



ESG Data Sheet

FY2020

[Aggregation Period]

April 1 – March 31 of each fiscal year, and March 31 of each fiscal year

[Last Updated]

October 11, 2021

Environment

[Scope of Data Aggregation]

"Nippon Shokubai"

NIPPON SHOKUBAI CO., LTD.

"Nippon Shokubai (Production Sites)"

NIPPON SHOKUBAI CO., LTD. Himeji Plant / Kawasaki Plant

"Group Companies in Japan"

NIPPON CHEMICALS CO., LTD. / TOKYO FINE CHEMICAL CO., LTD. / CHUGOKU KAKO CO., LTD. /
NIPPON POLYMER INDUSTRIES CO., LTD. / NISSHOKU TECHNO FINE CHEMICAL CO., LTD. /
NIPPON NYUKAZAI CO., LTD. / Nisshoku Butsubu Co., Ltd.

"Group Companies outside Japan"

Nippon Shokubai America Industries, Inc. / PT. NIPPON SHOKUBAI INDONESIA / NIPPON SHOKUBAI EUROPE N.V. /
SINGAPORE ACRYLIC PTE LTD / NISSHOKU CHEMICAL INDUSTRY (ZHANGJIAGANG) CO., LTD. /
SINO-JAPAN CHEMICAL CO., LTD.

(1/2)

Aspect	Classification	Scope	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Prevention of global warming	Energy consumption (crude oil equivalent)	Nippon Shokubai	1,000 kL	196	195	198	191	197
		Nippon Shokubai (Production Sites)		188	187	190	182	189
		Group Companies in Japan		27	27	27	26	27
		Group Companies outside Japan		86	86	91	89	85
	Energy intensity	Nippon Shokubai (Production Sites)	L/tons-production volume	103	98	104	102	109
	CO ₂ emissions	Nippon Shokubai	1,000 tons-CO ₂	780	797	763	731	727 ^{*1}
		Nippon Shokubai (Production Sites)		763	780	747	716	713
		Group Companies in Japan		63	63	63	60	59
		Group Companies outside Japan		315 ^{*1}	302 ^{*1}	344 ^{*1}	337 ^{*1}	337
	CO ₂ emissions intensity	Nippon Shokubai (Production Sites)	tons/tons-production volume	0.417	0.411	0.407	0.402	0.411
Energy source CO ₂ emissions intensity	Nippon Shokubai (Production Sites)	tons/tons-production volume	0.204	0.194	0.199	0.192	0.205	
Amount of calculated leakage of fluorocarbons	Nippon Shokubai	tons-CO ₂	2,276	6,162	1,704	3,194	3,122	
Scope 3 emissions (Category No.1-7,12,15) *2	Nippon Shokubai	1,000 tons-CO ₂	3,826	3,984	3,887	3,774	3,637	
Environmental conservation for logistics	CO ₂ emissions attributable to domestic logistics	Nippon Shokubai	1,000 tons-CO ₂	14.0	14.7	14.4	14.2	13.9
	CO ₂ emissions intensity attributable to domestic logistics	Nippon Shokubai	kg-CO ₂ /1,000 ton-km	57.4	59.0	58.6	58.5	59.0
Water	Water withdrawal	Nippon Shokubai	million m ³	15.8	15.8	15.0	14.9	14.7
		Group Companies in Japan		5.3	5.6	5.8	5.9	5.9
		Group Companies outside Japan *3		47.1	46.5	48.5	47.4	47.9
	Water discharge	Nippon Shokubai	million m ³	—	8.1	7.9	7.7	8.0
		Group Companies in Japan		—	5.4	5.5	5.5 ^{*1}	5.7
		Group Companies outside Japan *3		—	45.8	47.2	46.1	46.2
Prevention of air and water pollution	SO _x emissions	Nippon Shokubai	tons	3.4	2.8	3.5	3.5	3.7
		Group Companies in Japan		1.9	1.5	1.6	1.4	1.6
	NO _x emissions	Nippon Shokubai	tons	205	204	198	203	198
		Group Companies in Japan		44	48	45	43	48
	Dust emissions	Nippon Shokubai	tons	6.1	6.4	6.3	6.5	5.7
		Group Companies in Japan		2.7	2.3	2.2	3.3	2.1
	VOC emissions	Nippon Shokubai	tons	60	75	82	89	57
	COD emissions	Nippon Shokubai	tons	51	54	55	50	50
		Group Companies in Japan		34	45	53	60	61
Total phosphorous emissions	Nippon Shokubai	tons	2.8	2.8	2.9	2.7	2.5	
Total nitrogen emissions	Nippon Shokubai	tons	54	47	58	55	52	

