons	11	32	32	22	33	
			Female		4	12	9	14	11	
			Total		15	44	41	36	44	
	Male-female ratio	Nippon Shokubai	Male	%	73.3	72.7	78.0	61.1	75.0	
			Female		26.7	27.3	22.0	38.9	25.0	
	Percentage of mid-career hires to all new hires *1	Nippon Shokubai	Total	%	13.3	34.4	35.0	29.5	35.8	
Wage	Average annual salary	Nippon Shokubai	Total	thousand yen	7,598	7,826	8,178	8,109	8,590	
	Wage differences between male and female workers *2	Nippon Shokubai	Total	%	—	82.8	83.4	82.2	82.6	
	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	91.4	
			Management staff (manager-level or above)		—	—	90.1	87.0	87.9	
			Total		—	—	84.7	83.2	83.9	
	The gender pay gap (Percentage of women's pay to men's pay.)	Nippon Shokubai	Non-management staff	%	—	—	92.5	89.8	90.6	
			Management staff (manager-level or above)		—	—	90.5	86.0	87.8	
			Total		—	—	85.3	83.2	84.4	
	The gender bonus gap (Percentage of women's bonus to men's bonus.)	Nippon Shokubai	Non-management staff	%	—	—	95.6	94.3	94.1	
			Management staff (manager-level or above)		—	—	89.2	89.6	88.2	
			Total		—	—	83.6	83.0	82.6	
	Number of foreign national employees		Nippon Shokubai	Total	persons	4	4	7	6 ^{*3}	7
	Employment rate of persons with disabilities		Nippon Shokubai	Total	%	2.2	1.9	2.0	2.3	2.3

Employment and diversity & inclusion (continued)

Classification		Scope		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Re-employment	Re-employment rate of retired employees	Nippon Shokubai	Total	%	88.0	83.0	82.0	84.0	91.0
	Average Monthly Wage of Rehired Employees	Nippon Shokubai	Total	thousand yen	339	363	441	465	493
Turnover/Layoff	Turnover rate of regular employees (Personal reason)	Nippon Shokubai	Male	%	—	1.5	2.3	2.7	1.5
			Female		—	3.5	2.8	1.1	3.8
			Total		2.5	1.7	2.3	2.5	1.8

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

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

*3 Fixed calculation errors

Work-life balance

Classification		Scope		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Child Care	Number of employees using child care leave (Total numbers for fiscal year)	Nippon Shokubai	Male	persons	7	45	80	90	107
			Female		6	5	1	10	5
			Total		13	50	81	100	112
	Percentage of employees taking childcare leave	Nippon Shokubai	Male	%	7.2	51.1	92.0	97.8	98.1
			Female		—	—	100.0	100.0	100.0
			Total		—	—	92.0	98.0	98.2
	Average number of days used for childcare leave	Nippon Shokubai	Male	days	—	—	39.3	55.1	67.2
			Female		—	—	366.0	399.2	388.4
			Total		—	—	43.0	88.9	81.5
	Return rate from child care leave of absence	Nippon Shokubai	Male	%	—	—	100.0	100.0	100.0
			Female		—	—	100.0	100.0	100.0
			Total		95.7	100.0	100.0	100.0	100.0
Nursing Care	Employee retention rate three years after childcare leave	Nippon Shokubai	Male	%	—	—	75.0	75.0	91.3
			Female		—	—	85.7	85.7	100.0
			Total		—	—	81.8	81.8	92.2
Paid leave	Number of employees using nursing care leave and personal reasons of absence	Nippon Shokubai	Total	persons	0	0	0	1	2
	Average annual paid leave acquisition days per employee (Labor union member)	Nippon Shokubai	Total	days	13.4	18.0 ^{*1}	19.3 ^{*1}	16.3	15.9
	Rate of taking annual paid leave (Labor union member)	Nippon Shokubai	Total	%	71.3	94.5 ^{*1}	100.7 ^{*1}	84.7	83.1
	Average annual paid leave acquisition days per employee (Management)	Nippon Shokubai	Total	days	11.0	12.9 ^{*1}	13.3 ^{*1}	14.1	13.4
	Rate of taking annual paid leave (Management)	Nippon Shokubai	Total	%	55.0	65.5 ^{*1}	67.6 ^{*1}	71.1	67.9
Working hours	Average annual paid leave acquisition days per employee (All)	Nippon Shokubai	Total	days	12.9	16.7 ^{*1}	17.2 ^{*1}	15.7	15.6
	Rate of taking annual paid leave (All)	Nippon Shokubai	Total	%	67.3	87.6 ^{*1}	90.0 ^{*1}	80.9	74.5
	Average overtime hours (Hours/Month)	Nippon Shokubai	Labor union member	hours	15.3	15.3	15.0	15.1	17.2
	Number of employees whose overtime hours exceeded 80 hours / month	Nippon Shokubai	Labor union member	persons	—	—	0	0	0
			Management		—	—	4	4	4
			Total		—	—	4	4	4

*1 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.

