

# CSR Report 2020

Corporate Social Responsibility Report

## Performance Data Book

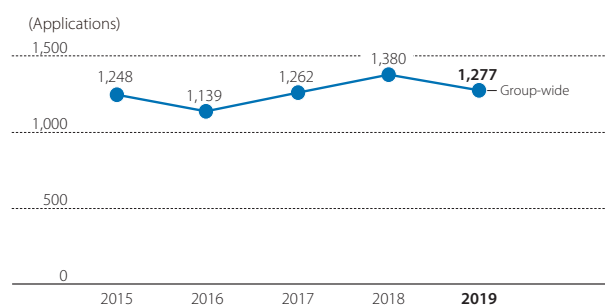


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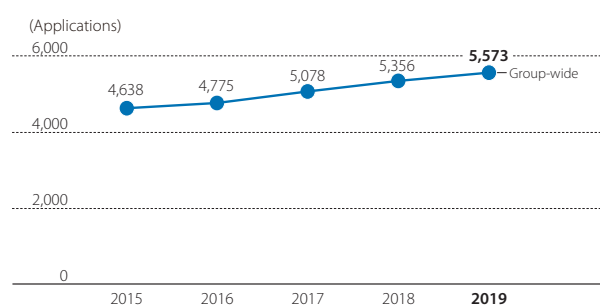
# Sekisui Chemical Group's Sustainability

## Intellectual Property

### Number of patent application filings



### Number of patents held



# Major Activities Contributing to the Environment Conducted or Participated in During Fiscal Year 2019 (Excerpt)

## Domestic

### Domestic Production Sites and Research Institutes

Business site involved in the activities	Activity program contents	Coordination / cooperation
Hokkaido Sekisui Heim Industry Co., Ltd. Sekisui Chemical Hokkaido Co., Ltd.	Life observation event at the on-premises biotope	Shimafukuro Environmental Research Society, Ministry of the Environment Hokkaido Regional Environmental Office
Tohoku Sekisui Heim Industry Co., Ltd.	Minamizao beech tree-planting activities	The Society to Conserve Beeches & Water of ZAO
Sekisui Heim Industry Co., Ltd. Tokyo Office Sekisui Chemical Co., Ltd. Musashi Plant	Greenery Trust, environmental awareness and preservation activities related to Kurohamanuma and the surrounding area	Society for Preservation of Kurohamanuma Nature and Surroundings, etc.
Sekisui Heim Industry Co., Ltd. Chubu Site	Omotehama environmental conservation activities with a children's group (flora and fauna observation, cleaning activities)	Toyohashi Museum of Natural History
Chushikoku Sekisui Heim Industry Co., Ltd.	Forest conservation activities in the city of Akaiwa	Akaiwa City (Forest creation agreement in coordination with businesses)
Toto Sekisui Co., Ltd. Ota Plant	Conservation activities at Yadai Jinnuma spring pond in cooperation with the local area	Residents of Onecho, Ota City and various organizations
CHIBA SEKISUI INDUSTRY CO., LTD.	"Moist Forest" mountain ecosystem-building project (nature observation event)	Ichihara Municipal Urutsu Elementary School
Nishinihon Sekisui Industry Co., Ltd. Sekisui Chemical Co., Ltd. Shiga-Ritto Plant	Yurikago Rice Paddy Project	Agricultural and Rural Development Promotion Division, Department of Agriculture and Fisheries, Shiga Prefecture; Kurimidezaikecho, Higashiomi, Shiga
Higashinihon Sekisui Industry Co., Ltd. Head Office Sekisui Chemical Co., Ltd. Gunma Plant	Gunma Children's Nature Academy (Birdhouse Making and Environmental Education)	Shimofuchina 6-ku Healthy Development Society

Business site involved in the activities	Activity program contents	Coordination / cooperation
Higashinihon Sekisui Industry Co., Ltd. Watari Office	Tree-planting activities in the Arahama coastal forest areas	The Society to Conserve Beeches & Water of ZAO
SEKISUI SEIKEI, LTD. Chiba Plant	Coastal forest tree-planting activities at Kujukurihama	NPO The Life style Research Institute of Forests
SEKISUI SEIKEI, LTD. Kanto Plant	Watarase Reservoir conservation activities (flora and fauna observation event)	Watarase Mirai Foundation
SEKISUI NANO COAT TECHNOLOGY, CO., LTD.	“Ho-no-Kuni Everyone's Forest” conservation activities in the Toyo River headwaters	Honokuni Forestry Association
TOKUYAMA SEKISUI CO., LTD.	“Sekisui Forest” forest management activities	Forestry Division, Agriculture, Forestry, and Fisheries Office, Shunan City, Yamaguchi Prefecture, etc.
Sekisui Medical Co., Ltd. Iwate Plant	Tree-planting activities at the site of the former Matsuo Mine ruins	Forest'n People Project Organization
Sekisui Taga Kako Co., Ltd. Sekisui Chemical Co., Ltd. Taga Plant	Biwa Lake lakeshore and Inukami River cleaning activities	The University of Shiga Prefecture WasteBusters
Sekisui Chemical Co., Ltd. R&D Institute	Minase Children's Nature Academy (riverside flora and fauna observation event)	Shimamoto Kankyo Mirai Network, etc.
Sekisui Chemical Co., Ltd. Tsukuba Office	Conservation activities (rice patty activities) in the Kasumigaura headwaters in the Mt Tsukuba foothills	Tsukuba Kankyo Forum

## Housing Companies

Business site involved in the activities	Activity program contents	Coordination / cooperation (outside the company)
Hokkaido Sekisui Heim Group	Forest conservation activities at Mt. Shirahata (Tree-planting activities)	Hokkaido Forestry and Greenery Association
Sekisui Heim Tohoku Group	Tohoku coastal forest restoration / coastal forest tree-planting activities with children	Disaster Area Uncultivated Land Relief and Regional Seedling Production Network
Tokyo Sekisui Heim Group	Woodland conservation activities in the Mt Tsukuba foothills (woodland maintenance)	Tsukuba Kankyo Forum
Sekisui Heim Kinki Group	Woodland Conservation Activities at Kaseyama (bamboo forest maintenance)	Kizugawa City, Kizugawa Area Coordinated Preservation Activity Support Team
Sekisui Heim Chubu Group	Conservation of human settlement-adjacent mountain ecosystems in the Higashiyama neighborhood of Nagoya (bamboo forest maintenance)	Nagoya Higashiyama Forest Creation Association
Sekisui Heim Chushikoku Group	Woodland conservation activities in Mt Misao Park (bamboo forest maintenance)	Okayama City Park Association, Mt. Misao Park Satoyama Center
Sekisui Heim Kyushu Group	Forest conservation activities involving <i>Sinomenium acutum</i> around rice paddies in the city of Ukiha (afforestation activities)	Ukiha City, Ukiha Mountain Village Preservation Association
Sekisui Heim Kinki Co., Ltd. Wakayama Branch	Forest conservation activities in Hidakagawa-cho mountain forests (Tree-planting activities)	Kicyushinrinkumiai Hidakagawa-cho, Wakayama Prefecture

## Overseas

### Overseas Production Sites and Research Institutes

Business site involved in the activities	Activity program contents	Coordination / cooperation
SCG-SEKISUI SALES CO., LTD. SEKISUI-SCG INDUSTRY CO.,LTD. SEKISUI HEIM REAL ESTATE (THAILAND) CO.,LTD. SEKISUI S-LEC (THAILAND) CO.,LTD. SEKISUI SPECIALTY CHEMICALS (THAILAND) CO.,LTD. THAI SEKISUI FOAM CO.,LTD. S AND L SPECIALTY POLYMERS CO.,LTD. SEKISUI CHEMICAL (THAILAND) CO.,LTD. SEKISUI SOUTHEAST ASIA CO.,LTD. SEKISUI POLYMATECH (THAILAND) CO.,LTD. SEKISUI POLYMATECH TRADING (THAILAND) CO.,LTD. SEKISUI PLANT (THAILAND) CO.,LTD.	Chonburi mangrove tree-planting activities (Thailand)	Marine and Coastal Resources Bureau, Ministry of Natural Resources and Environment (Thailand) Sekisui Plastics (Thailand) Co.,Ltd., SEKISUI JUSHI (THAILAND) CO.,LTD.
SEKISUI DLJM MOLDING PVT LTD.	Painting contest (India)	Echoor High School
SEKISUI VOLTEK LLC.	Cleanup activities (US)	Optimus Park
SEKISUI DIAGNOSTICS P.E.I. INC.	Tree-planting activities and sand dune restoration (US)	Island Nature Trust
SEKISUI S-LEC MEXICO S.A de C.V.	Tree-planting activities (Mexico)	Anatani Foundation

## Major Activities Contributing to Society During Fiscal Year 2019 (“Next-generation” and “Local Communities”)

Programs	FY2019 Results				Achievements Up Until Now			
Heart+Action	Number of implementations	One times	Number of participants	16	Total number of times implemented	60	Total number of participants	1,051
TABLE FOR TWO	Number of implementing business sites	12 business sites	Number of school lunches provided to developing countries	24,507	Number of implementing business sites	12 business sites	Total number of school lunches provided to developing countries	238,899
							Tohoku food assistance*	649,910 yen
TABLE FOR TWO vending machines	Number of implementing business sites	One business site	Number of school lunches provided to developing countries	5,169	Number of implementing business sites	One business site	Number of school lunches provided to developing countries	31,762
Houses and the Environment Learning Program	Number of implementing schools	17 schools	Number of participating students	1,907	Total number of implementing schools	174	Total number of participating students	Approximately 19,980
Chemistry Classroom	Number of implementations	31 times	Number of participating students	2,783	Total number of times implemented	280	Total number of participating students	30,654
BOOK MAGIC	Number of implementations	Ten times	Donation amount	162,307 yen	Total number of times implemented	130	Amount of donation	1,162,045 yen

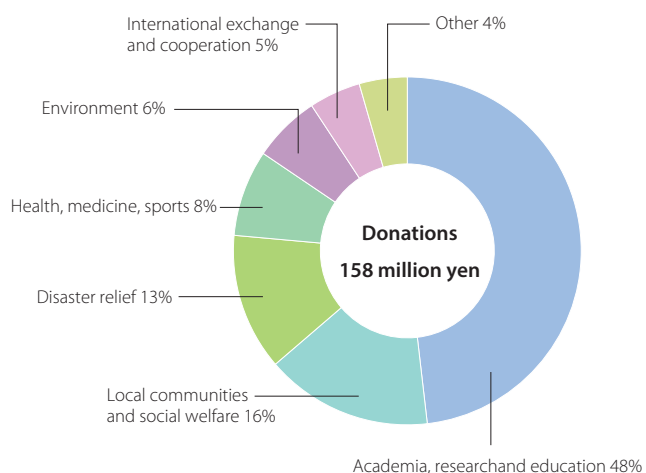
\* Tohoku food assistance was provided from April 2013 to December 2014.

## Details of Donation Activities in Fiscal 2019 (Sekisui Chemical Group)

(Unit: thousands of yen)

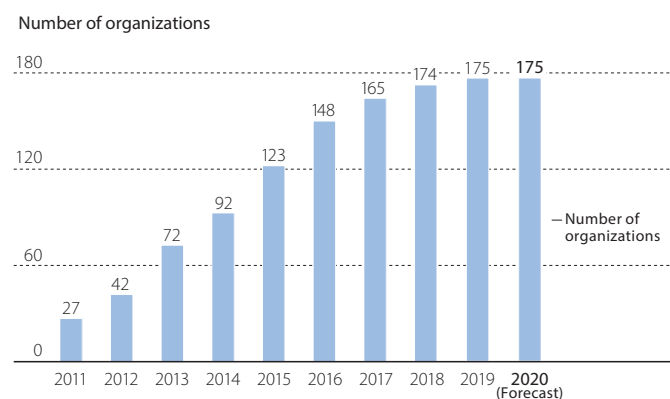
Type of Donation	Total Amount
Donations	158,144
Employee volunteers	124,992
Donations of goods	411
Administrative costs	27,090

## Breakdown of Cash Donations in Fiscal 2019



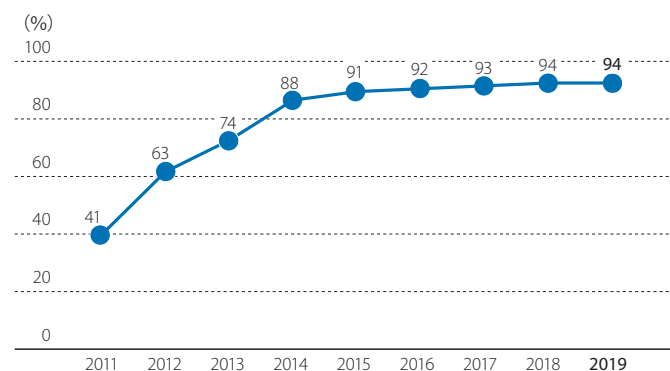
### Data on the Number of Organizations Engaged in Risk-management Activities

#### Number of Organizations Engaged in Risk-management Activities



### Data Relating to the Sufficiency Rate for Disaster-preparedness Systems

#### Disaster-preparedness Sufficiency Rate (Average for Japanese Business Sites) Over Time

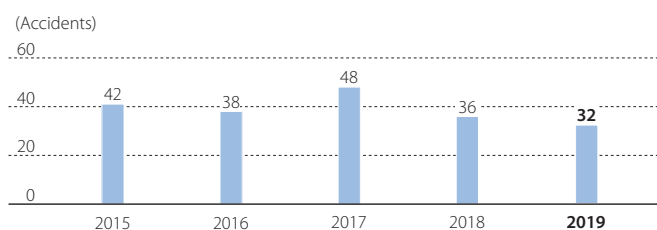


## Safety Performance

### Japan

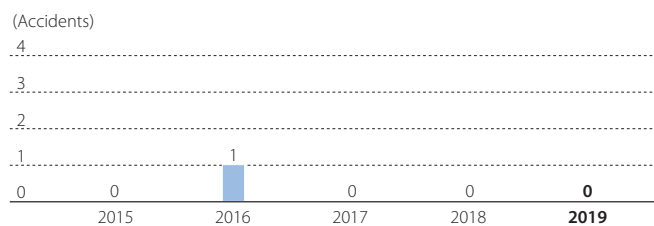
Aggregate scope: 48 production sites and 5 research institutes in Japan

#### Number of Occupational Accidents



Indicator	Calculation Method
Number of occupational accidents	The number of occupational accidents (both those resulting in lost time and those not) occurring during a given fiscal year (April through the following March)

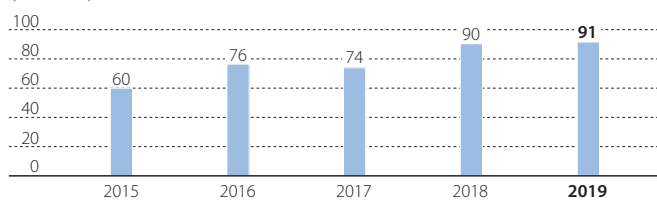
#### Number of Facility Accidents



Indicator	Calculation Method
Number of Facility Accidents	<p>The number of incidents of malfunctioning (fires, leaks, etc.) at facilities that fulfill at least one of the following criteria (Sekisui Chemical Group criteria), from (1) to (3), occurring during a given fiscal year (April through the following March)</p> <p>(1) Human harm: An accident causing at least 30 days' lost work</p> <p>(2) Material harm: 10,000,000 yen or greater</p> <p>(3) Opportunity loss: 20,000,000 yen or greater</p>

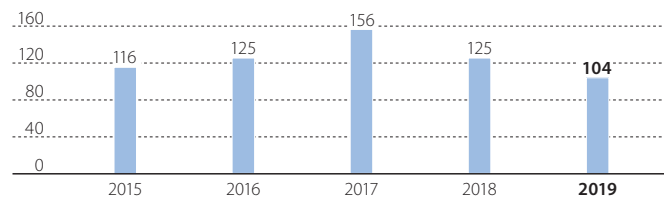
## Number of Long-term Sick Leave

(Accidents)



## Number of Commuting Accidents

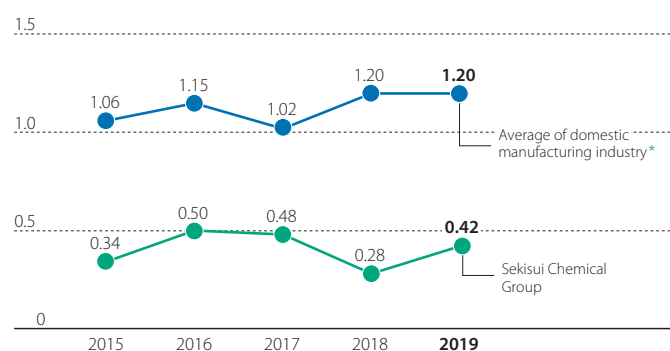
(Accidents)



Indicator	Calculation Method
Number of Cases of Long-Term Sick Leave	Describes leave of 30 days or more consecutively for sickness or injury occurring in a Japanese production site or research institute during the given fiscal year (April to the following March), and which is newly-occurring. Recurrences within 6 months of the start of work attendance are not counted. However, leave attributable to an occupational injury is counted as an occupational accident and not classified as long-term sick leave

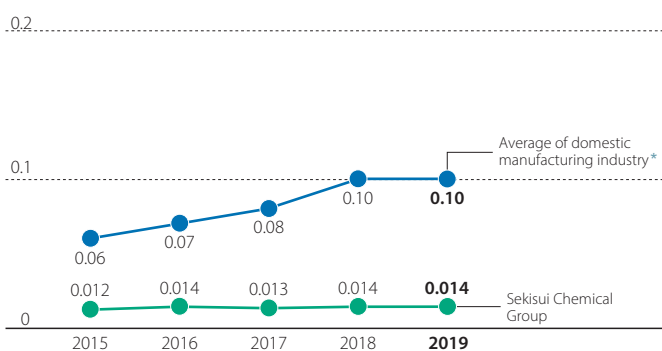
Indicator	Calculation Method
Number of commuting accidents	The number of accidents occurring during commutes to Japanese production sites and research institutes during a given fiscal year (April to the following March); counting injury to others, injury to the commuter, self-inflicted damage and accidents; includes accidents while walking

## Frequency Rate Over Time



\*Source of information for Japanese manufacturing industry: Ministry of Health, Labour and Welfare, Survey on Occupational Accidents

## Severity Rate Over Time

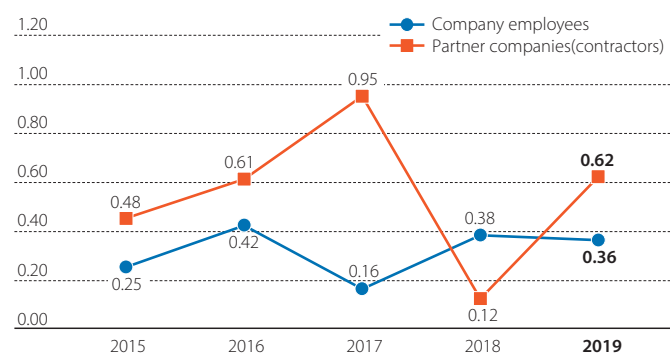


\*Source of information for Japanese manufacturing industry: Ministry of Health, Labour and Welfare, Survey on Occupational Accidents

Indicator	Calculation Method
Frequency rate	<p>The total number of injuries, illness and fatalities in occupational accidents with lost time per 1,000,000 hours of total time worked during a given fiscal year (April through the following March)</p> <p>Formula for calculation: (Number of injuries, illness and fatalities in occupational accidents with lost time / total number of man-hours worked) × 1,000,000</p>

