

Primary ESG Data

		FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
FTSE Russell score (published in June of each year)		2.3	2.4	2.7	3.0	3.6	3.5
E							
Energy consumption	(kl)	27,440	27,312	29,215	27,562	21,920	22,623
Energy intensity	(kl/millions of yen in sales)	0.7265	0.6629	0.6976	0.6362	0.4952	0.4657
Greenhouse gas emissions (* This does not include CO ₂ emissions from non-energy sources)							
Direct greenhouse gas emissions	(t-CO ₂)	24,999	24,729	26,093	25,064	18,365	19,235
Indirect greenhouse gas emissions	(t-CO ₂)	23,827	23,301	23,154	20,658	17,284	12,426
Total	(t-CO ₂)	48,826	48,030	49,247	45,722	35,649	31,661
Greenhouse gas emission intensity	(t-CO ₂ /millions of yen in sales)	1.2927	1.1658	1.1759	1.0554	0.8054	0.6518
Prevention of air pollution							
SOx (sulfur oxide) emissions	(t)	0	0	0	0	0	0
NOx (nitrogen oxide) emissions	(t)	4.72	4.99	4.94	3.17	2.84	3.97
Dust emissions	(t)	0.04	0.03	0.02	0.00	0.00	0.00
Prevention of water pollution							
Water usage	(kt)	10,334	10,552	10,781	10,680	9,853	9,894
Water discharge volume	(kt)	9,858	10,130	10,643	10,684	9,873	9,652
COD (chemical oxygen demand) emissions	(t)	46.3	54.4	50.8	64.2	54.6	53.1
Industrial waste							
Industrial waste volumes	(t)	2,753	3,017	2,746	3,477	2,523	3,076
Industrial waste from plastic products	(t)	Started calculating from FY2022			126	110	134
Industrial waste recycle volume	(t)	1,090	1,736	1,615	2,190	1,503	1,741
Industrial waste final disposal volume	(t)	257	200	52	85	144	220
S							
Employees	(persons)	739	789	834	890	922	942
Percentage of female managers	(%)	10.8	11.2	10.8	11.0	11.3	12.1
Percentage of female employees	(%)	18.4	18.6	18.0	19.5	20.5	21.2
Percentage of non-Japanese employees	(%)	21	23	26	31	32	35
Percentage of mid-career hires*	(%)	32	33	34	35	35	35
Percentage of disability employment*	(%)	1.9	2.3	2.5	2.6	2.6	3.2
Female personnel taking long-term childcare leave*	(persons)	3	1	6	1	-	3
Percentage of female personnel taking long-term childcare leave*	(%)	100	100	100	100	-	100
Male personnel taking long-term childcare leave*	(persons)	4	1	9	10	12	9
Percentage of male personnel taking long-term childcare leave*	(%)	24	14	56	83	109	82
Long-term nursing care leave	(persons)	0	0	0	0	0	0
Gender wage gap*	(%)	Started calculating from FY2022			84.8	82.9	79.0
Average monthly overtime per employee*	(hours)	12.0	10.3	11.6	11.3	10.0	12.0
Percentage of personnel taking paid holidays*	(%)	68	65	69	71	74	72
Percentage of personnel taking refreshment leave*	(%)	94	93	93	93	96	96
Average annual training hours per employee*	(hours)	Started calculating from FY2021		109.0	106.6	96.2	81.1
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)*	(%)	3.2	1.5	3.3	1.6	1.9	3.0
G							
Percentage of Outside Directors	(%)	42.9	42.9	42.9	42.9	42.9	42.9
Number of Board of Directors meetings		17	16	16	12	13	10
Number of Nominating and Compensation Committee meetings		7	10	12	14	14	11
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)

	FY2022		FY2023		FY2024	
	Investment	Expense	Investment	Expense	Investment	Expense
Business area cost	125	230	59	185	414	208
(1) Pollution prevention cost	38	30	14	40	359	50
(2) Global environmental conservation cost	87	11	45	7	55	8
(3) Resource circulation cost	-	189	-	138	-	150
Upstream/downstream costs	-	9	-	7	-	12
Administration cost	-	4	-	5	-	3
R&D cost	-	46	-	22	-	40
Social activity cost	4	15	7	13	1	13
Environmental remediation cost	-	-	-	-	-	-
Other costs	-	-	-	-	-	203
Total	129	304	66	232	415	479

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