Human rights

Classification	Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of child labor and force labor cases	Consolidated	numbers	0	0	0	0	0

Human resources development

Classification	Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Training	Total number of hours spent on employee's training	hours	44,408	40,074	70,941	62,256	54,897
	Training time per employee		18.4	16.4	28.5	24.5	21.3
	Total employee training expenses	million yen	129	240	307	279	269
	Training expenses per employee	thousand yen	54	98	123	110	104
	Total number of participants in self-selected training programs	persons	—	1,312	1,810	2,150	3,690
	Total reskilling expenses for senior employees	million yen	—	4	1	6	5
Global Human Resources	Percentage of employees with overseas work experience	%	—	11.7	11.6	11.4	11.4

Percentage of positions filled internally (Management position)

Classification	Scope		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Percentage of positions filled internally (in director, general manager, manager) *1	Nippon Shokubai	Total	%	—	—	97.8*2	100.0*2	99.0

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

*2 Fixed calculation errors

Engagement

Classification	Scope		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Engagement score *1	Nippon Shokubai	Total	—	—	CCC	CCC	B	B

*1 Evaluation by Motivation Cloud of Link and Motivation, Inc.

Occupational safety and health

Classification	Scope		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of injuries with lost workdays	Nippon Shokubai Group	numbers		5	5	8	4	7
	Nippon Shokubai			4	1	5	0	1
	Group companies in Japan			0	3	1	2	2
	Group companies outside Japan			1	1	2	2	4
	Contractors of Nippon Shokubai			1	1	2	2	1
Lost-time injury frequency rate	Nippon Shokubai Group	—		0.70	0.73	1.12	0.56*2	0.93
	Nippon Shokubai			1.05	0.28	1.32	0.00	0.26
	Group companies in Japan			0.00	2.08	0.68	1.36	1.14
	Group companies outside Japan			0.54	0.54	1.07	1.05	2.13
	Contractors of Nippon Shokubai			0.36	0.36	0.75	0.70	0.35
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) *1	Nippon Shokubai Group	%		38	38	38	38	35
Number of participants in company-wide RC training including safety	Nippon Shokubai	persons		187	191	174	203	177

*1 Ratio at manufacturing sites

*2 Fixed calculation errors

Quality

Classification	Scope		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Ratio of plants with ISO 9001 (quality management system) *1	Nippon Shokubai Group	%		100	100	100	100	100

*1 Ratio at manufacturing sites

Social contribution

Classification	Scope		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Expense	Amount paid for activities on social contributions	Nippon Shokubai	million yen	128	209	134	—	—
		Consolidated		—	—	—	153	152
	Donation	Nippon Shokubai		64	139	48	—	—
		Consolidated		—	—	—	50	45
	Expenditure for other activities on social contributions *1	Nippon Shokubai		64	70	86	—	—
		Consolidated		—	—	—	103	107
Volunteer activity	Number of participants for "Contributing to the 'Yugawara Myriad Leaves Forest'"	Nippon Shokubai	persons	11*2	55	55	48	26

*1 Expenditure for Volunteer activity, Facilities offering, etc.

*2 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.

Related information for management

Classification		Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of Board of Directors	Directors of the Board (incl. Outside Directors of the Board)	Nippon Shokubai	persons	9	9	8	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	333	390	328	302	277
Remuneration of Audit & Supervisory Board Members (except Outside Audit & Supervisory Board Members)		Nippon Shokubai	million yen	46	52	54	54	54
Remuneration of Outside Officers (except Outside Audit & Supervisory Board Members)		Nippon Shokubai	million yen	36	39	40	40	40

Shareholder

Classification		Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Dividend *1	Interim	Nippon Shokubai	yen per share	20	22.5	22.5	54	50
	Final	Nippon Shokubai		25	22.5	22.5	60	63
	Annual	Nippon Shokubai		45	45	45	114	113
Dividend Payout Ratio		Consolidated *2	%	30.3	36.9	63.9	100.1	100.8

*1 NIPPON SHOKUBAI CO., LTD. carried out a four-for-one stock split effective on April 1, 2024. The amounts of dividend per share during FY2021-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

Compliance

Classification		Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of participants in the training for new employees, new middle level employees and new managers regarding compliance		Nippon Shokubai	persons	194	2,485 ^{*1}	200	221	201
Number of internal reporting		Nippon Shokubai	numbers	0	3	2	5	6

*1 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.

Compliance with laws and regulations

Classification		Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
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

Classification		Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Political contributions		Nippon Shokubai	yen	0	0	0	0	0

Information security

Classification		Scope	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of critical incidents in information systems		Consolidated	numbers	0	0	0	0	0

[Updated Contents]

July 6th, 2026

Released FY2025 data

Fixed errors

Environment > Prevention of global warming >

Estimated value of avoided emissions in the supply chain by Environmental Contribution Products > FY2021-FY2024

Environment > Chemical management > Substances subject to the PRTR law > Nippon Shokubai Group in Japan, Group companies in Japan > FY2024

Social > Employment and diversity & inclusion > Number of foreign national employees > FY2024

Social > Percentage of positions filled internally (Management position) > Percentage of positions filled internally (in director, general manager, manager) > FY2023,FY2024

Social > Occupational safety and health > Lost-time injury frequency rate > Nippon Shokubai Group > FY2024