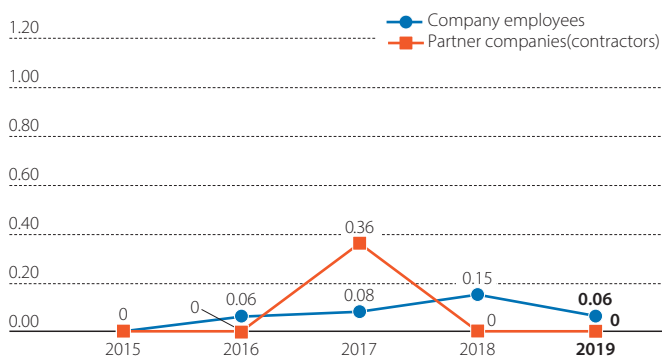
Indicator	Calculation Method
Severity rate	<p>The total number of days of work lost per 1,000 hours of total time worked during a given fiscal year (April through the following March)</p> <p>Formula for calculation: (Number of days of work lost / total number of man-hours worked) × 1,000</p>

## Lost Time Injury Frequency Rate (LTIFR)



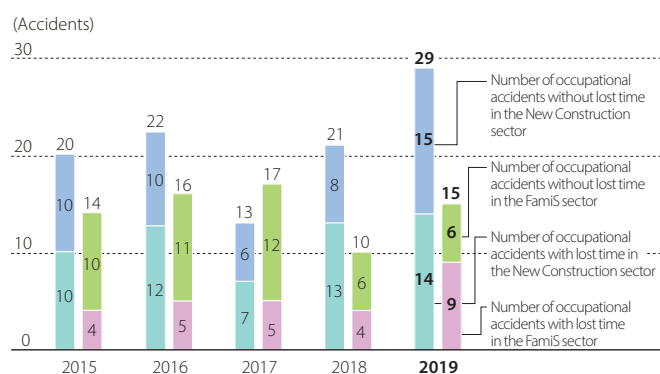
Indicator	Calculation Method
Lost Time Injury Frequency Rate	<p>(Number of accidents causing sick leave / total number of man-hours worked) × 1,000,000</p>

## Occupational Illness Frequency Rate (OIFR)



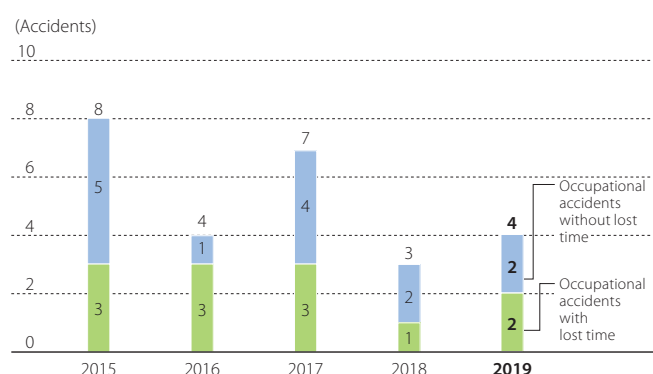
Indicator	Calculation Method
Occupational Illness Frequency Rate	<p>(Occupational illnesses / total number of man-hours worked) × 1,000,000</p> <p>Occupational illnesses as defined by the Ministry of Health, Labour and Welfare, including heat stroke, lower back pain, and intoxication by chemical substances</p>

## Safety Performance In the Housing Company's Construction Sites



Indicator	Calculation Method
Safety performance on the Housing Company's construction sites	The number of occupational accidents (both those resulting in lost time and those not) occurring on construction sites under the jurisdiction of the Housing Company during a given fiscal year (April through the following March)

## Safety Performance with Respect to Construction Sites in the Urban Infrastructure & Environmental Products Company



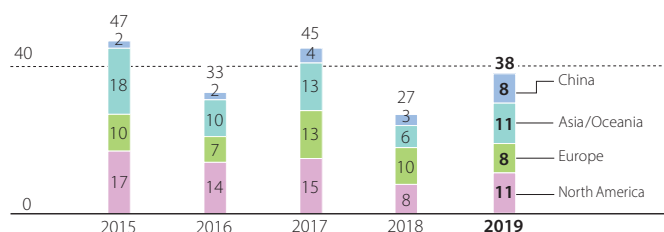
Indicator	Calculation Method
Safety Performance with Respect to Construction Sites in the Urban Infrastructure & Environmental Products Company	The number of occupational accidents (both those resulting in lost time and those not) occurring on construction sites under the jurisdiction of the Urban Infrastructure & Environmental Products Company or the Sekisui Chemical company headquarters during a given fiscal year (April through the following March)

## Overseas

Aggregate scope: 46 production sites and 1 research institute overseas

### Number of Occupational Accidents

(Accidents)  
80



Indicator	Calculation Method
Occurrence of occupational accidents at overseas production sites and research institutes	The number of occupational accidents (both requiring and not requiring time off from work) occurring at overseas production sites and research institutes during a given fiscal year (April through the following March)

## Japan and Overseas

Aggregate scope:

48 production sites , 5 research institutes and 34 construction offices in Japan

46 production sites and 1 research institute overseas

### Occurrence of fatalities due to occupational accidents

(Number of people)

		FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Employees		0	0	0	0	0
	Japan	0	0	0	0	0
	Overseas	0	0	0	0	0
Partner Companies (contractors)		1	0	0	0	0
	Japan	1	0	0	0	0
	Overseas	0	0	0	0	0
Total		1	0	0	0	0

## Health and Safety / Accident Prevention Costs

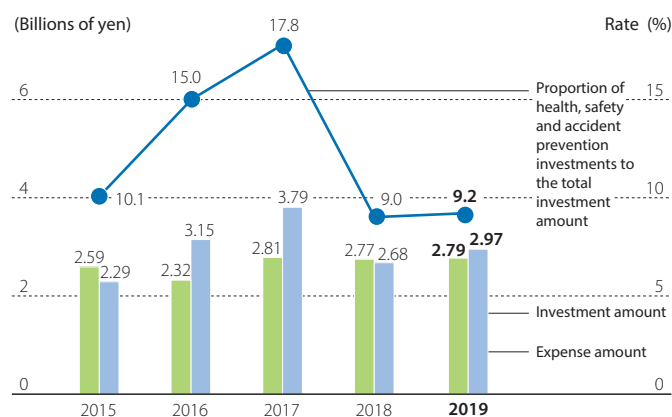
**Aggregate Scope: 48 Domestic Japanese Production Sites and 5 Research Institutes, Headquarters, Back Offices of Division Companies**

### Health and Safety / Accident Prevention Costs

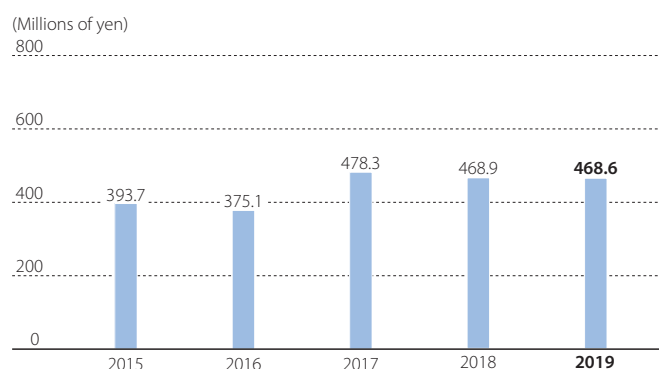
(Millions of yen)

Classification	Item	Sekisui Chemical Group	
		Expense amount	Investment amount
1) Costs within business site areas	Health and safety measures, rescue and protective equipment, measurement of work environment, health management, workers' accident compensation insurance, etc.	954	2,974
2) Administrative costs	Establishment and implementation of OHSMS, safety education, personnel costs, etc.	1,829	—
3) Other	Safety awards, etc.	3	—
Total		2,786	2,974

### Costs and Investments Over Time



### Loss Costs Over Time



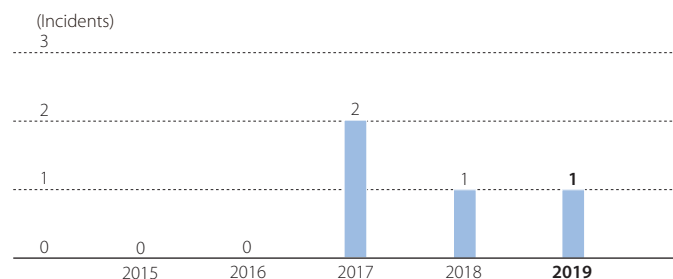
Indicator	Calculation Method
Costs	Costs associated with health and safety as well as accident prevention activities during a given fiscal year (April through the following March)
Investment amounts	The amount invested in health and safety as well as and accident prevention-related measures authorized during a given fiscal year (April through the following March)

Indicator	Calculation Method
Loss costs	The costs of responding to, and the labor costs incurred due to, occupational accidents, facility accidents, commuting accidents, and long-term sick leave due to illness occurring within a given fiscal year (April through the following March)

## Medium-term Plan

### Data Concerning Major Quality Issues

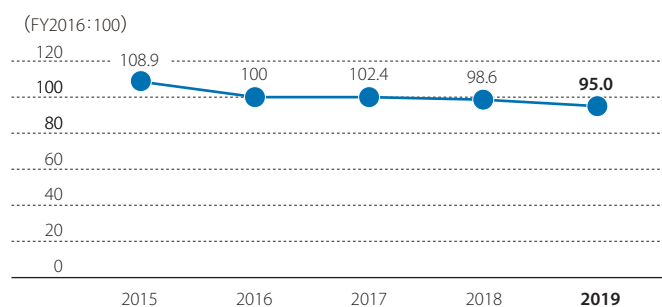
#### Number of Major Quality Issues



Indicator	Calculation Method
Major Quality Issues	<p>These refer to product and service quality issues determined by Headquarters or the divisional company presidents, based on evaluations and judgments by the quality assurance manager, which could cause significant damage to customers, society, or Sekisui Chemical Group and lead to the loss of society's trust in the Group if not thoroughly resolved on an urgent basis including:</p> <ol style="list-style-type: none"> <li>1) Problems that could have a serious impact on (or cause severe damage to) society, such as product recalls</li> <li>2) All serious problems involving human safety and those acknowledged by the Divisional Company to be serious problems involving the safety of property</li> <li>3) Compliance-related problems concerning the quality of products or services (e.g., those involving compliance with relevant laws and regulations)</li> <li>4) Problems that could inflict serious financial damage on customers</li> </ol>

### Data Concerning External Failure Costs

#### External Failure Costs



Indicator	Calculation Method
External failure costs	Costs arising from responding to product-related complaints

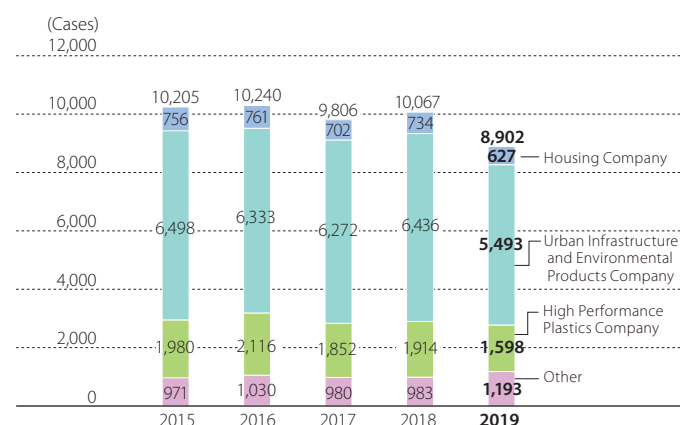
### Attractive Qualities Screening System Results

	Number of Award-winning Products	Award-winning Products
First (Fiscal 2008)	Four Products	<ul style="list-style-type: none"> <li>• Attractive Quality Award SPR method and materials</li> <li>• Attractive Quality Gold Award               <ul style="list-style-type: none"> <li>• S-LEC (sound and heat insulation, sound and heat insulation interlayer film)</li> <li>• SMART HEIM (advancing energy self-sufficient house)</li> </ul> </li> <li>• Special Recognition Award Lineup of Eslo Hyper products (earthquakeresistant, high-performance polyethylene water pipes)</li> </ul>
Second (Fiscal 2011)	Three Products	<ul style="list-style-type: none"> <li>• Attractive Quality Award Comfortable Air System</li> <li>• Attractive Quality Gold Award               <ul style="list-style-type: none"> <li>• NORUDIA N</li> <li>• CALMMOON</li> </ul> </li> </ul>
Third (Fiscal 2014)	Four Products	<ul style="list-style-type: none"> <li>• Attractive Quality Award Rapid-Tester™ RSV-Adeno</li> <li>• Attractive Quality Gold Award               <ul style="list-style-type: none"> <li>• Fire-resistant VP Pipe Piping System</li> <li>• Liquid crystal UV sealant</li> <li>• Smart Power Station</li> </ul> </li> </ul>
Fourth (Fiscal 2017)	Two Products	<ul style="list-style-type: none"> <li>• Attractive Quality Gold Award               <ul style="list-style-type: none"> <li>• Energy self-sufficient housing Smart Power Station “100% Edition”</li> <li>• “Kucho Hyper CH” high-performance polyethylene tube for air conditioner piping</li> </ul> </li> <li>Note: Attractive Quality Award not applicable</li> </ul>
Fifth (Fiscal 2019)	Four Products	<ul style="list-style-type: none"> <li>• Attractive Quality Award               <ul style="list-style-type: none"> <li>• SEKISUI Safe &amp; Sound Project No. 1 Asaka Leadtown</li> </ul> </li> <li>• Attractive Quality Gold Award               <ul style="list-style-type: none"> <li>• SPR-SE method</li> <li>• SMART HEIM targeting reduction of disaster impact (preventing and mitigating disasters) by enhancing resilience</li> </ul> </li> <li>• Attractive Quality Special Award               <ul style="list-style-type: none"> <li>• Sekisui Tatami (MIGUSA), offering floor tatami mats, system tatami mats, and heated floor tatami mats</li> </ul> </li> </ul>

Indicator	Calculation Method
Attractive quality products	Products selected under the Attractive Qualities Screening System

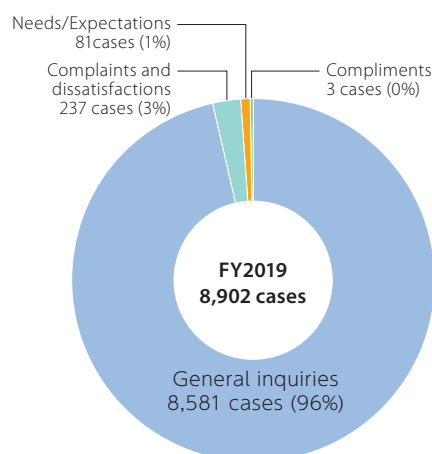
## Data Related to Support Improvement at the Customer Consultation Office

### Number of Incoming Calls, etc., from Customers



Indicator	Calculation Method
Number of incoming calls, etc.	Number of inquiries by telephone, email, letters, faxes, and other means

### Breakdown of incoming calls (Sekisui Chemical)



Indicator	Calculation Method
Breakdown of incoming calls	<p>The subjects of incoming calls are recorded on "Insider Net" and categorized as follows:</p> <ul style="list-style-type: none"> <li>• General inquiries: questions about Sekisui Chemical Group product specifications, how to use products, construction methods, stores selling the products, and services such as repairs</li> <li>• Complaints and dissatisfactions: Incidents during which customers expressed their dissatisfaction or lodged rebukes concerning Sekisui Chemical Group products or services</li> <li>• Compliments: Calls during which praise was received for satisfaction with the Sekisui Chemical Group's products or services</li> <li>• Needs and expectations: What customers require of Sekisui Chemical Group products and services (product improvements and new products, etc.), and inquiries relating to business activities, or comments on what is expected of Sekisui Chemical Group</li> </ul> <p>Note: "Insider Net": A Sekisui Chemical Group intranet site on which details of incoming calls to the Customer Consultation Office are released in real-time.</p>

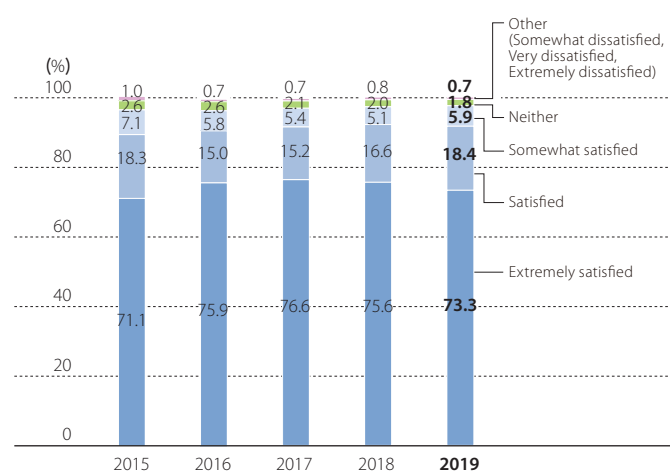
## Data Relating to Employee CS & Quality Assessments

### Data Relating to Employee CS & Quality Assessments in China

	Total Number of Responses	Implementation Count (Companies)
FY2016	405	3
FY2017	552	5
FY2018	604	6
FY2019	986	11

## Data Relating to Customer Surveys

### CS Questionnaire 7-Step Evaluation (Housing Company)



### Business Sites That Have Received Third-party Certification for Their Quality Management Systems

#### Housing Company

Housing Company (integrated certification)  
 Development Department  
 Technology & CS Division  
 Administrative Management & Control Division  
 Information Systems Department  
 Hokkaido Sekisui Heim Industry Co., Ltd.  
 Tohoku Sekisui Heim Industry Co., Ltd.  
 Sekisui Heim Industry Co., Ltd.  
   Tokyo Site  
   Kanto Site  
   Chubu Site  
   Kinki Site  
 Chushikoku Sekisui Heim Industry Co., Ltd.  
 Kyushu Sekisui Heim Industry Co., Ltd.  
 Sekisui Global Trading Co., Ltd.  
 Sekisui Heim Supply Co., Ltd. Technology Department  
 Sekisui Board Co., Ltd.

#### Headquarters

Sekisui Chemical Co., Ltd. New Business Development  
 Department LB Business Group  
 SEKISUI LB TEC K.K.  
 Sekisui Medical Co., Ltd. (Headquarters)  
 Sekisui Diagnostics, LLC.  
 Sekisui Diagnostics, LLC. San Diego  
 Sekisui Diagnostics P.E.I. Inc.  
 Sekisui Diagnostics (UK) Ltd.  
 Sekisui Medical Technology (China) Ltd.