**Environment
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Aspect	Classification	Scope	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Waste reduction	Waste*4	Nippon Shokubai	1,000 tons	3.9	2.9	3.1	2.8	2.8
		Group Companies in Japan		5.5	5.5	5.6	6.0	5.5
		Group Companies outside Japan		2.7	0.9	2.6	0.7	1.6
	Quantity of recycling	Nippon Shokubai	1,000 tons	40	40	40	34	34
		Group Companies in Japan		2.2	2.3	2.6	2.2	2.3
		Group Companies outside Japan		8.4	7.8	9.3	10.3	8.6
	Quantity of final off-site landfill	Nippon Shokubai	tons	22	23	13	11	11
		Group Companies in Japan		97	69	60	71	78
		Group Companies outside Japan		302	296	255	240	376
Chemical management	Substances subject to the PRTR law	Nippon Shokubai	tons	98	97	96	79*1	83
		Released into Atmosphere		42	48	47	41	38
		Released into Water		55	49	49	37	45
		Group Companies in Japan		34	37	39	35	34
Environmental accounting	Environmental protection cost (Investment)	Nippon Shokubai	million yen	461	821	2,403	2,960	327
	Environmental protection cost (Expense)	Nippon Shokubai		7,429	7,894	8,666	9,678	9,471
	Economic effect resulting from environmental protection initiatives	Nippon Shokubai		4,292	5,346	2,649	2,577	2,484

*1 Fixed calculation errors

*2 Category No.15 is not included until FY2017. Figures for FY2018 and FY2019 has been revised by adding category No.15.

*3 Includes use of seawater as cooling water

*4 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.

Social

[Scope of Data Aggregation]

"Nippon Shokubai"

"Consolidated"

NIPPON SHOKUBAI CO., LTD.

NIPPON SHOKUBAI CO., LTD. and its consolidated subsidiaries

(1/2)

