

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