#### Urban Infrastructure & Environmental Products Company

Sekisui Chemical Co., Ltd. Shiga-Ritto Plant  
 Nishinohon Sekisui Industry Co., Ltd.  
 Okayama Plant  
 Sekisui Chemical Co., Ltd. Gunma Plant  
 East Japan Sekisui Industry Co., Ltd.  
 Hanyu Site  
 Shikoku Sekisui Industry Co., Ltd.  
 Kyushu Sekisui Industry Co., Ltd.  
 Sekisui Aqua Systems Co., Ltd. Plant  
 Engineering Division  
 Sekisui Aqua Systems Co., Ltd. Water  
 Supply & Drainage Division  
 Chiba Sekisui Industry Co., Ltd.  
 Sekisui Home Techno Co., Ltd.  
 Sekisui Chemical Hokkaido Co., Ltd.  
 Toto Sekisui Co., Ltd. Headquarters, Ota  
 Plant  
 Yamanashi Sekisui Co., Ltd.  
 Sekisui Seikei, Ltd.  
 NIPPON INSIEK CO., LTD.  
 Sekisui Esilon B.V.  
 SEKISUI PIPE RENEWAL B.V.  
 Sekisui Refresh Co., Ltd.  
 SEKISUI Rib Loc Australia Pty. Ltd.  
 Sekisui (Shanghai) Environmental  
 Technology Co., Ltd.  
 Sekisui (Wuxi) Plastics Technology Co., Ltd.  
 Sekisui (Qingdao) Plastic Co., Ltd.  
 Sekisui Industrial Piping Co., Ltd.  
 SEKISUI Polymer Innovations, LLC.  
 Bloomsburg Plant  
 SEKISUI Polymer Innovations, LLC.  
 Holland Plant

#### High Performance Plastics Company

Sekisui Chemical Co., Ltd. Shiga-Minakuchi  
 Plant  
 Sekisui Chemical Co., Ltd. Musashi Plant  
 Sekisui Chemical Co., Ltd. Taga Plant  
 Sekisui Fuller Company, Ltd. (integrated  
 certification)  
   Shiga Plant  
   Hamamatsu Plant  
   Osaka Office  
   Tokyo Office  
 Sekisui Techno Molding Co., Ltd. Tochigi  
 Plant  
 Sekisui Techno Molding Co., Ltd. Aichi  
 Plant  
 Sekisui Techno Molding Co., Ltd. Mie Plant  
 Sekisui Material Solutions Co., Ltd.  
 Sekisui Nano Coat Technology Co., Ltd.  
 Tokuyama Sekisui Co., Ltd.  
 Sekisui Chemical Co., Ltd. Tsukuba Site /  
 IM Project  
 Sekisui Polymatech Co., Ltd.  
 Sekisui SoflanWiz Co., Ltd.  
 Sekisui S-Lec Mexico S.A. de C.V.  
 Sekisui S-Lec B.V.  
 Sekisui S-Lec (Thailand) Co., Ltd.  
 Sekisui S-Lec (Suzhou) Co., Ltd.  
 Sekisui S-Lec America, LLC.  
 Sekisui Alveo B.S  
 Sekisui Alveo G.m.b.H  
 Sekisui Alveo S.r.L  
 Sekisui Alveo S.A.  
 Sekisui Alveo A.G.  
 Sekisui Alveo (Benelux) B.V.  
 Sekisui Alveo B.V.  
 Thai Sekisui Foam Co., Ltd.  
 Sekisui Voltek, LLC. Coldwater Plant  
 Sekisui Pilon Plastics Pty. Ltd.  
 Youngbo Chemical Co., Ltd.  
 Sekisui High Performance Packaging  
 (Langfang) Co., Ltd.  
 Sekisui Specialty Chemicals America, LLC.  
 Calvert City Plant  
 Sekisui Specialty Chemicals America, LLC.  
 Pasadena Plant  
 Sekisui Specialty Chemicals America, LLC.  
 Dallas HQ  
 Sekisui Specialty Chemicals Europe, S.L.  
 Tarragona Plant  
 Sekisui Specialty Chemicals(Thailand) Co.,  
 Ltd.  
 Sand L Specialty Polymers Co., LTD  
 PT. SEKISUI TECHNO MOLDING INDONESIA  
 SEKISUI DLJM Molding Pvt. Ltd Chennai  
 SEKISUI DLJM Molding Pvt. Ltd Gr. Noida  
 SEKISUI DLJM Molding Pvt. Ltd Tapukara  
 SEKISUI Polymatech (Thailand) Co., LTD.  
 PT. SEKISUI Polymatech Indonesia  
 SEKISUI Polymatech (Shanghai) Co., LTD.

## Other Data

	FY2016	FY2017	FY2018	FY2019
Number of participants in the Development Risk Prevention Seminar (cumulative total)	302	418	502	555
Number of participants in the DR Reviewer Training Seminar (cumulative total)	166	259	283	296
Number of participants in employee grade-based training system for managers in production departments (cumulative total)	2,252	2,768	3,174	3,348

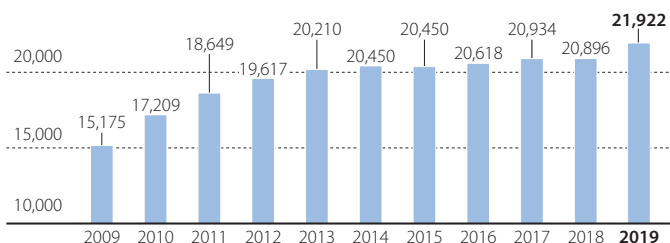
	FY2016	FY2017	FY2018	FY2019
Number of people with QC Certification	4,103	4,228	4,337	4,626

## Employees Using the e-learning System Over Time

### Employees Using the e-learning System Over Time

(Number of participants)

25,000



\* Average values for four sessions conducted in each year. However, the third and fourth sessions were underway during fiscal year 2019 when this chart was created, so the average value for sessions one and two is provided for that year.

\* With the exception of overseas local hires, all Sekisui Chemical and Sekisui Chemical Group employees are required to take part in e-learning programs.

## List of Results Relating to Compliance Training

### Fiscal 2019 List of Results Relating to Compliance Training

Training	Training content	Trainees			Attendance
		Sekisui Chemical Co., Ltd.	Group companies		
			Domestic	Overseas	
Regular training	Training for new employees	○	○		107
	Training for new managers	○	○		268
Training for specific employee ranks	Training for beginner employees	○			3
	Newly appointed senior management training	○			87
	Training for newly appointed intermediate employees	○			29
	Newly appointed executive officer training	○			6
	Training for executives at affiliated companies		○		77
	Training for new auditors at affiliated companies		○		6
	Training for those responsible for management	○	○		81
	Training for those responsible for compliance	○	○		31
	Training for compliance promotion committee members	○	○		34
	Training for compliance committee members		○		9
	Compliance training	○	○		742
	Harassment preventing training	○	○		867
	Export controls training	○	○		86

Training	Training content	Trainees			Attendance
		Sekisui Chemical Co., Ltd.	Group companies		
			Domestic	Overseas	
Area-specific training	Act against Delay in Payment of Subcontract Proceed, etc. to Subcontractors training	○	○		516
	Training in Act against Unjustifiable Premiums and Misleading Representations		○		39
	Personal information protection training	○			19
	Information management training		○		28
	Accounting training		○		4
	Finance training		○		43
	Contract fundamentals training	○	○		59
	Information security training		○		479
	Global training	Training for prior to overseas transfers	○	○	
Compliance training				○	6
Compliance Reinforcement Month	Domestic training	○	○		926
	North America training			○	795
	China training			○	451
	Southeast Asia training			○	263

## Number of Whistleblowing Cases and Consultations

### Fiscal 2019 Number of Whistleblowing Cases and Consultations

Reports/consultations	Number of cases
Power harassment	41
Working conditions	20
Sexual harassment	3
Workplace environmental concerns	2
Misuse of expenses	2
Sales methods related	1
Misrepresentation of work performance	3
Incidents with business partners	0
Others	21
Total number of complaints	93

## Donations Relating to Governmental Policies

Donations (made by Sekisui Chemical non-consolidated) to industry bodies and political groups for fiscal 2015 to fiscal 2019 are as follows:

(Thousands of yen)

FY2015	FY2016	FY2017	FY2018	FY2019
18,936	19,050	22,909	23,596	25,448

# Environment

## Environmental Management System

### Scope of Tabulation for Environmental Performance Data

Note: All of Sekisui Chemical's (consolidated) offices (100% of produced sales amounts) are subject to environmental reporting.

#### Japan

##### Housing Company

###### R&D institute **One company and one business site**

Sekisui Chemical Co., Ltd. Tsukuba R&D Site

###### Production plants **Seven companies and 10 business sites**

Hokkaido Sekisui Heim Industry Co., Ltd. / Tohoku Sekisui Heim Industry Co., Ltd. / Sekisui Heim Industry Co., Ltd. / Chushikoku Sekisui Heim Industry Co., Ltd. / Kyusyu Sekisui Heim Industry Co., Ltd. / Sekisui Board Co., Ltd., etc.

###### Sales and construction companies **26 companies and 141 business sites**

Sekisui Heim sales companies  
Construction and service companies

**34 companies and 152 business sites in total**

##### Urban Infrastructure & Environmental Products Company

###### R&D institutes **One company and one business site**

Sekisui Chemical Co., Ltd. Kyoto Research & Development Laboratories

###### Production plants **23 companies and 20 business sites**

Sekisui Chemical Co., Ltd. Shiga-Ritto Plant and Gunma Plant / Higashinihon Sekisui Industry Co., Ltd. / Nishinihon Sekisui Industry Co., Ltd. / Chiba Sekisui Industry Co., Ltd. / Sekisui Chemical Hokkaido Co., Ltd. / Toto Sekisui Co., Ltd. / Shikoku Sekisui Co., Ltd. / Nara Sekisui Co., Ltd. / Yamanashi Sekisui Co., Ltd. / Sekisui Seikei, Ltd. / Sekisui Hinomaru Co., Ltd., etc.

###### Sales **One company and 10 business sites**

Sekisui Chemical Co., Ltd. Tohoku Sales Headquarters, Higashinihon Sales Headquarters, Chubu Sales Headquarters, Nishinihon Sales Headquarters, Kyushu Sales Headquarters, etc.

**23 companies and 31 business sites in total**

##### High Performance Plastics Company

###### R&D institutes **Two companies and two business sites**

Sekisui Chemical Co., Ltd. Minase Site  
Sekisui SoflanWiz Co., Ltd. R&D Division

###### Production plants **12 companies and 15 business sites**

Sekisui Chemical Co., Ltd. Musashi Plant, Shiga-Minakuchi Plant and Taga Plant / Sekisui Techno Molding Co., Ltd. / Sekisui Nano Coat Technology Co., Ltd. / Sekisui Fuller Company, Ltd. / Tokuyama Sekisui Industry Co., Ltd. / Sekisui Polymatech Co., Ltd. / Sekisui SoflanWiz Co., Ltd., etc.

**12 companies and 17 business sites in total**

##### Headquarters

###### R&D institutes **Two companies and two business sites**

Sekisui Chemical Co., Ltd. Advanced Technology R&D Center  
Sekisui Medical Co., Ltd. Drug Development Solutions Center

###### Production plants and headquarters **Three companies and six business sites**

Sekisui Chemical Co., Ltd. Osaka headquarters and Tokyo headquarters  
Sekisui LB Tec Co., Ltd. Chubu Plant  
Sekisui Medical Co., Ltd. Iwate Plant, Tsukuba Plant and Ami Site

**Five companies and eight business sites in total**

**Total: 69 companies and 208 business sites**

Note: The total number of companies and business sites do not match, since some companies have two or more business sites, and some business sites are shared by two or more companies.

### Housing Company

Sekisui-SCG Industry Co., Ltd.

**One business site**

### Urban Infrastructure & Environmental Products Company

Sekisui KYDEX, LLC. Bloomsburg-North Campus  
 Sekisui KYDEX, LLC. Bloomsburg-South Campus  
 Sekisui KYDEX, LLC. Holland Plant  
 Sekisui Eslon B.V.  
 Sekisui Industrial Piping Co., Ltd.  
 Sekisui Rib Loc Australia Pty. Ltd.  
 Sekisui (Wuxi) Plastics Technology Co., Ltd.  
 Sekisui (Shanghai) Environmental Technology Co., Ltd.

**Eight business sites in total**

### High Performance Plastics Company

Sekisui S-Lec America, LLC.  
 Sekisui S-Lec Mexico S.A. de C.V.  
 Sekisui S-Lec B.V. Film Plant  
 Sekisui S-Lec B.V. Resin Plant  
 Sekisui S-Lec (Thailand) Co., Ltd.  
 Sekisui S-LEC (Suzhou) Co., Ltd.  
 Sekisui Specialty Chemicals America, LLC. Pasadena Plant  
 Sekisui Specialty Chemicals America, LLC. Calvert City Plant  
 Sekisui Specialty Chemicals Europe S.L.  
 Sekisui Specialty Chemicals (Thailand) Co., Ltd.  
 S and L Specialty Polymers Co., Ltd.  
 Sekisui Voltek, LLC, Lawrence Plant  
 Sekisui Voltek, LLC, Coldwater Plant  
 Sekisui-Alveo B.V.  
 Sekisui Alveo BS G.m.b.H.  
 Thai Sekisui Foam Co., Ltd.  
 Sekisui Pilon Pty. Ltd.  
 Youngbo Chemical Co., Ltd.  
 Youngbo HPP (Langfang) Co., Ltd.  
 Sekisui High Performance Packaging (Langfang) Co., Ltd.  
 Sekisui DLJM Molding Private Ltd. Greater Noida Plant  
 Sekisui DLJM Molding Private Ltd. Tapukara Plant  
 Sekisui DLJM Molding Private Ltd. Chennai Plant  
 PT. Sekisui Techno Molding Indonesia  
 Sekisui Polymatech (Thailand) Co., Ltd.  
 PT. Polymatech Indonesia  
 Sekisui Polymatech (Shanghai) Co., Ltd.

**Total: 27 business sites**

### Headquarters

Sekisui Xenotech, LLC.  
 Sekisui Diagnostics, LLC. San Diego  
 Sekisui Diagnostics (UK) Ltd.  
 Sekisui Diagnostics P.E.I. Inc.  
 Sekisui Medical Technology (China) Ltd.

**Five business sites in total**

## Business Sites that Have Received Third-party Certification for Their Environment Management Systems

### Housing Company

Sekisui Chemical Co., Ltd. Tsukuba R&D Site\*  
 Hokkaido Sekisui Heim Industry Co., Ltd.  
 Tohoku Sekisui Heim Industry Co., Ltd.  
 Sekisui Heim Industry Co., Ltd.  
     Kanto Site  
     Tokyo Site  
     Chubu Site  
     Kinki Site  
 Chushikoku Sekisui Heim Industry Co., Ltd.  
 Kyushu Sekisui Heim Industry Co., Ltd.  
 Sekisui Board Co., Ltd. Minakuchi Plant  
 Sekisui Board Co., Ltd. Gunma Plant  
 Sekisui-SCG Industry Co., Ltd.  
 SCG-Sekisui Sales Co., Ltd.

### Urban Infrastructure & Housing Company Environmental Products Company

Sekisui Chemical Co., Ltd. Shiga-Ritto Plant  
 Sekisui Chemical Co., Ltd. Gunma Plant  
 Sekisui Chemical Co., Ltd. Kyoto R & D Laboratories  
 Chiba Sekisui Industry Co., Ltd.  
 Sekisui Chemical Hokkaido Co., Ltd.  
 Toto Sekisui Co., Ltd. Ota Plant  
 Nishinohon Sekisui Industry Co., Ltd. Okayama Plant  
 Shikoku Sekisui Co., Ltd.  
 Kyushu Sekisui Industry Co., Ltd.  
 Nara Sekisui Co., Ltd.  
 Higashinohon Sekisui Industry Co., Ltd. Hanyu Site  
     [Higashinohon Sekisui Industry Co., Ltd. Watari Site]  
 Yamanashi Sekisui Co., Ltd.  
 Sekisui Seikei, Ltd. Chiba Plant  
 Sekisui Seikei, Ltd. Kanto Plant  
 Sekisui Seikei, Ltd. Hyogo Plant  
 Sekisui Seikei, Ltd. Hyogo-Takino Plant  
 Sekisui Seikei, Ltd. Izumo Plant  
 Sekisui Hinomaru Co., Ltd. Tosu Plant  
 Sekisui Hinomaru Co., Ltd. Kanto Plant  
 Sekisui Home Techno Co., Ltd.  
 Sekisui Polymer Innovations, LLC.  
 Bloomsburg Plant  
 Sekisui Polymer Innovations, LLC.  
 Holland Plant  
 Sekisui Eslon B.V.  
 Sekisui Rib Loc Australia Pty. Ltd.  
 Sekisui Refresh Co., Ltd.  
 Sekisui Industrial Piping Co., Ltd.  
 Sekisui (Wuxi) Plastics Technology Co., Ltd.  
 Sekisui (Qingdao) Plastic Co., Ltd.  
 Sekisui (Shanghai) Environmental Technology Co., Ltd.

### Headquarters

Sekisui Chemical Co., Ltd. R&D Center\*  
 Sekisui Medical Co., Ltd. Drug Development Solutions Center☆  
 Sekisui LB Tec Co., Ltd. Chubu Plant  
 Sekisui Medical Co., Ltd. Iwate Plant  
 Sekisui Medical Co., Ltd. Tsukuba Plant  
 Sekisui Medical Co., Ltd. Tsukuba Plant and Ami Site  
 Sekisui Diagnostics (UK) Ltd.  
 Sekisui Diagnostics, LLC, San Diego  
 Sekisui Diagnostics P.E.I. Inc.  
 Sekisui Medical Technology (China) Ltd.

### High Performance Plastics Company

Sekisui Chemical Co., Ltd. Musashi Plant  
 Sekisui Chemical Co., Ltd. Shiga-Minakuchi Plant  
     [Sekisui Fuller Company, Ltd. Shiga Plant]  
 Sekisui Chemical Co., Ltd. Taga Plant  
 Sekisui Chemical Co., Ltd. Minase Site  
 Sekisui Techno Molding Co., Ltd. Tochigi Plant  
 Sekisui Techno Molding Co., Ltd. Mie Plant  
 Sekisui Techno Molding Co., Ltd. Aichi Plant  
 Sekisui Fuller Co., Ltd. Hamamatsu Plant  
 Sekisui Nano Coat Technology Co., Ltd.  
 Tokuyama Sekisui Industry Co., Ltd.  
 Sekisui Polymatech Co., Ltd.  
 Sekisui SoflanWiz Co., Ltd.  
     [Sekisui SoflanWiz Co., Ltd. Iwaki Plant, Atsugi Plant,  
     Akashi Plant and R&D Division]  
 Sekisui S-Lec B.V. Film Plant  
 Sekisui S-Lec B.V. Resin Plant  
 Sekisui-Alveo B.V.  
 Sekisui Alveo BS G.m.b.H.  
 Sekisui Specialty Chemicals Europe, S.L.  
 Sekisui S-Lec America, LLC.  
 Sekisui Votek, LLC. Lawrence Plant  
 Sekisui Votek, LLC. Coldwater Plant  
 Sekisui Specialty Chemicals America, LLC.  
 Pasadena Plant  
 Sekisui Specialty Chemicals America, LLC.  
 Calvert City Plant  
 Sekisui S-Lec Mexico S.A. de C.V.  
 Sekisui S-Lec Thailand Co., Ltd.  
 Thai Sekisui Foam Co., Ltd.  
 Sekisui Specialty Chemicals (Thailand) Co., Ltd.  
 S and L Specialty Polymers Co., Ltd.  
 Sekisui Polymatech (Thailand) Co., Ltd.  
 PT. Polymatech Indonesia  
 Sekisui Pilon Pty. Ltd.  
 Sekisui DLJM Molding Private Ltd. Great  
 Noida Plant  
 Youngbo Chemical Co., Ltd.  
 Youngbo HPP (Langfang) Co., Ltd.  
 Sekisui High Performance Packaging (Langfang) Co., Ltd.  
 Sekisui S-LEC (Suzhou) Co., Ltd.  
 Sekisui Polymatech (Shanghai) Co., Ltd.