Aspect	Classification		Scope	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Employees	Number of employees	Number of employees	Consolidated	persons	4,161	4,219	4,454	4,510	4,555
		Number of employees	Nippon Shokubai		2,207	2,253	2,306	2,353	2,391
		Male	Nippon Shokubai		2,022	2,069	2,114	2,156	2,185
		Female	Nippon Shokubai		185	184	192	197	206
	Number of managers	Percentage of female	Nippon Shokubai	%	8.4	8.2	8.3	8.4	8.6
		Number of managers	Nippon Shokubai	persons	516	521	530	548	568
		Male	Nippon Shokubai		506	509	514	530	545
		Female	Nippon Shokubai		10	12	16	18	23
	Percentage of female	Nippon Shokubai	%		1.9	2.3	3.0	3.3	4.0
	Average age		Nippon Shokubai	ages	37.9	37.8	38.0	38.3	38.5
	Length of service	Average length of service	Nippon Shokubai	years	16.1	16.0	16.1	16.2	16.4
		Male	Nippon Shokubai		16.2	16.1	16.3	16.4	16.6
		Female	Nippon Shokubai		14.1	14.4	13.8	14.4	14.8
Participation rate of labor union *1		Nippon Shokubai	%	68.4	68.8	69.7	69.4	69.9	
Employment	Number of hires	Number of new graduate hires (College graduate)	Nippon Shokubai	persons	39	44	44	45	46
		Male	Nippon Shokubai		35	38	38	39	40
		Female	Nippon Shokubai		4	6	6	6	6
		Percentage of female	Nippon Shokubai		%	10.3	13.6	13.6	13.3
	Number of mid-career hires	Number of mid-career hires	Nippon Shokubai	persons	8	9	13	16	13
		Male	Nippon Shokubai		6	8	7	14	12
		Female	Nippon Shokubai		2	1	6	2	1
		Percentage of female	Nippon Shokubai		%	25.0	11.1	46.2	12.5
	Number of foreign national employees		Nippon Shokubai	persons	5	5	5	4	4
	Employment rate of persons with disabilities		Nippon Shokubai	%	2.0	2.2	2.0	2.2	2.3
Re-employment	Re-employment rate of retired employees	Nippon Shokubai	%	81.6	83.9	85.7	87.0	89.0	
Turnover/Layoff	Turnover rate of regular employees (Personal reason)	Nippon Shokubai		1.5	1.4	1.6	1.4	1.8	
Work-Life Balance	Child Care	Number of employees using child care leave (Total numbers for fiscal year)	Nippon Shokubai	persons	25	24	21	23	28
		Male	Nippon Shokubai		3	2	2	3	7
		Female	Nippon Shokubai		22	22	19	20	21
		Number of employees using reduced working hours system for child care	Nippon Shokubai		26	29	27	29	27
	Return rate from child care leave of absence	Nippon Shokubai	%	100	100	100	97	100	
	Nursing Care	Number of employees using nursing care leave and personal reasons of absence	Nippon Shokubai	persons	0	0	1	1	1
	Paid leave	Average annual paid leave acquisition days per employee (Labor union member)	Nippon Shokubai	days	12.7	12.3	13.4	13.0	12.6
		Rate of taking annual paid leave (Labor union member)	Nippon Shokubai	%	67.4	66.1	71.6	69.0	67.2
		Average annual paid leave acquisition days per employee (Management)	Nippon Shokubai	days	–	9.8	11.4	10.9	10.5
		Rate of taking annual paid leave (Management)	Nippon Shokubai	%	–	49.1	57.1	54.5	52.4
		Average annual paid leave acquisition days per employee (All)	Nippon Shokubai	days	–	11.5	12.9	12.5	12.2
		Rate of taking annual paid leave (All)	Nippon Shokubai	%	–	60.7	68.1	65.6	63.8
	Working hours	Average overtime hours (Hours/Month)	Nippon Shokubai	hours	16.4	16.1	15.8	15.4	15.3

Social
(2/2)

Aspect	Classification		Scope	Unit	FY2016	FY2017	FY2018	FY2019	FY2020	
Human right	Number of Child Labor and Force Labor		Consolidated	numbers	0	0	0	0	0	
Human resources development	Training	Total number of hours spent on employee's training	Nippon Shokubai	hours	–	53,450	57,458	55,783	49,623	
		Training time per employee	Nippon Shokubai		–	23.7	24.9	23.7	20.8	
Occupational safety and health	Number of injuries with loss of workdays		Nippon Shokubai	numbers	1	1	2	2	1	
			Contractors		1	3	1	1	3	
	Frequency of injuries with loss of workdays		Nippon Shokubai	–	0.28	0.27	0.54	0.54	0.27	
			Contractors *2		0.33	1.04	0.34	0.32	1.04	
Number of fatal accidents *2		Nippon Shokubai	numbers	0	0	0	0	0		
		Contractors		0	0	0	0	0		
Social contribution	Expense	Amount paid for activities on social contributions	Nippon Shokubai	million yen	118	100	124	126	161	
		Donation	Nippon Shokubai		57	42	54	54	95	
		Expenditure for other activities on social contributions *2*3	Nippon Shokubai		61	58	70	72	66	
	Volunteer activity	Number of participants for "Japan-China Friendship Forest Development and Global Warming Prevention"		Nippon Shokubai	persons	17	5 ^{*4}	5 ^{*4}	3 ^{*4}	0 ^{*5}
		Number of participants for "Contributing to Our Forests and Water Resources"		Nippon Shokubai		236	257	193	175	11 ^{*5}
		Number of participants for "Contributing to the 'Yugawara Myriad Leaves Forest'"		Nippon Shokubai		150	151	103	56	0 ^{*5}
		Number of participants for "Japan-Indonesia Friendship Forest of Banten Bay for Biodiversity Preservation"		Nippon Shokubai PT. Nippon Shokubai Indonesia		–	–	58	60	5 ^{*5}
	Compliance	Number of participants in the training for new employees, new middle level employees and new managers regarding compliance		Nippon Shokubai	persons	179	181	183	186	219
Number of internal reporting		Nippon Shokubai	numbers	2	1	3	4	0		
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	
	Fine and penalty for bribery		Consolidated	yen	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	
	Significant violations of laws or regulations in the social and economic area besides those mentioned above *2		Consolidated	numbers	0	0	0	0	0	
Contribution	Political Contribution		Nippon Shokubai	yen	0	0	0	0	0	

