

Primary ESG Data

		FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
FTSE Russell score (published in June of each year)		2.2	2.3	2.4	2.7	3.0	3.6
E							
Energy consumption	(kl)	28,129	27,440	27,312	29,215	27,562	21,920
Energy intensity	(kl/millions of yen in sales)	0.7491	0.7265	0.6629	0.6976	0.6362	0.4952
Greenhouse gas emissions							
Greenhouse gas emissions Scope 1	(t-CO ₂)	25,794	24,999	24,729	26,093	25,064	18,365
Greenhouse gas emissions Scope 2	(t-CO ₂)	24,737	23,827	23,301	23,154	20,658	17,284
Scope 1 + Scope 2	(t-CO ₂)	50,531	48,826	48,030	49,247	45,722	35,649
Greenhouse gas emission intensity	(t-CO ₂ /millions of yen in sales)	1.3458	1.2927	1.1658	1.1759	1.0554	0.8054
Prevention of air pollution							
SOx (sulfur oxide) emissions	(t)	0	0	0	0	0	0
NOx (nitrogen oxide) emissions	(t)	4.92	4.72	4.99	4.94	3.17	2.84
Dust emissions	(t)	0.08	0.04	0.03	0.02	0.00	0.00
Prevention of water pollution							
Water usage	(kt)	10,505	10,334	10,552	10,781	10,680	9,853
Water discharge volume	(kt)	10,162	9,858	10,130	10,643	10,684	9,873
COD (chemical oxygen demand) emissions	(t)	54.3	46.3	54.4	50.8	64.2	54.6
Industrial waste							
Industrial waste volumes	(t)	2,452	2,753	3,017	2,746	3,477	2,523
Industrial waste from plastic products	(t)	Started calculating from FY2022				126	110
Industrial waste recycle volume	(t)	1,471	1,090	1,736	1,615	2,190	1,503
Industrial waste final disposal volume	(t)	430	257	200	52	85	144
S							
Employees	(persons)	731	739	789	834	890	922
Percentage of female managers	(%)	11.0	10.8	11.2	10.8	11.0	11.3
Percentage of female employees	(%)	17.9	18.4	18.6	18.0	19.5	20.5
Percentage of non-Japanese employees	(%)	18	21	23	26	31	32
Percentage of mid-career hires*	(%)	33	32	33	34	35	35
Percentage of disability employment*	(%)	1.5	1.9	2.3	2.5	2.6	2.6
Female personnel taking long-term childcare leave*	(persons)	1	3	1	6	1	0
Percentage of female personnel taking long-term childcare leave*	(%)	100	100	100	100	100	0
Male personnel taking long-term childcare leave*	(persons)	0	4	1	9	10	12
Percentage of male personnel taking long-term childcare leave*	(%)	0	24	14	56	83	109
Long-term nursing care leave	(persons)	0	0	0	0	0	0
Gender wage gap*	(%)	Started calculating from FY2022				84.8	82.9
Average monthly overtime per employee*	(hours)	11.9	12.0	10.3	11.6	11.3	10.0
Percentage of personnel taking paid holidays*	(%)	68	68	65	69	71	74
Percentage of personnel taking refreshment leave*	(%)	95	94	93	93	93	96
Average annual training hours per employee*	(hours)	Started calculating from FY2021			109.0	106.6	96.2
Separation rate (calculated using number of regular employees who leave the Company during the year and excluding employees who joined the Company during the year)*	(%)	1.5	3.2	1.5	3.3	1.6	1.9
G							
Percentage of Outside Directors	(%)	42.9	42.9	42.9	42.9	42.9	42.9
Number of Board of Directors meetings		15	17	16	16	12	13
Number of Nominating and Compensation Committee meetings		—	7	10	12	14	14
Number of anticorruption violations		0	0	0	0	0	0
Total amount of political donations	(yen)	0	0	0	0	0	0

* Data available for Hodogaya Chemical only

Environmental Accounting Data* (Unit: Million JPY)

	FY2021		FY2022		FY2023	
	Investment	Expense	Investment	Expense	Investment	Expense
Business area cost	120	179	125	230	59	185
(1) Pollution prevention cost	20	43	38	30	14	40
(2) Global environmental conservation cost	100	16	87	11	45	7
(3) Resource circulation cost	—	120	—	189	—	138
Upstream/downstream costs	—	5	—	9	—	7
Administration cost	—	2	—	4	—	5
R&D cost	—	92	—	46	—	22
Social activity cost	—	13	4	15	7	13
Environmental remediation cost	—	—	—	—	—	—
Total	120	291	129	304	66	232

* Based on the "Environmental Accounting Guidelines 2005" of the Ministry of the Environment