[ ]: Organizations in square parentheses are included in the scope of certification. Some sites not shown above may include related sections that have attained ISO 14001 certification.

☆ Eco Action 21; others ISO 14001

\* The Sekisui Chemical Co., Ltd. Tsukuba R&D Site and Development Center share a single certification

Indicator	Calculation Method
Number of EMS-certified business sites	Number of business sites that have received external EMS certification External EMS certification: ISO 14001, Eco-Action 21, etc.
The proportion of all production sites and research facilities within Sekisui Chemical Group that have received external EMS certification	The proportion of all EMS-certified business sites within Sekisui Chemical Group = The number of all production sites and research facilities that have received external EMS certification / The number of all production sites and research facilities within Sekisui Chemical Group

#### Environment-related Accidents, Complaints, etc.

		Content	Response
Complaints	Noise	Noise from reworking operations heard outside	Moved reworking location
	Other	Lights from patrols dazzling along road	Ceased patrols

In fiscal 2019, there were two environment-related complaints. In each case in turn, we implemented measures to prevent any reoccurrence.

## [Scope of Environmental Accounting]

(1) Summation period: April 1, 2019 to March 31, 2020

(2) Scope of tabulation: 45 production sites + 6 research facilities + various headquarter departments + indirect Company divisions + 15 housing sales companies

Note: In fiscal year 2017, the scope of tabulation consisted of 42 production sites + 5 research facilities + various departments in headquarters + indirect divisions of Companies + 15 housing sales companies.

Addition: Hanyu Sekisui Co., Ltd. Tohoku Office, Sekisui Medical Co., Ltd. Ami Office

The business sites deleted from and added to the scope of tabulation in 2018 are as follows:

Deleted: Sekisui Techno Molding Co., Ltd. Nara Office (plant closure)

Addition: Sekisui Techno Molding Co., Ltd. Tochigi Office, Sekisui SoflanWiz Co., Ltd. Iwaki Office, Atsugi Office, Akashi Office

The business sites deleted from and added to the scope of tabulation in 2019 are as follows:

Addition: SoflanWiz Technology Development Division

(3) Approach toward summation

- Depreciation amounts are the same as those for financial accounting.
- Investment amounts are based on budget approvals during the summation period.
- Expenditures and investments that contain other than environmental conservation activities are distributed pro-rata in 10% increments.
- From fiscal 2019, Medical Business results are collated and presented with Headquarters results following its separation from the High Performance Plastics Company as an independent entity. (P 206~208)

Despite an increase in costs associated with measures to prevent global warming (energy conservation), management activity as well as R&D costs decreased in fiscal 2019. As a result, total costs amounted to less than in the previous fiscal year.

In addition, there was increased investment in pollution prevention as well as global warming prevention (energy conservation) measures. However, due to the decrease in R&D investment, the total amount of investment was less than in the previous fiscal year.

In terms of economic effects, profit on the sale of valuables increased, while profits from the sale of mega-solar electricity were essentially unchanged from the previous year. Additionally, the amount saved on costs from energy-saving activities increased, while the cost-savings from waste material reduction activities and other efforts decreased. The external economic effects from housing equipped with solar power-generation systems and so forth are growing steadily.

## Environmental Conservation Costs (Sekisui Chemical Group)

(Millions of yen)

Items		FY2017		FY2018		FY2019	
Category	Description of main activities	Costs	Investments	Costs	Investments	Costs	Investments
1) Costs within business areas	Prevention of air, water, and noise pollution, etc.	1,697	99	1,358	168	1,247	372
	Countermeasures against global warming (energy saving), etc.	427	1,312	400	870	1,440	3,143
	Waste reduction, recycling, disposal, etc.	4,967	2,030	5,099	542	4,650	249
2) Upstream/downstream costs	Cost increases due to URU, switching to packaging/packing methods involving reduced environmental impact, greener purchasing, etc.	218	0	98	7	146	0
3) Administrative costs	Environmental education, EMS maintenance, running costs for green action organization, information disclosure, etc.	2,072	0	2,220	13	1,904	6
4) Research & development costs	Research and development on environmental conservation	7,932	1,477	5,983	4,826	3,937	185
5) Social activities costs	Social contributions, etc.	277	0	271	0	349	190
6) Environmental damage costs	Nature restoration, etc.	29	32	27	0	32	0
Total		17,618	4,951	15,456	6,426	13,705	4,145
Total amount of R&D costs* or investment in the fiscal period (million yen)		36,974	18,838	38,838	30,551	37,147	33,907
Ratio of amount related to environmental conservation activities to total amount of R&D costs or Investment (%)		21.5	26.3	15.4	21.0	10.6	12.2

\* R&D costs are the total for all consolidated companies.

## Environmental Conservation Benefits (Sekisui Chemical Group)

Environmental conservation benefits								Environmental performance criteria: per unit of output; Total				Self-evaluation	
Description of effects		Item		Unit	FY2017	FY2018	FY2019	Effect (19-18)	Item		Unit		FY2018
Effects within business areas	Effects on invested resources	Amount of energy usage	(1) Electricity	TJ	1,116	1,085	1,023	-62	(1) Energy usage per unit of output (electricity + fuel)	GJ/ton	1.00	1.00	✓
			(2) Fuel	TJ	2,488	2,507	2,549	41					
	Effects on environmental impact and waste	(3) CO <sub>2</sub> emissions	Thousand tons	317.4	306.7	295.5	-11.2	—	—	—	—	✓	
		(4) Volume of environmental pollutants discharged <sup>*1</sup>	Tons	649.5	637.6	582.2	-55.4	—	—	—	—	✓	
		(5) Waste generated <sup>*2</sup>	Thousand tons	38.3	40.5	37.4	-3.1	(2) Waste generated per unit of output	kg/ton	43.4	40.4	✓	
		(6) Outsourced disposal <sup>*3</sup>	Thousand tons	0.31	0.55	0.63	0.08						(3) Outsourced disposal per unit of output
Upstream/downstream effects	Effects related to products/services	CO <sub>2</sub> reduction by photovoltaic power generation, etc. (cumulative)		Thousand tons	452	481	508	27	—	—	—	—	✓
Other benefits to environmental conservation	Others <sup>*6</sup>	Business sites attaining ISO 14001 and other certifications	New acquisitions	Sites	2	10	0	-	Business sites attaining ISO 14001 and other certifications <sup>*5</sup>	Total number of business sites	112	112	✓
			Renewals	Sites	19	14	17	-					
		Number of business sites achieving zero emissions <sup>*4</sup>		Sites	0	0	1	-	Number of business sites achieving zero emissions <sup>*5</sup>	Total number of business sites	162	163	✓
		CO <sub>2</sub> reduction from use of megasolar facilities		Thousand	4.96	4.57	4.15	-0.42	—	—	—	—	—

\*1 Class I Designated Chemical Substances specified by PRTR Law. \*2 Amount discharged + Amount disposed of at price + Amount incinerated within own premises. \*3 Simple incineration + Landfill. \*4 Including business sites not subject to environmental accounting summation, such as overseas business sites. \*5 A cumulative total number of sites reviewed for factors, such as consolidation and return of certifications for housing sales companies. \*6 A business site affiliated to multiple companies is counted as one.

## Economic Benefits of Environmental Conservation Measures (Sekisui Chemical Group)

(Millions of yen)

Description of effects		FY2017	FY2018	FY2019	Remarks
Revenue	(1) Profit on sales of valuable resources	291	159	318	Profit on sales of valuable resources from promotion of waste segregation and recycling
	(2) Revenues from sale of electricity	384	363	360	Revenues from sale of electricity generated by megasolar facilities
Cost savings	(3) Savings from simplified packaging	4	0	0	
	(4) Cost savings through energy-saving activities	654	595	772	
	(5) Cost savings through waste-reduction activities, etc.	677	1,595	578	Including resource-saving activities
Subtotal (actual effects)		2,010	2,712	2,028	
(6) Contribution to environmental conservation activities *1		7,737	11,017	10,501	Contribution of environmental conservation activities to added value at business sites *1
(7) External economic effect		34,982	35,754	36,754	Monetary conversion of impact from photovoltaic generation systems and No-Dig pipe rehabilitation method
Subtotal (estimated effects)		42,719	46,771	47,255	
Total		44,728	49,483	49,284	

\*1 Excluding housing sales companies \*2 (Added value from business sites) × {(Costs within business areas + Administrative costs)/(Total production costs excluding materials costs)}

## Environmental Conservation Costs (by Company)

(Millions of yen)

Items		Housing Company *1		Urban Infrastructure & Environmental Products Company		High Performance Plastics Company		Sekisui Chemical Group *2	
Category	Description of main activities	Costs	Investments	Costs	Investments	Costs	Investments	Costs	Investments
1) Costs within business areas	Prevention of air, water, and noise pollution, etc.	1,074	20	42	22	131	329	1,247	372
	Countermeasures against global warming (energy saving), etc.	119	294	260	689	118	108	1,440	3,143
	Waste reduction, recycling, disposal, etc.	3,956	1	273	29	199	131	4,650	249
2) Upstream/downstream costs	Cost increases due to URU, switching to packaging/packing methods involving reduced environmental impact, greener purchasing, etc.	113	0	7	0	18	0	146	0
3) Administrative costs	Environmental education, EMS maintenance, running costs for green action organization, information disclosure, etc.	527	0	330	0	513	3	1,904	6
4) Research & development costs	Research and development on environmental conservation	208	172	1,817	0	576	13	3,937	185
5) Social activities costs	Social contributions, etc.	261	139	37	3	15	0	349	190
6) Environmental damage costs	Nature restoration, etc.	0	0	0	0	28	0	32	0
Total		6,258	626	2,768	744	1,597	584	13,705	4,145

Total amount of R&D costs <sup>*3</sup> or investment in the fiscal period (million yen)	3,887	5,314	6,229	9,672	15,329	12,233	37,147	33,907
Ratio of amount related to environmental conservation activities to total amount of R&D costs or Investment (%)	5.4	11.8	29.2	7.7	3.8	4.8	10.6	12.2

\*1 Including 43 business sites of housing sales companies. \*2 Total of three division companies and departments of headquarters. \*3 R&D costs are the total for all consolidated companies.

## Environmental Conservation Costs (by Environmental Conservation Measure)

(Millions of yen)

Items		Housing Company *1		Urban Infrastructure & Environmental Products Company		High Performance Plastics Company		Sekisui Chemical Group *2	
Category	Description of main activities	Costs	Investments	Costs	Investments	Costs	Investments	Costs	Investments
1. Prevention of global warming	Reduction of CO <sub>2</sub> emissions, etc.	112	294	250	661	114	101	1,418	3,108
2. Ozone layer protection	Reduction of chlorofluorocarbon emissions, etc.	4	0	14	27	14	0	32	27
3. Conservation of air quality	Prevention of air pollution by reducing polluting substances	286	9	30	5	26	3	342	18
4. Prevention of noise and vibration	Prevention of noise and vibration pollution	4	0	7	7	6	1	17	8
5. Conservation of water environment, soil environment, ground quality	Preservation of water quality, prevention of subsidence	211	11	19	10	119	311	356	333
6. Waste reduction and recycling	Reduction and treatment of waste, recycling, etc.	4,049	1	279	29	234	131	4,791	249
7. Reduction of chemical substances	Risk management of chemical substances, etc.	548	0	2	0	2	0	552	0
8. Conservation of natural environment	Nature conservation, etc.	68	0	128	3	25	3	259	9
9. Others	Others	976	312	2,038	2	1,057	32	5,936	393
Total		6,258	626	2,768	744	1,597	584	13,705	4,145

\*1 Including 43 business sites of housing sales companies. \*2 Total of three division companies and departments of headquarters.

## Environmental Conservation Benefits (by Company)

Environmental conservation benefits					Housing Company *1			Urban Infrastructure & Environmental Products Company			High Performance Plastics Company			Sekisui Chemical Group *2		
Description of effects		Items		Unit	FY2018	FY2019	Effect (19-18)	FY2018	FY2019	Effect (19-18)	FY2018	FY2019	Effect (19-18)	FY2018	FY2019	Effect (19-18)
Effects within business areas	Effects on invested resources	Amount of energy usage	(1) Electricity	TJ	152	150	-2	547	527	-19	377	287	-90	1,085	1,023	-62
			(2) Fuel	TJ	128	136	8	90	77	-13	2,282	2,256	-26	2,507	2,549	41
	Effects on environmental impact and waste	(3) CO <sub>2</sub> emissions		Thousand tons	27.3	27.3	0.0	81.3	73.2	-8.1	196.4	184.9	-11.5	306.7	295.5	-11.2
		(4) Volume of environmental pollutants discharged		Tons	1.4	1.2	-0.1	46.3	32.3	-14.0	589.9	498.0	-91.9	637.6	582.2	-55.4
		(5) Waste generated *6		Thousand tons	11.1	10.0	-1.1	7.8	7.6	-0.2	21.4	17.4	-4.0	40.5	37.4	-3.1
		(6) Outsourced disposal *5		Thousand tons	0.00	0.00	0.00	0.00	0.00	0.00	0.38	0.57	0.19	0.55	0.63	0.08
Upstream/downstream effects	Effects related to products/service	CO <sub>2</sub> reduction by photovoltaic power generation, etc.		Thousand tons	481	508	27	—	—	—	—	—	—	481	508	27
Other benefits to environmental conservation	Others *6	Business sites attaining ISO 14001 and other certifications	New acquisitions	Sites	0	0	—	0	0	—	10	0	—	10	0	—
			Renewals	Sites	5	6	—	4	6	—	4	5	—	14	17	—
		Number of business sites achieving zero emissions *7		Sites	0	0	—	0	0	—	0	0	—	0	1	—
		CO <sub>2</sub> reduction from use of megasolar facilities		Thousand tons	2.91	2.71	-0.20	0.67	0.59	-0.09	0.98	0.85	-0.13	4.57	4.15	-0.42

\*1 Including 43 business sites of housing sales companies \*2 Total of three division companies and departments of headquarters. \*3 Class I Designated Chemical Substances specified by PRTR Law.

\*4 Amount discharged + Amount disposed of at price + Amount incinerated within own premises \*5 Simple incineration + Landfill

\*6 Including business sites not subject to environmental accounting summation, such as overseas business sites \*7 A business site affiliated to multiple companies is counted as one.

## Economic Benefits of Environmental Conservation Measures (by Company)

(Millions of yen)

Description of effects		Housing Company *1	Urban Infrastructure & Environmental Products Company	High Performance Plastics Company	Sekisui Chemical Group *2	Remarks
Revenue	(1) Profit on sales of valuable resources	20	32	264	318	Profit on sales of valuable resources from promotion of waste segregation and recycling
	(2) Revenues from sale of electricity	227	55	78	360	Revenues from sale of electricity generated by megasolar facilities
Cost savings	(3) Savings from simplified packaging	0	0	0	0	
	(4) Cost savings through energy-saving activities	5	70	651	772	
	(5) Cost savings through waste-reduction activities, etc.	39	16	523	578	Including resource-saving activities
Subtotal (actual effects)		291	173	1,516	2,028	
(6) Contribution to environmental conservation activities *3		4,704	2,005	2,419	10,501	Contribution of environmental conservation activities to added value at business sites *4
(7) External economic effect		26,623	10,131	—	36,754	Monetary conversion of impact from photovoltaic generation systems and No-Dig pipe rehabilitation method
Sub-total (estimated effects)		31,327	12,136	2,419	47,255	
Total		31,618	12,310	3,935	49,284	

\*1 Including 43 business sites of housing sales companies \*2 Total of three division companies and departments of headquarters. \*3 Excluding housing sales companies

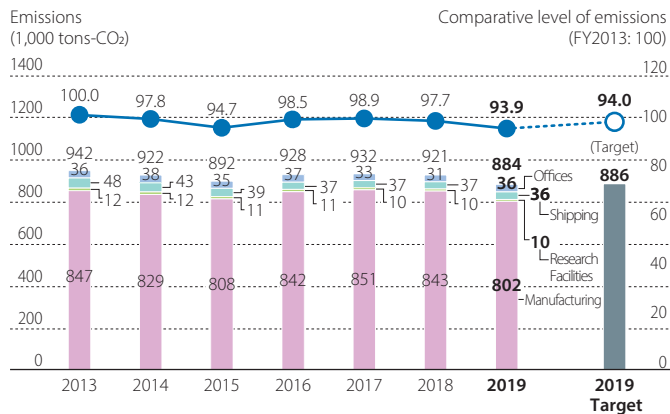
\*4 (Added value from business sites) × {(Costs within business areas + Administrative costs)/(Total production costs excluding materials costs)}

Indicator	Calculation Method
Environmental Accounting	<p>Calculation based on referring to the Ministry of the Environment's "Environmental Accounting Guidelines 2005 Edition" and adding Sekisui's own concepts, such as external economic effects (estimated effects)</p> <p>Among the economic effects attendant with environmental conservation measures, the external economic effect consist of the effects of energy-savings from sales of housing equipped with solar power-generation systems and the effects of non-digging renovation methods for sewers, and so forth, converted to a monetary value</p>

Note: Starting with the current Environmental Medium-term Plan (2017-2019) we have revised the CO<sub>2</sub> emissions coefficient and amount of heat generated per unit of output, resulting in revisions to figures for previous fiscal years.

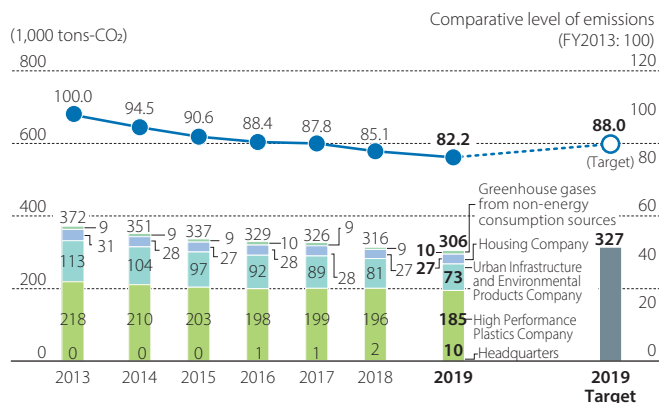
Note: From fiscal 2019, Medical Business results are collated and presented with Headquarters results following its separation from the High Performance Plastics Company as an independent entity. (P 218~226)

## Greenhouse Gas (GHG) Emissions That Arise from Business Activities

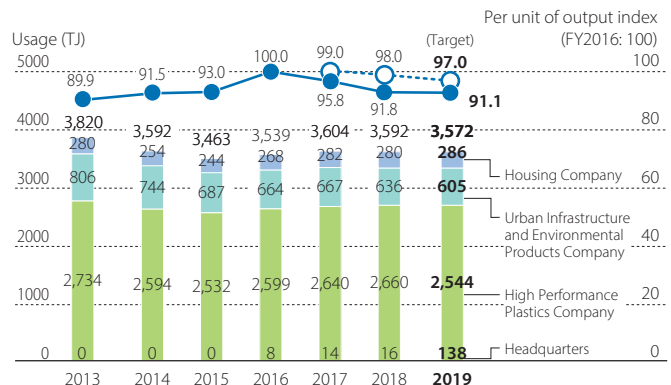


Note: Past figures have been revised due to improvements in precision.