*1 All applicable employees join the labor union based on the Union Shop Agreement.

*2 Added new classification

*3 Expenditure for Volunteer activity, Facilities offering, Other

*4 The secretariat and NPO members performed maintenance work.

*5 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.

Corporate Governance

[Scope of Data Aggregation]

"Nippon Shokubai"

NIPPON SHOKUBAI CO., LTD.

"Consolidated"

NIPPON SHOKUBAI CO., LTD., its subsidiaries and its affiliates

Aspect	Classification		Scope	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Related information for management	Number of Members of the Board	Members of the Board (incl. Outside Members of the Board)	Nippon Shokubai	persons	9	9	9	9	8
		Outside Members of the Board	Nippon Shokubai		3	3	3	3	3
	Number of Members of Auditors Meeting	Statutory Corporate Auditors (incl. External Statutory Corporate Auditors)	Nippon Shokubai	persons	4	4	4	4	4
		External Statutory Corporate Auditors	Nippon Shokubai		2	2	2	2	2
	Outside Officers composition ratio of the Nominating and Remuneration Committee *1		Nippon Shokubai	%	66.7	66.7	66.7	66.7	66.7
	Remuneration of Members of the Board (except Outside Members of the Board)		Nippon Shokubai	million yen	364	391	380	334	196
	Remuneration of Statutory Corporate Auditors (except External Statutory Corporate Auditors)		Nippon Shokubai		46	48	48	47	47
Remuneration of Outside Officers (except External Statutory Corporate Auditors)		Nippon Shokubai	32		36	35	34	35	
Shareholder	Voting rights for Bonus for Member of the Board		Nippon Shokubai	voting rights	Yes	Yes	Yes	Yes	-
	Dividend	Interim	Nippon Shokubai	yen	75	75	80	90	45
		Annual	Nippon Shokubai		150	160	170	180	90
	Dividend Payout Ratio	Japanese GAAP	Consolidated	%	31.4	26.3	-	-	-
IFRS *2		Consolidated	-		28.2	28.4	64.7	-	

*1 The Nominating and Compensation Committee was established in 2016.

*2 The Group has prepared its consolidated financial statements in accordance with the International Financial Reporting from FY2018 (Date of transition: April 1, 2017).

[Updated Contents]

July 2, 2021

Released FY2020 data

Fixed errors

Environment > Water > Water discharge > Group Companies in Japan > FY2019

Environment > Chemical management > Substances subject to the PRTR law > Nippon Shokubai > FY2019

October 11, 2021

Added new contents

Social > Occupational safety and health > Frequency of injuries with loss of workdays > Contractors

Social > Occupational safety and health > Number of fatal accidents

Social > Social contribution > Expense > Expenditure for other activities on social contributions

Social > Compliance with laws and regulations > Significant violations of laws or regulations in the social and economic area besides those mentioned above

Fixed errors

Environment > Prevention of global warming > CO2 emissions > Nippon Shokubai > FY2020

Environment > Prevention of global warming > CO2 emissions > Group Companies outside Japan > FY2016-FY2019