## Greenhouse Gas (GHG) Emissions during Manufacturing / Japan

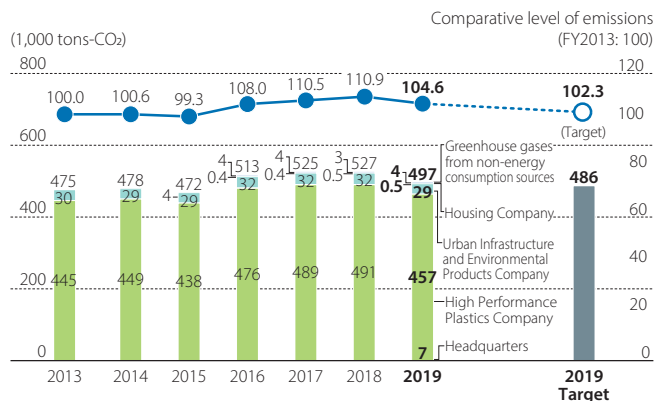


## Energy Usage and per Unit of Output\* (Index) during Manufacturing / Japan

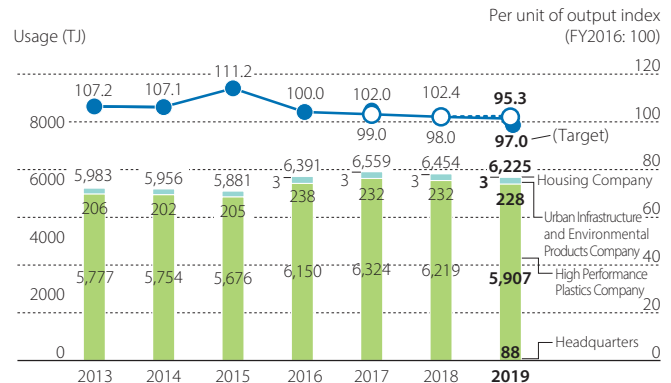


\* Energy consumption per unit of production weight

## Greenhouse Gas (GHG) Emissions during Manufacturing / Overseas

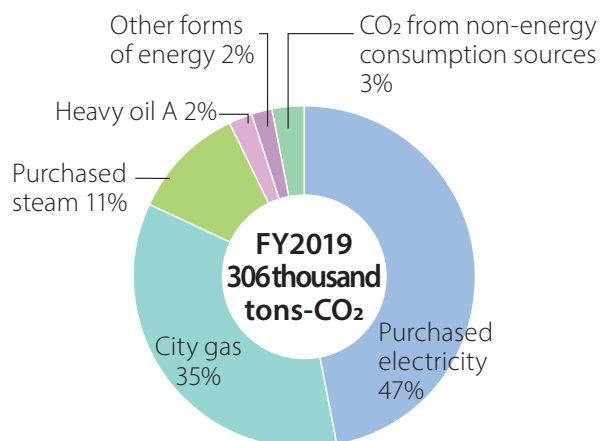


## Energy Usage and per Unit of Output\* (Index) during Manufacturing / Overseas

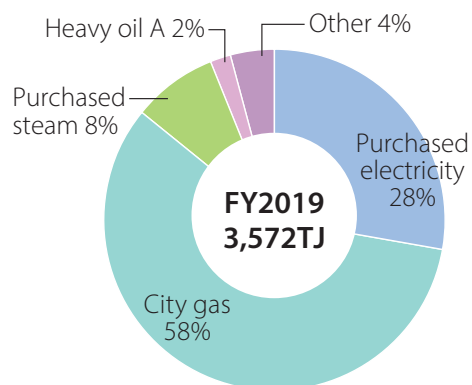


\* Energy consumption per unit of production weight

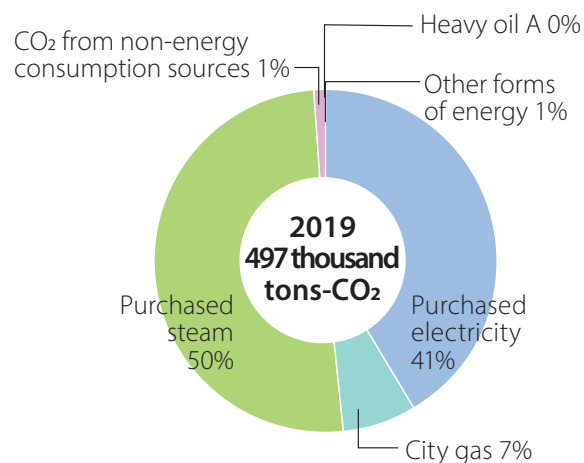
### Breakdown of Greenhouse Gas (GHG) Emissions during Manufacturing / Japan



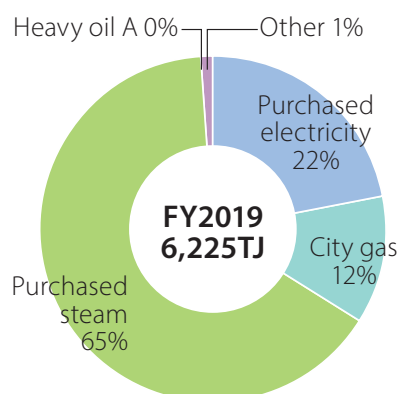
### Breakdown of Energy Usage during Manufacturing / Japan



### Breakdown of Greenhouse Gas (GHG) Emissions during Manufacturing / Overseas

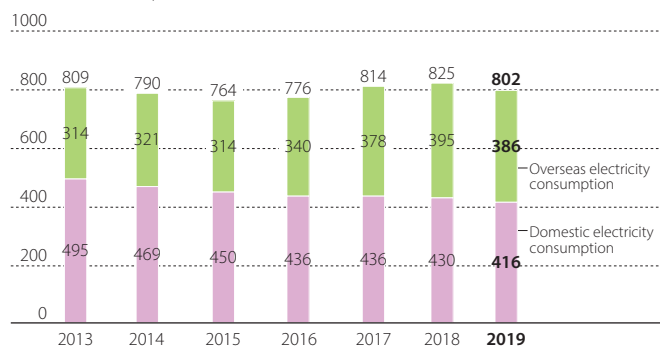


### Breakdown of Energy Usage during Manufacturing / Overseas



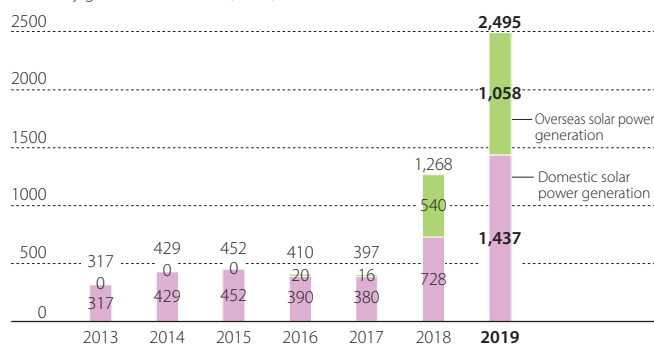
### Electricity Consumption Volume for Research Facilities and Manufacturing / Japan and Overseas

Amount of electric power (GWh)

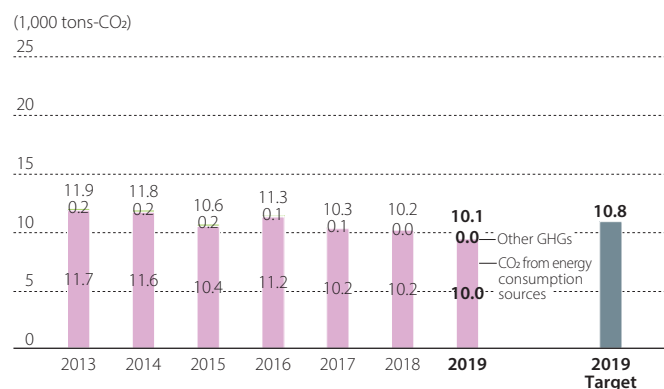


### In-House Use Solar Power Generation Volume for Research Facilities and Manufacturing / Japan and Overseas

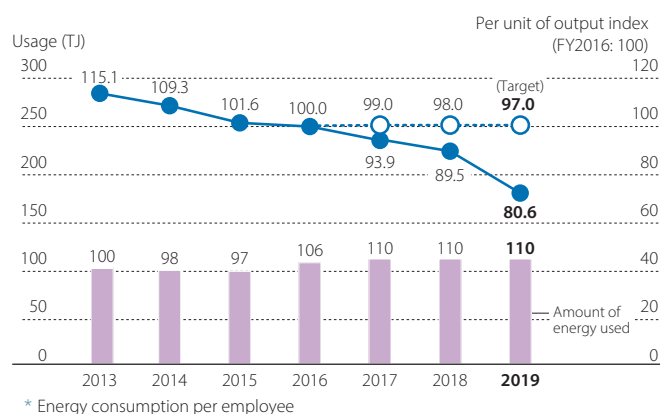
Electricity generation volume (MWh)



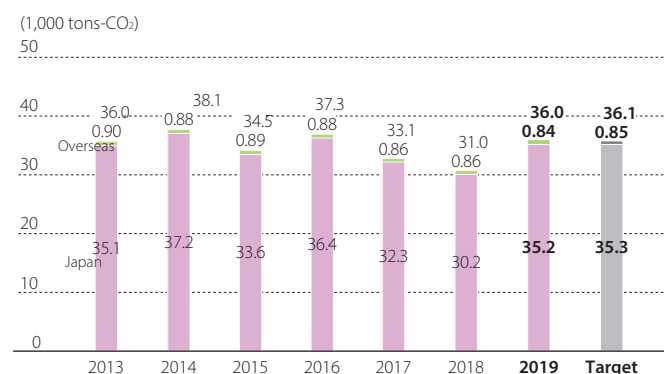
## GHG Emissions at Research Facilities



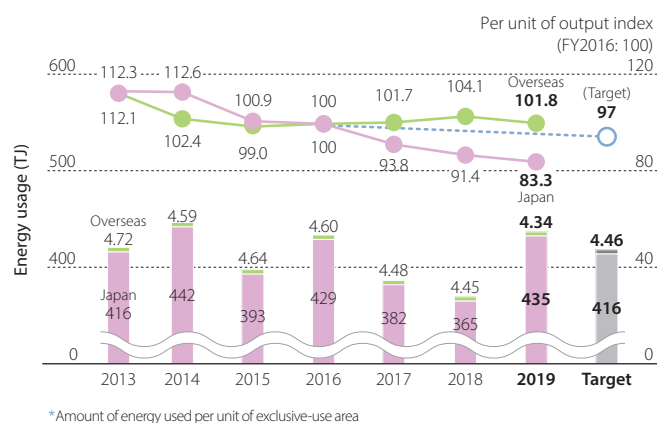
## Energy Usage and per Unit of Output\* (Index) at Research Facilities



## GHG Emissions at Offices



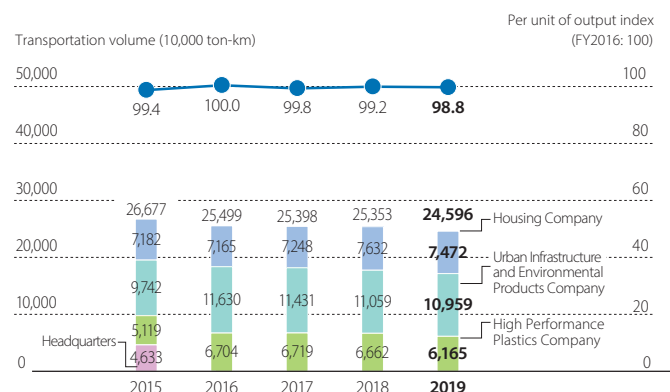
## Energy Usage and per Unit of Output\* (Index) at Offices



Note: For Japan, electricity and fuel for company cars are tabulated, while only electricity is tabulated for overseas.

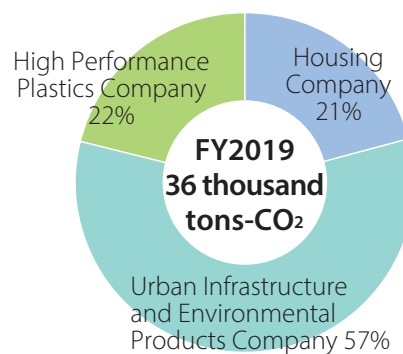
Indicator	Calculation Method
Greenhouse Gas Emissions	<p>GHG emissions = <math>\Sigma</math>[fuel usage, purchased electricity, purchased steam <math>\times</math> CO<sub>2</sub> emissions coefficient] + greenhouse gas emissions not arising from energy consumption</p> <p>Greenhouse gas emissions not arising from energy consumption = CO<sub>2</sub> emissions not arising from energy consumption* + <math>\Sigma</math>[emissions of non-CO<sub>2</sub> greenhouse gases <math>\times</math> global warming coefficient]</p> <p>*Includes CO<sub>2</sub> emissions from the burning of non-fuel matter based on the Act on Promotion of Global Warming Countermeasures, both inside Japan and overseas</p> <p>[CO<sub>2</sub> Emissions Coefficient]</p> <p>Purchased Electricity: In Japan, the coefficient provided in notices pursuant to the Act on Promotion of Global Warming Countermeasures is applied to the latest data at the start of each fiscal year. In cases where the Company purchases power with the emission coefficient set by menu, the adjusted emission coefficient applies.</p> <p>For overseas data, the latest coefficient data as of the start of each fiscal year acquired from suppliers is applied.</p> <p>When no data is available, the data is complied with the GHG Protocol and EPA eGRID 2014 for determinations.</p> <p>City Gas and Purchased Steam: Coefficients obtained from suppliers are applied to the latest data at the start of each fiscal year</p> <p>If a coefficient cannot be obtained in this manner, it is based on the Act on Promotion of Global Warming Countermeasures</p> <p>Fuel Other than the Above: Based on the Act on Promotion of Global Warming Countermeasures</p> <p>Global warming coefficient: An emissions coefficient determined based on a system of greenhouse gas emission calculations, reports, and official disclosures</p>
Energy Usage	<p>Energy usage = <math>\Sigma</math>[amount of fuel used, amount of electricity purchased, amount of steam purchased <math>\times</math> amount of heat generated per unit]</p> <p>[Amount of Heat Generated per Unit]</p> <p>Purchased Electricity: 3.60 MJ/kWh</p> <p>Fuel, Purchased Steam: Based on the Act on the Rational Use of Energy</p>

## Transportation Volumes and Energy per Unit of Output\* (Index) during Transportation / Japan



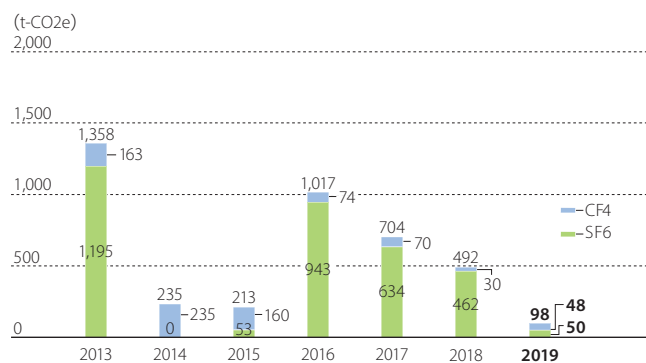
\* Both transportation volume and Energy per unit of output (index) have been revised from fiscal 2016 due to improvements in precision.

## CO<sub>2</sub> Emissions during the Transport Stage / Japan



Indicator	Calculation Method
CO <sub>2</sub> Emissions during the Transport	<p>The calculation is the CO<sub>2</sub> emissions yielded by combining the fuel method (transport of housing units, etc.) and the metric ton-kilo method (other than transport of housing units, etc.)</p> <p>CO<sub>2</sub> emissions = <math>\sum[\text{fuel usage} \times \text{CO}_2 \text{ emissions coefficient}] + \sum[\text{amount transported (metric tons)} \times \text{distance transported (km)} \times \text{fuel usage per unit of output} \times \text{CO}_2 \text{ emissions coefficient}]</math></p> <p>Fuel usage per unit of output is the value used in the reporting system for specified freight carriers under the Act on the Rational Use of Energy</p> <p>Domestic distribution (shipment of products) is covered</p>

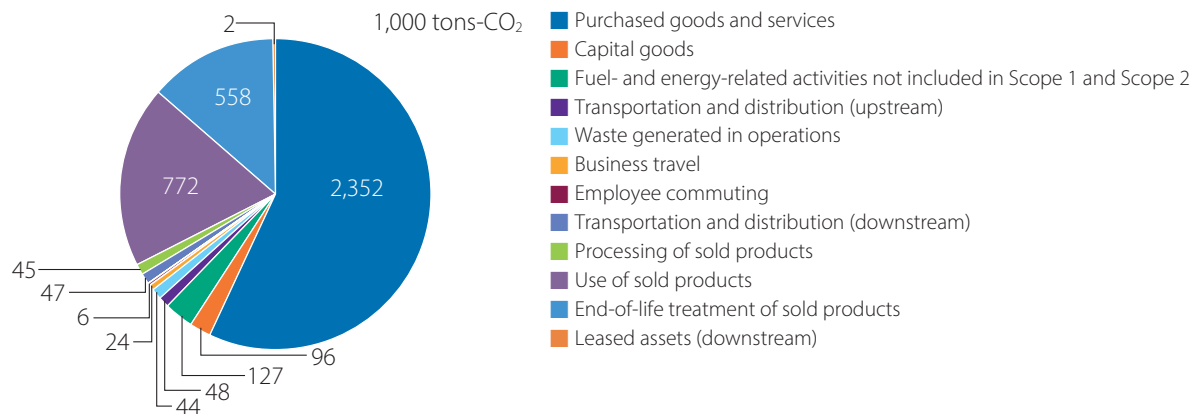
## Emissions of non-CO<sub>2</sub> greenhouse gases (global production, laboratories)



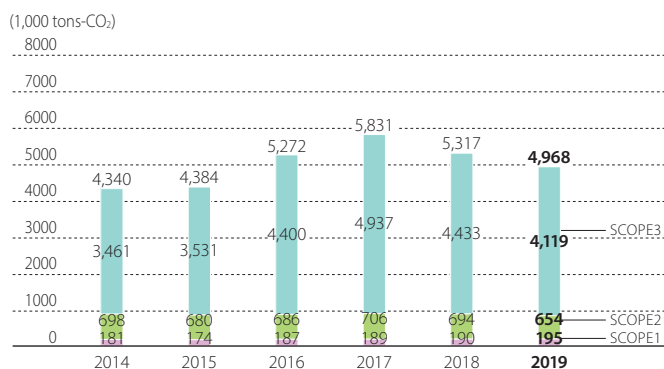
## Greenhouse Gas Emissions throughout Supply Chain (SCOPE 3)

Category		Estimated emissions (1,000 tons-CO <sub>2</sub> )					
		FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Upstream	Purchased goods and services	1,521	1,455	2,180	2,336	2,457	2,352
	Capital goods	31	17	37	171	123	96
	Fuel-and energy related activities not included in Scope 1 and Scope 2	121	119	127	131	129	127
	Transportation and distribution (upstream)	24	24	37	46	48	48
	Waste generated in operations	45	45	46	42	44	44
	Business travel	30	29	26	30	27	24
	Employee commuting	5	5	5	6	6	6
Downstream	Transportation and distribution (downstream)	59	53	45	45	50	47
	Processing of sold products	42	41	43	46	48	45
	Use of sold products	1,353	1,528	1,542	1,554	940	772
	End-of-life treatment of sold products	227	216	310	529	560	558
	Leased assets(downstream)	1	1	1	1	1	2
Total(upstream/downstream)		3,461	3,531	4,400	4,937	4,433	4,119

Note: Since fiscal 2016, the scope of tabulation of purchased products and services has been expanded; this resulted in the emissions increasing substantially from the previous fiscal year following review of the values for fiscal 2016. After including the effects of reducing energy consumption, emission volumes related to the “use of sold products” declined, and SCOPE3 decreased compared to the previous fiscal year for ZEH specification housing from fiscal 2018.



## Greenhouse Gas Emissions Throughout Supply Chain as a Whole (Classified by SCOPE)



Note: Since fiscal 2016, transport energy accuracy has improved and the scope of tabulation of purchased products and services has been expanded in relation to SCOPE3; this resulted in the emissions known increasing substantially from the previous fiscal year.

After including the effects of reducing energy consumption, emission volumes related to the “use of sold products” declined, and SCOPE3 decreased compared to the previous fiscal year for ZEH specification housing from fiscal 2018.

Indicator	Calculation Method	
Greenhouse Gas Emissions throughout Supply Chain	Purchased goods and services	<p><math>\text{CO}_2 \text{ emissions} = \Sigma[(\text{amount of major raw materials used as listed in Material Balance section of this report} + \text{estimated values for other raw materials}) \times \text{emission coefficient (IDEA v 2.2 (a GHG emissions database by the National Institute of Advanced Industrial Science and Technology and the Japan Environmental Management Association for Industry))}]</math></p> <p>Up to and including fiscal 2017, the Group gained an understanding of environmental impact, including the volume of greenhouse gases emitted, by making calculations using "MiLCA," the database furnished by the Japan Environmental Management Association for Industry. However, from fiscal 2018, the Group is reflecting the actual emissions of its raw material suppliers with regard to four principal resins (PP, PE, PVC and PVA).</p>
	Capital goods	<p><math>\text{CO}_2 \text{ emissions} = \Sigma[(\text{amount of spending on capital expenditures authorized for the given fiscal year for buildings, structures, mechanical equipment, and transport vehicles}) \times \text{emissions coefficient (per unit emissions database for calculating organizational greenhouse gas emissions, etc., arising from supply chains (Ver. 2.0) (Ministry of the Environment and Ministry of the Economy, Trade and Industry))}]</math></p>
	Fuel-and energy related activities not included in Scope 1 and Scope 2	<p><math>\text{CO}_2 \text{ emissions} = \Sigma[(\text{fuel usage, amount of purchased electricity, and amount of purchased steam}) \times \text{emissions coefficient}]</math></p> <p>The emissions coefficients used are as follows. For fuel, IDEA v 2.1 (a GHG emissions database by the National Institute of Advanced Industrial Science and Technology and the Japan Environmental Management Association for Industry); for purchased electricity and steam, per unit emission database for calculating greenhouse gas emissions by organizations, etc., arising from supply chains (Ver. 2.0) (Ministry of the Environment and Ministry of the Economy, Trade and Industry).</p> <p>Applicable to production sites, laboratories, and offices both inside Japan and overseas</p>
	Transportation and distribution (upstream)	<p><math>\text{CO}_2 \text{ emissions} = \Sigma[\text{amount of major raw materials used as listed in the Material Balance section of this report} \times \text{transport distance} \times \text{emission coefficient (IDEA v 2.1 (a GHG emissions database by the National Institute of Advanced Industrial Science and Technology and the Japan Environmental Management Association for Industry))}]</math></p> <p>(Calculated assuming that the uniform transport distance was 200 km)</p>
	Waste generated in operations	<p><math>\text{CO}_2 \text{ emissions} = \Sigma[\text{amount of waste materials generated (by type)} \times \text{emission coefficient (IDEA v 2.1 (a GHG emissions database by the National Institute of Advanced Industrial Science and Technology and the Japan Environmental Management Association for Industry))}]</math> Covers major production sites and research facilities in Japan and overseas</p>
	Business travel	<p><math>\text{CO}_2 \text{ emissions} = \Sigma[\text{transportation costs by method of transport} \times \text{emissions coefficient (per unit emissions database for calculating organizational greenhouse gas emissions, etc., arising from supply chains (Ver. 2.0) (Ministry of the Environment and Ministry of the Economy, Trade and Industry))}]</math></p> <p>(Includes estimates of transportation costs for group companies)</p> <p>Covers group companies in Japan and overseas</p>

Indicator	Calculation Method	
Greenhouse Gas Emissions throughout Supply Chain	Employee commuting	<p><math>\text{CO}_2 \text{ emissions} = \Sigma[\text{amount spent on commuting assistance} \times \text{emissions coefficient (per unit emissions database for calculating organizational greenhouse gas emissions, etc., arising from supply chains (Ver. 2.0) (Ministry of the Environment and Ministry of the Economy, Trade and Industry))}]</math></p> <p>(Calculated based on the assumption that all commuting is done by passenger train)</p> <p>(Group company commuting costs include estimates)</p> <p>Group companies in Japan and overseas all covered</p>
	Transportation and distribution (downstream)	<p>The calculation is the total amount of <math>\text{CO}_2</math> emissions yielded by combining the fuel method (transport of housing units, etc.) and the metric ton-kilo method (other than transport of housing unit, etc.)</p> <p><math>\text{CO}_2 \text{ emissions} = \Sigma[\text{fuel usage} \times \text{CO}_2 \text{ emissions coefficient}] + \Sigma[\text{amount transported (metric tons)} \times \text{distance transported (km)} \times \text{fuel usage per unit of output} \times \text{CO}_2 \text{ emissions coefficient (value used in the reporting system for specified freight carriers under the Act on the Rational Use of Energy)}]</math> (Estimates used for overseas)</p> <p>Covers shipments of products by group companies in Japan and overseas</p>
	Processing of sold products	<p><math>\text{CO}_2 \text{ emissions} = \Sigma[\text{production volume of relevant products} \times \text{emission coefficient at the time of processing the relevant products (IDEA v 2.1 (a GHG emissions database by the National Institute of Advanced Industrial Science and Technology and the Japan Environmental Management Association for Industry))}]</math></p> <p>Covers products for the automotive industry by group companies in Japan and overseas</p>
	Use of sold products	<p><math>\text{CO}_2 \text{ emissions} = \Sigma[\text{number of structures sold as housing during the relevant fiscal year} \times \text{amount of electricity purchased from power companies throughout a year} \times 60 \text{ years} \times \text{electricity-based emissions coefficient}]</math></p> <p>The amount of electricity purchased from power companies throughout a year is based on the Electricity Income and Expenditure Home Survey of Houses with Built-In Solar Power Generation Systems (2018). The electricity-based emissions coefficient employed is the emissions coefficient from the fiscal 2020 report produced by the Act on Promotion of Global Warming Countermeasures reporting system (alternate value), equal to 0.488 metric tons-<math>\text{CO}_2</math> /MWh. The calculation is performed under the assumption that housing will be used for 60 years. Housing sold within Japan for the fiscal year relevant to the calculation is covered. Up to and including fiscal 2017, the Group calculated the amount of greenhouse gas reduction achieved through solar power generation as the amount of reduced environmental impact. From fiscal 2018, however, we are also calculating the effect of reduction in energy used in residences built to zero energy house (ZEH) specifications.</p>

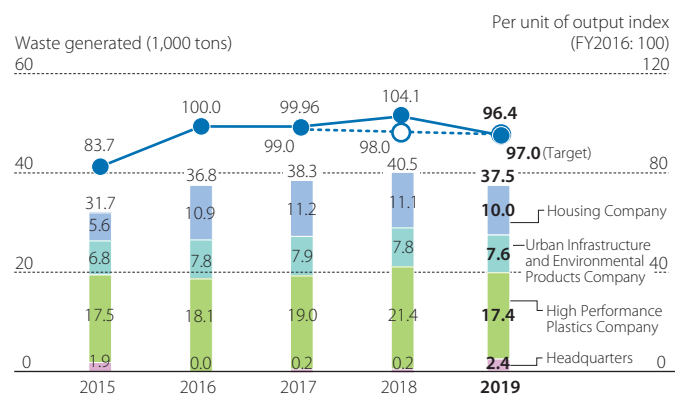
Indicator	Calculation Method	
Greenhouse Gas Emissions throughout Supply Chain	End-of-life treatment of sold products	$\text{CO}_2 \text{ emissions} = \sum [\text{amount of major raw materials used in the products sold during the relevant fiscal year} \times \text{emission coefficient (IDEA v 2.1 (a GHG emissions database by the National Institute of Advanced Industrial Science and Technology and the Japan Environmental Management Association for Industry))}]$ <p>The calculation assumes that products sold during a given fiscal year are disposed of during the same fiscal year</p>
	Leased assets (downstream)	<p>Calculated to cover construction related to the installation of machinery leased by Sekisui</p> $\text{CO}_2 \text{ emissions} = \sum [\text{relevant installation units} \times \text{emission coefficient (IDEA v 2.1 (a GHG emissions database by the National Institute of Advanced Industrial Science and Technology and the Japan Environmental Management Association for Industry))}]$

## Waste Generated by Production Sites

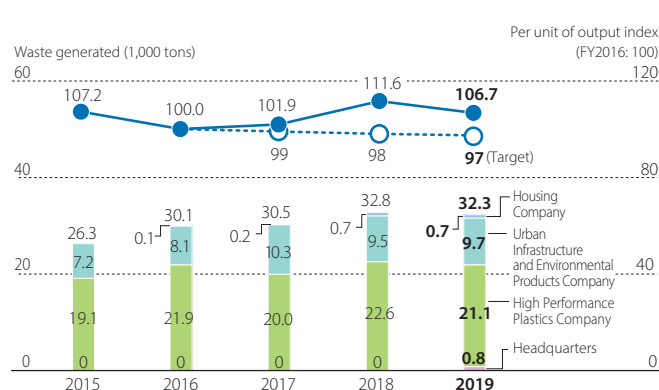
Note: Some past figures have been revised due to improvements in precision.

Note: From fiscal 2019, Medical Business results are collated and presented with Headquarters results following its separation from the High Performance Plastics Company as an independent entity. (P 187~190)

### Waste Generated by Production Sites and per Unit of Output (Index) / Japan



### Waste Generated by Production Sites and per Unit of Output (Index) / Overseas

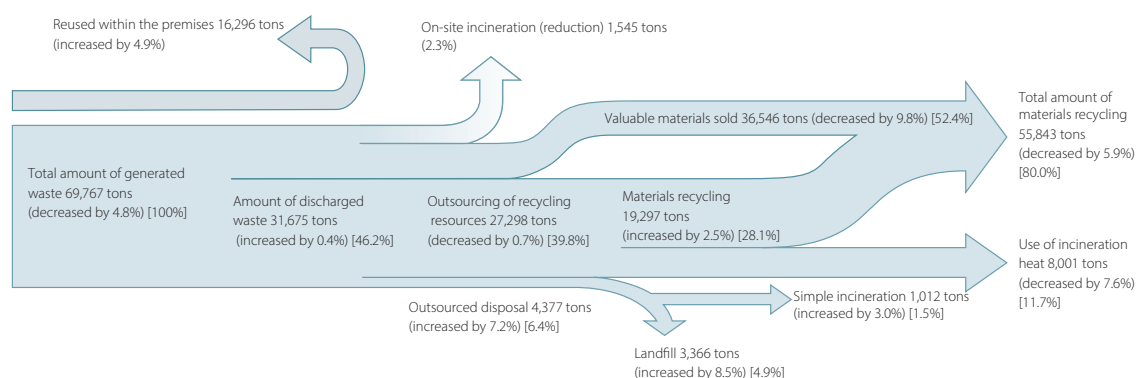


### Production Site Waste Generation and Disposal Conditions / Japan and Overseas

(unit: tons)

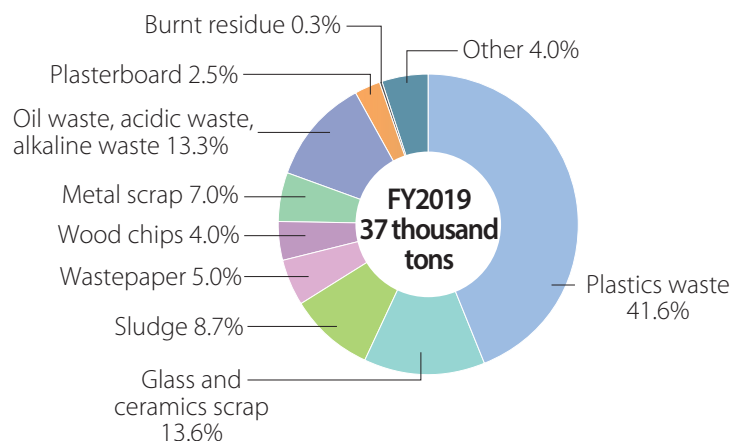
	Total Waste	Recycled Waste	Unrecycled Waste
FY2015	58,053	55,181	2,872
FY2016	66,940	62,113	4,827
FY2017	68,777	63,654	5,123
FY2018	72,631	67,332	5,298
FY2019	69,767	63,844	5,922

### Fiscal 2019 Annual Production Site Waste Generation and Disposal Conditions / Japan and Overseas

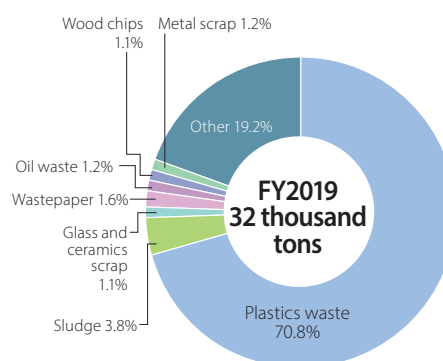


Note: Change over previous year is in ( ) and proportion of total waste generation is in [ ].

## Breakdown of Waste Generated at Production Sites / Japan



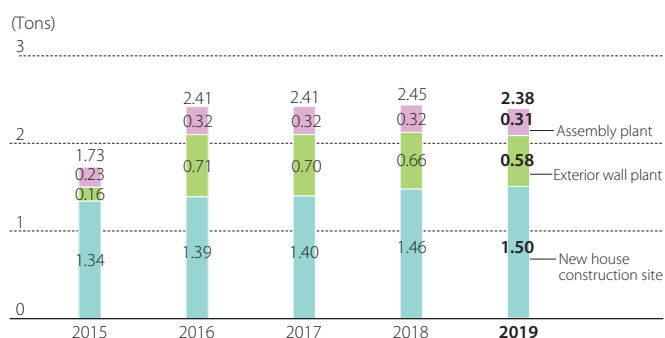
## Breakdown of Waste Generated at Production Sites / Overseas



Index	Calculation method
Generated waste amount	<p>Amount of waste generated = Amount of waste disposal outsourced + Amount recycled (use of incineration heat + materials recycling + sold at a price) + Amount incinerated in the Company; the items below are excluded:</p> <p>waste generated by demolition of old houses of the clients, left-over materials at construction sites, disposal of facilities, OA equipment, etc., infectious waste generated during medical consultations / medical practices</p>

## Waste Generated on Construction Sites of New Housing

### Amount of Waste Generated on Construction Sites of New Housing (per Building) / Japan

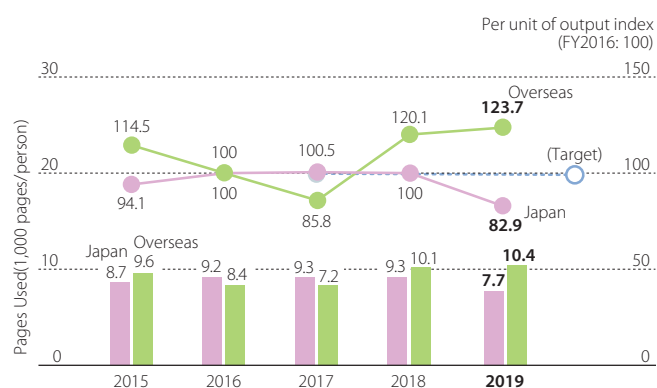


\* Because of changes to the waste materials data collection method used by the Housing Company, we are revising the fiscal 2016 benchmark

Index	Calculation method
Amount of waste generated on construction sites of new housing	<p>Amount of waste generated on construction sites of new housing = Amount of waste generated during construction of outer walls (at factory) + Amount of waste generated during assembly (at factory) + Amount of waste generated at construction site of new housing</p> <p>Amount of waste generated per building during construction of new housing = Amount of waste generated during construction of new housing / Number of buildings sold</p> <p>Target: housing business in Japan</p>

## Waste Related to Office Work

### Amount of Copy Paper Used at Offices per Unit of Output (Index)



### Attainment of Zero Waste Emissions Activity Targets

Production sites	42 plants in Japan and 11 plants overseas, including those of affiliated companies, achieved the target (of these, 1 plant in Japan and 5 plants overseas achieved the target in fiscal 2015)
Research institutes	All research institutes achieved the target by fiscal 2012
Construction of new housing	All production sites achieved the target by fiscal 2003
Remodeling work	All production sites achieved the target by fiscal 2004
Corporate headquarters buildings in Osaka/Tokyo	Achieved the target by fiscal 2005
Demolition work	Specified construction materials for fiscal 2018 Recycling rate (of concrete, wood offcuts, etc.): 99%

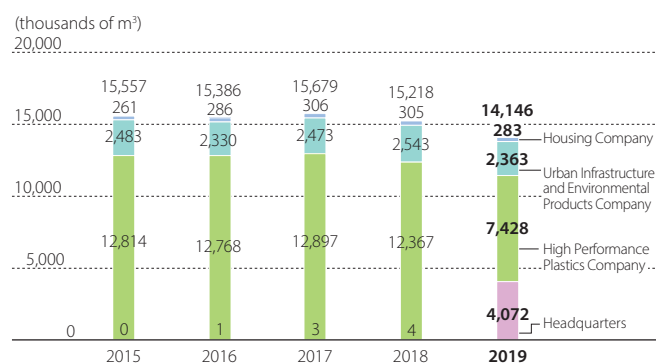
Indicator	Calculation Method
Number of production sites that achieved zero emissions	Number of production sites that achieved zero emissions in that year

## Conservation of Water Resources

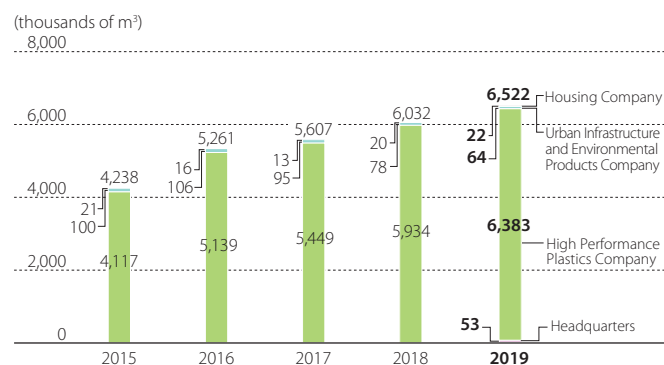
Note: Some past figures have been revised due to improvements in precision.

Note: From fiscal 2019, Medical Business results are collated and presented with Headquarters results following its separation from the High Performance Plastics Company as an independent entity. (P 242~245)

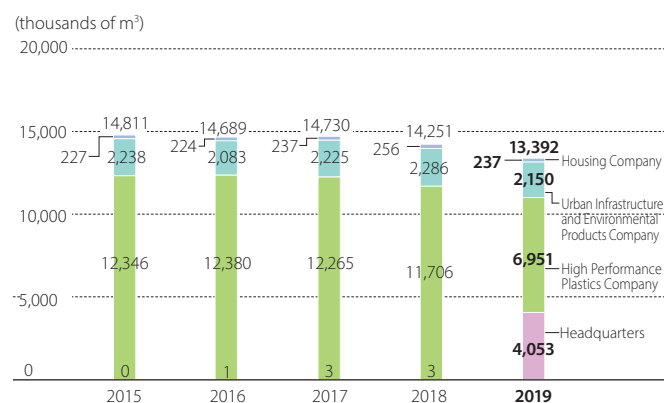
### Water Intake Volume at Production Sites / Japan



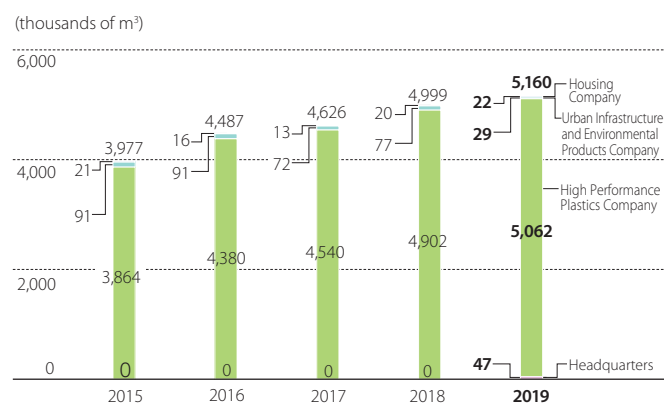
### Water Intake Volume at Production Sites / Overseas



### Wastewater Volume at Production Sites / Japan

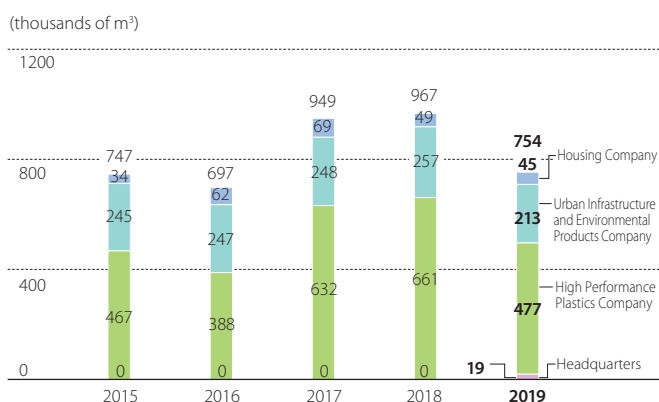


### Wastewater Volume at Production Sites / Overseas

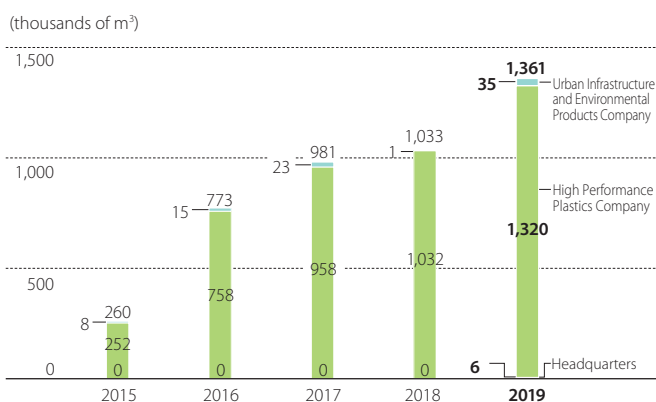


Note: We have been improving the accuracy of our wastewater volume from fiscal 2019.

### Water Consumption at Production Sites / Japan



### Water Consumption at Production Sites / Overseas



Note: Water consumption increased to improve the accuracy of wastewater volumes in 2019.

# Water Intake Volume at Production Sites by Water Source Type

(thousands of m<sup>3</sup>)

Water source	Area of base	All areas					Areas with water stress				
		2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Surface water	Japan	951	696	1,086	197	726	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0
	The Rest of Asia and Oceania	0	0	0	0	1	0	0	0	0	1
	Europe	0	0	0	0	0	0	0	0	0	0
	North and Central America	0	0	0	0	0	0	0	1	0	0
	Total	951	696	1,086	197	727	0	0	1	0	1
Ground water	Japan	3,033	2,604	2,624	2,632	2,517	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0
	The Rest of Asia and Oceania	140	103	120	144	111	62	25	26	35	16
	Europe	0	0	0	0	0	0	0	0	0	0
	North and Central America	3	4	0	0	0	0	0	0	0	0
	Total	3,175	2,710	2,745	2,776	2,628	62	25	26	35	16
Seawater	Japan	0	0	0	0	0	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0
	The Rest of Asia and Oceania	0	0	0	0	0	0	0	0	0	0
	Europe	0	0	0	0	0	0	0	0	0	0
	North and Central America	0	0	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0	0	0
Third-party water*	Japan	11,574	12,086	11,969	12,389	10,903	0	0	0	0	0
	China	245	273	298	324	265	210	236	288	311	256
	The Rest of Asia and Oceania	150	896	1,097	966	1,093	27	18	46	72	80
	Europe	1,843	1,943	1,883	1,866	1,960	1,760	1,857	1,799	1,805	1,887
	North and Central America	1,857	2,042	2,209	2,732	3,092	10	10	81	156	141
	Total	15,669	17,241	17,456	18,278	17,313	2,007	2,121	2,213	2,344	2,365
Total volume of water withdrawn	Japan	15,557	15,386	15,679	15,218	14,146	0	0	0	0	0
	China	245	273	298	324	265	210	236	288	311	256
	The Rest of Asia and Oceania	290	999	1,217	1,110	1,204	89	44	72	107	97
	Europe	1,843	1,943	1,883	1,866	1,960	1,760	1,857	1,799	1,805	1,887
	North and Central America	1,859	2,046	2,209	2,732	3,092	10	10	81	156	141
	Total	19,795	20,646	21,286	21,250	20,668	2,070	2,146	2,239	2,379	2,382

\* Third-party water: Water withdrawn from local government water suppliers (public water systems, water systems for industrial use)

# Wastewater Volume at Production Sites by Discharge Destination

(thousands of m<sup>3</sup>)

Discharge destination	Area of base	All areas					Areas with water stress				
		2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Surface water	Japan	11,579	11,219	11,627	11,353	10,680	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0
	The Rest of Asia and Oceania	0	22	26	20	43	0	2	2	0	22
	Europe	4	0	0	0	0	0	0	0	0	0
	North and Central America	0	0	0	0	0	0	0	0	0	0
	Total	11,583	11,241	11,653	11,372	10,722	0	2	2	0	22
Ground water	Japan	0	0	0	0	0	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0
	The Rest of Asia and Oceania	0	0	0	0	0	0	0	0	0	0
	Europe	0	0	0	0	0	0	0	0	0	0
	North and Central America	0	0	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0	0	0
Seawater	Japan	2,741	2,892	2,503	2,277	2,160	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0
	The Rest of Asia and Oceania	0	0	0	0	0	0	0	0	0	0
	Europe	0	0	0	0	0	0	0	0	0	0
	North and Central America	0	0	0	0	0	0	0	0	0	0
	Total	2,741	2,892	2,503	2,277	2,160	0	0	0	0	0
Third-party water*	Japan	491	577	600	621	552	0	0	0	0	0
	China	244	272	287	308	255	209	235	277	296	246
	The Rest of Asia and Oceania	230	679	867	830	860	87	26	55	103	60
	Europe	1,832	1,930	1,874	1,860	1,944	1,760	1,857	1,799	1,805	1,875
	North and Central America	1,668	1,585	1,571	1,981	2,060	8	9	62	79	81
	Total	4,464	5,043	5,200	5,601	5,670	2,064	2,127	2,193	2,283	2,262
Total volume of water withdrawn	Japan	14,811	14,689	14,730	14,251	13,392	0	0	0	0	0
	China	244	272	287	308	255	209	235	277	296	246
	The Rest of Asia and Oceania	230	701	893	850	902	87	29	57	103	83
	Europe	1,835	1,930	1,874	1,860	1,944	1,760	1,857	1,799	1,805	1,875
	North and Central America	1,668	1,585	1,571	1,981	2,060	8	9	62	79	81
	Total	18,788	19,176	19,356	19,250	18,552	2,064	2,129	2,195	2,283	2,285

\* Third-party water: Wastewater (sewer systems) discharged to wastewater treatment facilities of local governments, etc.

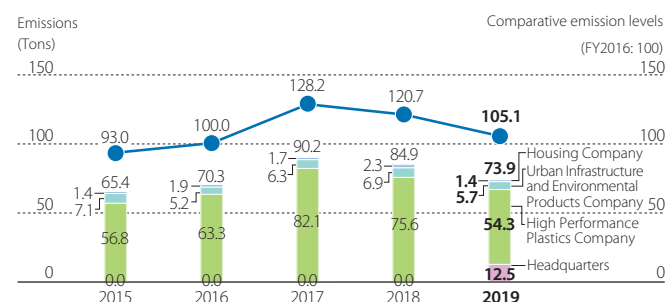
## Water Consumption at Production Sites

(thousands of m<sup>3</sup>)

Area of base	All areas					Areas with water stress				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Japan	747	697	949	967	754	0	0	0	0	0
China	1	1	11	16	10	1	1	11	16	10
The Rest of Asia and Oceania	60	298	324	260	302	2	15	15	4	15
Europe	8	13	9	6	17	0	0	0	0	13
North and Central America	192	461	638	751	1,032	2	1	19	77	60
<b>Total</b>	<b>1,007</b>	<b>1,470</b>	<b>1,930</b>	<b>2,000</b>	<b>2,116</b>	<b>5</b>	<b>17</b>	<b>45</b>	<b>97</b>	<b>98</b>

Indicator	Calculation Method
Water intake volume	Water intake volume = Total water intake volume = (The sum of water intake from surface water, ground water, seawater, and third-party water)
Wastewater volume	Wastewater volume = Total wastewater volume = (The sum of wastewater from surface water, ground water, seawater, and third-party water)
Water consumption	Water consumption = Water intake volume - wastewater
Areas with water stress	Areas where baseline water stress is ranked as high or extremely high under the WRI Aqueduct TM Water Risk Atlas (Aqueduct 3.0) evaluation system

## COD Emission Volume / Japan



Index	Calculation Method
COD emission volume	Emission volume = $\Sigma$ [COD concentration (annual average of measured value) x Drainage volume]

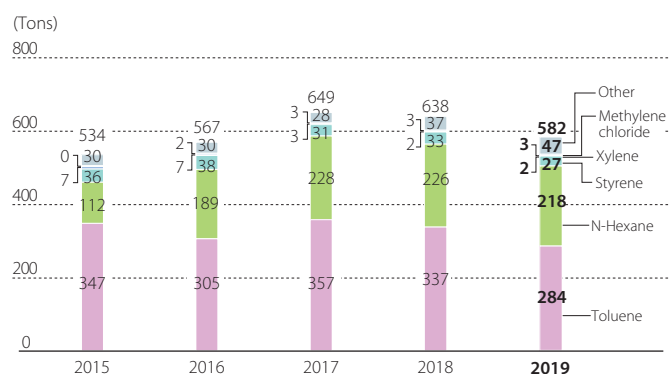
•From fiscal 2019, Medical Business results are collated and presented with Headquarters results following its separation from the High Performance Plastics Company as an independent entity. (P 248~250)

### Aggregated Results Based on the PRTR Law (Substances Handled at the Business Sites Subject to Assessment with Volume of Handling of 1 Ton or More Are Aggregated)

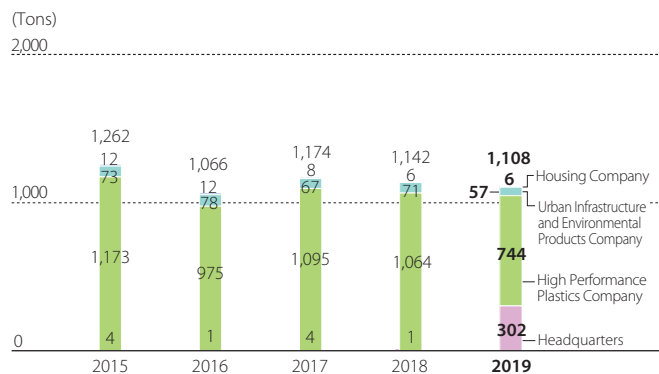
Substance	Govt. ordinance notification no.	Emission volume	Emission volume				Transfer volume			Detoxification
			Atmospheric	Public water areas	In-house soil	In-house landfill	Sewage system	Transfer in waste disposal	Transfer in waste recycling	
Ethyl acrylate	[3]	1.3	0	0	0	0	0	0	0.12	1.1
n-Butyl acrylate	[7]	222.2	1.2	0	0	0	0	0	1.7	219
Acrylonitrile	[9]	489.3	4.0	0	0	0	0	0	0.0080	485
Acetaldehyde	[12]	190.9	0.14	0	0	0	0	0	0	191
Acetonitrile	[13]	187.1	15	0	0	0	0	0	172	0
2,2'-Azobisisobutyronitrile	[16]	5.6	0	0	0	0	0	0	0	5.6
Antimony and its compounds	[31]	12.0	0	0	0	0	0	0	1.2	0
Isobutyraldehyde	[35]	93.2	0.58	0	0	0	0	0	0	93
2-Ethylhexanoic acid	[51]	6,440.2	0	0	0	0	0	0	5.5	6,427
Ethylbenzene	[53]	1.8	1.8	0	0	0	0	0	0	0
ε-Caprolactam	[76]	40.9	0	0.013	0	0	0	0	0	41
Xylene	[80]	29.7	1.9	0	0	0	0	0	0.037	28
Hexavalent chromium compounds	[Special 88]	2.1	0	0	0	0	0	0	0	0
Vinyl chloride	[Special 94]	124,073.4	4.4	0.12	0	0	0	0	0	124,069
Chloroform	[127]	5.0	0.27	0	0	0	0	0	2.8	0.53
Vinyl acetate	[134]	57.8	4.4	0	0	0	0	0	3.7	50
Inorganic cyanide compounds (not including complex salts and cyanate)	[144]	33.9	0	0	0	0	0	0	0	34
Cyclohexylamine	[154]	2.3	0	0	0	0	0	0	0	2.2
Methylene chloride	[186]	230.3	3.0	0	0	0	0	0	0.21	227
Divinylbenzene	[202]	1.4	0	0	0	0	0	0	0	1.4
2,6-di-t-butyl-4-cresol	[207]	9.7	0	0	0	0	0	0	0	9.7
N,N-dimethylacetamide	[213]	2.7	0	0	0	0	1.3	0	1.4	0
N,N-dimethylformamide	[232]	8.7	0.70	0	0	0	0	0	8.0	0
Organic tin compounds	[239]	128.0	0	0	0	0	0	0.064	0.69	0
Styrene	[240]	1,208.8	27	0	0	0	0	0	0	612
Terephthalic acid	[270]	81.3	0	0	0	0	0	0	0	81
1,2,4-Trimethylbenzene	[296]	1.2	1.2	0	0	0	0	0	0	0
Tolylene Diisocyanate	[298]	23.1	0	0	0	0	0	0	0	23
Toluene	[300]	763.2	284	0	0	0	0	0	103	375
Lead compounds	[Special 305]	608.6	0	0.0021	0	0	0	0	3.5	62
Nickel compound	[Special 309]	1.4	0	0	0	0	0	0	0.39	0
Bis-(2-ethylhexyl) phthalate	[355]	4.8	0	0	0	0	0	0	2.4	0
n-Hexane	[392]	286.4	218	0	0	0	0	0	11	57
Boron and its compounds	[405]	32.1	0	0	0	0	0	0	0	0
Poly (oxyethylene) = alkyl = ether (C = 12-15 and other blends)	[407]	3.2	0	0	0	0	0	0	0	0
Manganese and its compounds	[412]	1.9	0	0	0	0	0	0	1.9	0
Methacrylate	[415]	235.8	1.3	0	0	0	0	0	0.0060	234
Methyl methacrylate	[420]	164.3	1.4	0	0	0	0	0	0	163
Methylnaphthalene	[438]	3.7	0.018	0	0	0	0	0	0	3.7
Methylenebis (4,1-phenylene) = diisocyanate	[448]	1,738.9	0	0	0	0	0	9.0	8.1	1,709
		138,428.4	572	0.14	0	0	1.3	9.1	328	135,205

Index	Calculation Method
Volume of chemical substances handled	Volume of handling of substances subject to regulation by the PRTR Law Production sites and research institutes in Japan are subject to assessment
Volume of emissions / transfer of chemical substances	Volume of emission / transfer of chemical substances subject to regulation by the PRTR Law Volume of emissions = Volume of emissions into the air + Volume of emissions into public waters + Volume of emissions into the soil on-site + Volume disposed by burial on-site Transfer volume = Volume transferred to sewers + Volume transferred as waste material Covers production sites and research facilities in Japan
Volume of chemical substances subjected to detoxication	Volume of chemical substances subject to regulation by the PRTR Law subjected to detoxication Amount detoxified = Amount consumed in reaction + Amount consumed through combustion, etc. Covers production sites and research facilities in Japan

### Chemical Substance Emission and Transfer Volumes (PRTR Law) / Japan



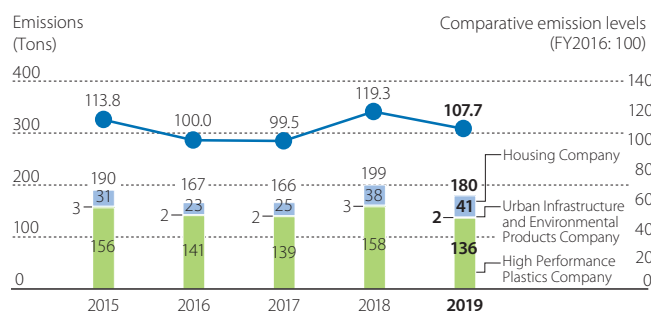
### Discharge of Volatile Organic Compounds (VOCs) into the Atmosphere / Japan



Index	Calculation Method
Volume of emission / transfer of chemical substances	Volume of emission / transfer of chemical substances subject to regulation by the PRTR Law Volume of emission = Volume of emission into the atmosphere + Volume of emission into the public waters + Volume of emission into the soil on site + Volume disposed of as landfill; Volume of transfer = Volume discharged into sewage systems + Volume discharged as waste elsewhere Production sites and research institutes in Japan are subject to assessment

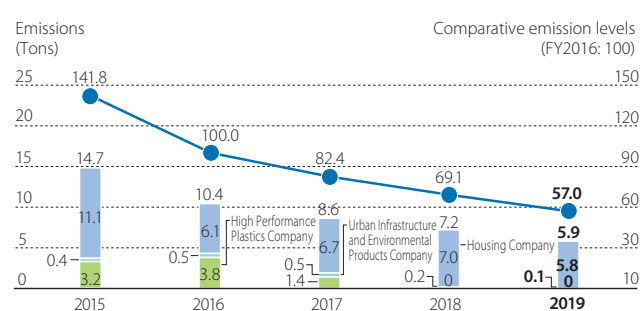
Index	Calculation Method
VOC emissions	Volume of emission into the atmosphere of volatile organic compounds (VOC) among the substances subject to regulation by the PRTR Law and Japan Chemical Industry Association

## NOx Emissions / Japan



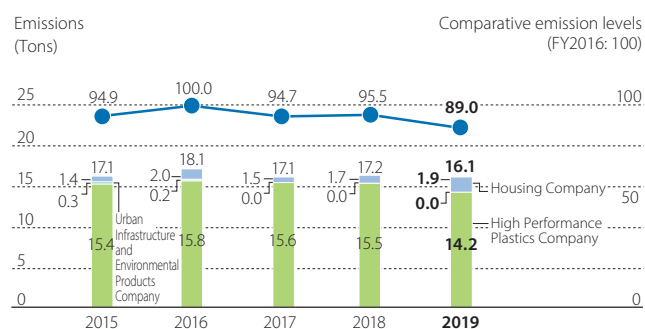
Index	Calculation Method
NOx emissions	NOx emissions = $\Sigma$ (Amount of exhaust gas airflow per year x NOx concentration x 46/22.4)

## SOx Emissions / Japan



Index	Calculation Method
SOx emissions	SOx emissions = $\Sigma$ (amount of SOx per year x 64/22.4)

## Soot and Dust Emissions / Japan



Some past figures have been revised due to improvements in precision.

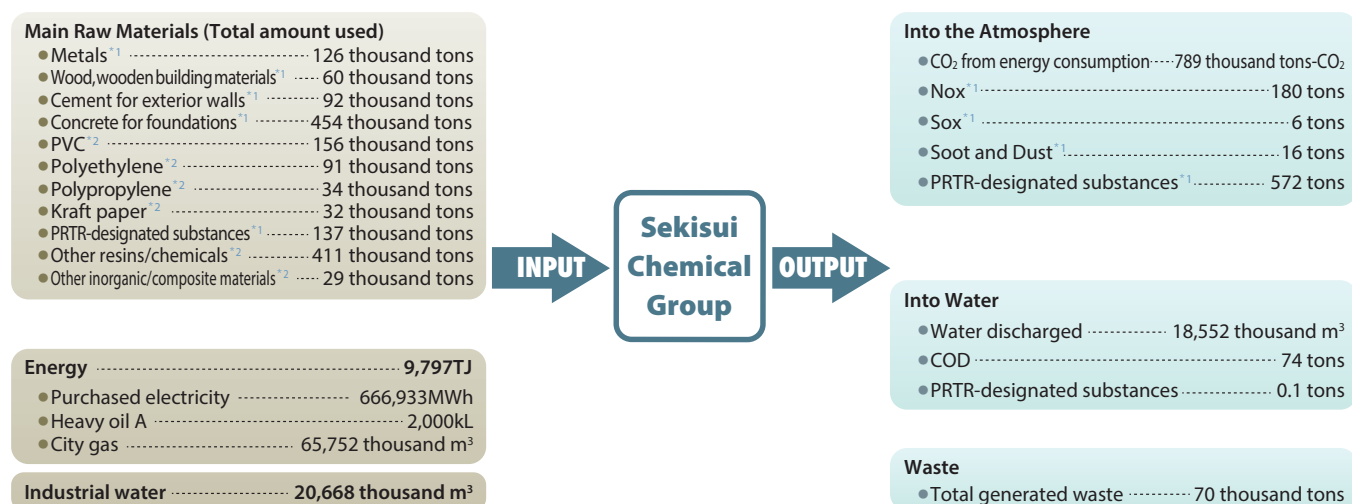
Index	Calculation Method
Soot and Dust emissions	Soot and Dust emissions = $\Sigma$ (amount of exhaust gas airflow per year x soot concentration)

## Material Balance

Shows resources and energy used in business activities (input) and substances that constitute environmental impact (output) generated in connection with business activities.

### Material balance

#### Fiscal 2019 Results



\*1 The scope of tabulation for environmental performance data in Japan has been set as only those domestic business sites listed as falling within that scope.

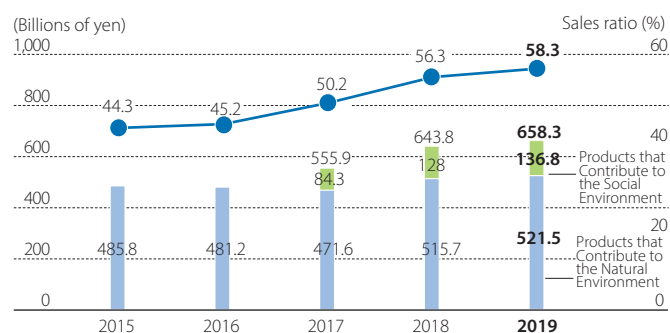
\*2 The following overseas business sites have been excluded from the scope of tabulation for environmental performance data.

Sekisui-SCG Industry Co., Ltd.  
S and L Specialty Polymers Co., Ltd.  
Sekisui Specialty Chemicals (Thailand) Co., Ltd.  
Youngbo HPP (Langtang) Co., Ltd.  
Sekisui High Performance Packaging (Langfang) Co., Ltd.  
Sekisui Medical Technology (China) Ltd.  
Sekisui Xenotech, LLC.  
Sekisui Diagnostics, LLC. San Diego  
Sekisui Diagnostics (UK) Ltd.  
Sekisui Diagnostics P.E.I. Inc.  
Sekisui DLJM Molding Private Ltd. Greater Noida Plant  
Sekisui DLJM Molding Private Ltd. Tapukara Plant  
Sekisui DLJM Molding Private Ltd. Chennai Plant  
PT. Adyawinsa Sekisui Techno Molding  
Sekisui Polymatech (Thailand) Co., Ltd.  
PT. Polymatech Indonesia  
Sekisui Polymatech (Shanghai) Co., Ltd.

## Products to Enhance Sustainability

Note: From fiscal 2019, Medical Business results are collated and presented with Headquarters results following its separation from the High Performance Plastics Company as an independent entity. (P 259)

### Net Sales / Proportion of Environment-Contributing Products



### Revenue from Products That Contribute to the Environment Over Time

(Unit: Billions of yen)

	FY2015	FY2016	FY2017	FY2018	FY2019
Housing Company	280.6	290.9	317.6	364.3	374.0
Urban Infrastructure & Environmental Products Company	103.5	90.3	93.7	97.7	101.5
High Performance Plastics Company	99.8	99.4	142.2	178.9	110.0
Headquarters	1.8	0.6	2.4	2.8	72.7
Company-wide total	485.8	481.2	555.9	643.8	658.3

Index	Calculation Method
Net sales of Environment-contributing Products	Net sales of Environment-contributing Products = Consolidated sales across Sekisui Chemical Group of products internally certified as Environment-contributing Products All businesses of the Group in and outside Japan are subject to assessment Note: See pages P254~255 of the CSR Report 2020 for a definition of Environment-contributing Products and the way of thinking behind them.
Proportion in net sales of Environment-contributing Products	Proportion in net sales of Environment-contributing Products = Net sales of Environment-contributing Products / Consolidated sales All businesses of the Group in and outside Japan are subject to assessment Note: See pages P254~255 of the CSR Report 2020 for a definition of Environment-contributing Products and the way of thinking behind them.

### Number of Environment-Contributing Products Newly Registered

FY2017-FY2019	FY2017	FY2018	FY2019	Number of registrations as of the end of March FY2020
47	24	18	5	162

## Results from the JBIB Land Use Score Card®

	FY2017	FY2018	FY2019
JBIB Land Use Score Card®	Increase by 2.6 points	Increased by 4.3 points	Increased by 5.3 points

Index	Calculation method
Points of JBIB Land Use Score Card®	<p>JBIB Land Use Score Card® is a tool promoted by JBIB, which evaluates the level of effort to preserve biodiversity with respect to the land owned by the Company. It is a sheet for evaluation of every business site regarding the size and quality of its green space, management system, etc. on a scale from 0 to 100.</p> <p>We implement assessments of every business site for the fiscal year using the JBIB Land Use Score Card® and calculate the increase from the number of points it had in fiscal 2016. The index is the average value of the points increase of all business sites.</p>

## SEKISUI Environment Week Participation Rate

	FY2017	FY2018	FY2019
Participation rate in the SEKISUI Environment Week initiative	84.9%	88.1%	89.7%

Index	Calculation method
Proportion of participants in the SEKISUI Environment Week initiative	Total number of participants in the SEKISUI Environment Week initiative / total number of employees in the business sites participating in the initiative x100

## Human Resource

### Building a Diverse Organizational Structure

#### Educational Programs on Diversity Management Implementation

	FY2016	FY2017	FY2018	FY2019
Number of participants in programs	1,168	1,723	1,736	1,482

#### Career Plan Training by Age

	FY2016	FY2017	FY2018	FY2019
Number of participants at career plan training	1,276	1,429	1,745	1,759

#### Project to Develop a Workplace in Which All Employees Can Excel

	FY2017	FY2018	FY2019
Number of organizations engaged in activities	159 organizations	178 organizations	81 organizations

Organizations: Organizations linked to management at Sekisui Chemical subsidiary companies in Japan

## Allowing Diverse Human Resources to Excel (Depending on the Individual Career Orientation)

### Results from Main Recruitment-type Training Programs

Name of Training Program	Numbers of Attendees in FY2015	Numbers of Attendees in FY2016	Numbers of Attendees in FY2017	Numbers of Attendees in FY2018	Numbers of Attendees in FY2019
The Saijuku School	34	33	37	27	Not implemented
Innovation School	70	72	58	86	69

### Follow-up Training for New, Mid-career Employees

	FY2016	FY2017	FY2018	FY2019
Number of training participants	45	87	60	43

### Results of Intra-Group Job Postings

	FY2016	FY2017	FY2018	FY2019	Cumulative Total since FY2000
Number of recruitment cases	44	49	44	45	355
Number of employees recruited	149	130	140	62	1,280
Number of applicants	83	99	115	135	1,088
Number of employees transferred	12	19	26	28	205

### Career Path Support System

(Number of people)

		FY2017	FY2018	FY2019
Course conversion system	Men	14	9	10
	Women	2	2	1
Permanent, full-time employee conversion system	Men	5	3	2
	Women	11	7	11

### Number of Women in Management Positions and Ratio of Women to Total Hires

#### Number of Women Directors and Managers

##### Women Directors (Sekisui Chemical)

	Directors (Outside Directors)	Audit and Supervisory Board Members (Outside Audit and Supervisory Board Members)	Executive Officer
FY2019 Number of Women Directors (Sekisui Chemical)	1	1	1

	FY2017	FY2018	FY2019
Number of women directors (Sekisui Chemical Group)	2	2	2
Number of women in management positions (Sekisui Chemical Group in Japan)	138	156	185

#### Ratio of Women to Total Hiresn (Sekisui Chemical Group in Japan)

Note: Includes certain affiliates accounted for by the equity method and non-consolidated subsidiaries.

	Entered in FY2015	Entered in FY2016	Entered in FY2017	Entered in FY2018	Entered in FY2019
Ratio of women to total hires (%)	26.5	31.3	29.8	29.7	31.4

### Career Development Program for Women

		FY2016	FY2017	FY2018	FY2019
Number of program attendees	Women	90	58	35	39
	Superiors	77	44	31	24

## Main Systems Allowing Various Workstyles and Their Use

(Number of people)

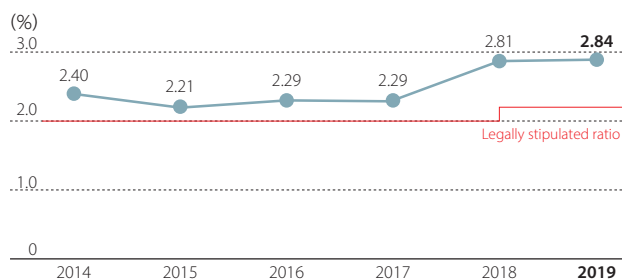
Name of system	Main content		FY2015	FY2016	FY2017	FY2018	FY2019
Childcare leave	Can be taken until the end of the month in which the child reaches three years of age. (The statutory end date is until the child reaches two years of age.)	Women	18	22	30	32	45
		Men	12	14	20	28	44
		Total	30	36	50	60	89
Shortened working hours for childcare	Can be taken up to the child enters junior high school. (The statutory end date is until the child reaches three years of age.)	Women	30	30	34	41	55
		Men	0	0	0	2	2
		Total	30	30	34	43	57
Use of flexible working hours	Times of starting and finishing work may be moved earlier or later by up to 60 minutes until the child reaches junior high school age.	Women	3	6	8	9	10
		Men	0	1	6	4	7
		Total	3	7	14	13	17
Nursing care leave	Up to a total of 93 days for each individual eligible for care (Up to a maximum of one year for the first individual eligible for care)	Women	1	0	1	0	1
		Men	0	2	3	4	4
		Total	1	2	4	4	5
Shortened working hours for nursing care	Two days per week or 4.5 hours per day for a maximum of three years for each individual eligible for care	Women	0	0	0	0	0
		Men	0	1	2	2	4
		Total	0	1	2	2	4
Family leave	Three days of special care leave per year granted until the child or grandchild starts high school.	Women	40	43	48	62	62
		Men	73	77	101	146	193
		Total	113	120	149	208	255

		FY2017	FY2018	FY2019
Employees with newly born babies	Women	16	21	20
	Men	101	111	101
	Total	117	132	121
Employees with newly born babies who took childcare leave	Women	13	14	19
	Men	17	25	39
	Total	30	39	58
Ratio of those who took childcare leave (excludes those who are taking maternity leave) (%)	Women	100	100	100
	Men	16.8	22.5	39
Average number of childcare leave acquisition days (days)	Women	165.5	167.4	259.2
	Men	9.9	14.2	24.7
Employees who returned to work after childcare leave	Women	12	15	22
	Men	19	26	39
	Total	31	41	61
Ratio of those who returned to work after childcare leave	Women	92.3	100	100
	Men	100	100	100
Retention rate after one year of those who returned to work after having taken childcare leave (%)	Women	100	100	100
	Men	100	94.7	96.2

## Allowing Diverse Human Resources to Excel (People with Disabilities)

### Employment Ratio of People with Disabilities (Sekisui Chemical)

Note: Including Special Provision Subsidiary (as of March 2020)



\* Including Special Provision Subsidiary (as of March 2020)

Indicator	Calculation method
Employment ratio of people with disabilities	(Number of regular workers who have physical or mental disabilities ÷ Number of regular workers) × 100

## Brainstorming Sessions on Employment of People with Disabilities

(Number of Participating Companies)

	FY2016	FY2017	FY2018	FY2019
Action plan seminar for hiring people with disabilities	23	27	14	Not implemented
Workplace improvement and operational review program	—	42	11	Not implemented
Short-term intensive program on hiring people with disabilities	—	—	12	Not implemented

## Allowing Diverse Human Resources to Excel (Age)

### Number of Elderly Employees Reemployed and Reemployment Rate (Sekisui Chemical)

	FY2015	FY2016	FY2017	FY2018	FY2019
Number of elderly employees reemployed	104	65	21	49	46
Reemployment rate (%)	82.5	83.3	63.6	76.6	85.2

Note: The reemployment rate for applicants is 100%.

Indicator	Calculation method
Reemployment of elderly employees	$\frac{\text{Number of reemployed elderly employees}}{\text{number who have reached mandatory retirement age}} \times 100$ <p>(Number who have reached mandatory retirement age includes those who do not wish to be reemployed)</p>

### Career Plan Training by Age

	Young Employees	In Their 30s	40s	50s	57	Total Number of Participants
Number of participants in FY2017	107	311	360	535	116	1,429
Number of participants in FY2018	117	321	383	609	315	1,745
Number of participants in FY2019	145	423	362	502	327	1,759

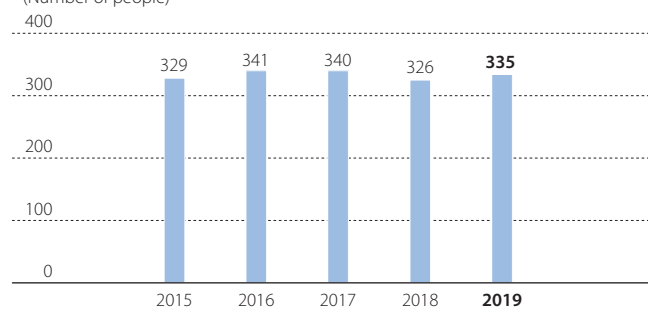
### Breakdown of Number of Employees (Sekisui Chemical Group)

(Number of people)

Number of employees		27,003
Breakdown by region		
	Japan	19,727
	The Americas	1,970
	Europe	977
	Asia/Pacific	4,329

### Number of Japanese Global Talent Employees

(Number of people)



Indicator	Calculation method
Global talent employees	Japanese employees with overseas assignment experience

### Number of Participants in the Global Trainee Program

	FY2017	FY2018	FY2019
Number of participants	10	21	15

## Average Hours per FTE of Training and Development (Sekisui Chemical)

	FY2017	FY2018	FY2019
Average hours per FTE of training and development (hours)	9.9	9.4	9.4

Note: Educational programs held at Sekisui Chemical's Human Resources Department at Headquarters

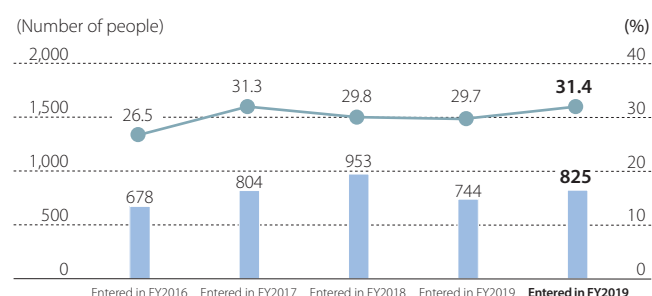
## Training Programs Common to Entire Company to Improve Group-wide Human Resources Capabilities

(Number of people)

	FY2017	FY2018	FY2019
New employee induction training	223	251	243
Training for newly appointed managers	245	210	252

## Number of New-graduate Hires / Ratio of Women among New-Graduate Hires (Sekisui Chemical Group in Japan)

Note: Includes certain affiliates accounted for by the equity method and non-consolidated subsidiaries.



## Employee Turnover Rate in First Three Years of Employment (Sekisui Chemical)

	Entered in FY2013	Entered in FY2014	Entered in FY2015	Entered in FY2016	Entered in FY2017
Employee turnover rate in first three years of employment (%)	10.7	7.4	8.0	1.8	9.4

Indicator	Calculation method
Employee turnover rate in first three years of employment (%)	Employee turnover rate in first three years of employment for each fiscal year

## Sekisui Chemical

		FY2015	FY2016	FY2017	FY2018	FY2019
Employees* <sup>1</sup>	Men (number of people)	3,233	3,239	3,290	3,331	3,327
	Women (number of people)	445	490	533	587	629
	Ratio of women (%)	12.1	13.1	13.9	15.0	15.9
Permanent, full-time employees* <sup>2</sup>	Men (number of people)	2,991	2,955	3,005	3,072	3,073
	Women (number of people)	403	441	483	532	570
	Ratio of women (%)	11.9	13.0	13.8	14.8	15.6
Average years of continuous employment* <sup>2</sup>	Men (number of people)	19.9	18.1	17.7	17.3	16.4
	Women (number of people)	15.4	14.3	13.7	13.2	11.8
New graduates hired* <sup>3</sup>	Men (number of people)	74	77	90	114	96
	Women (number of people)	39	35	39	39	35
	Ratio of women (%)	34.5	31.3	30.2	25.5	26.7
Employees hired mid-career* <sup>3</sup>	Men (number of people)	40	39	70	44	29
	Women (number of people)	3	5	6	9	4
	Ratio of women (%)	7.0	11.4	7.9	17.0	12.1
Managerial positions (managers)	Men (number of people)	697	696	689	685	678
	Women (number of people)	21	24	27	30	41
	Ratio of women (%)	2.9	3.3	3.8	4.2	5.7
Managerial positions (department managers and general managers)	Men (number of people)	602	597	612	637	642
	Women (number of people)	11	11	14	14	15
	Ratio of women (%)	1.8	1.8	2.2	2.2	2.3
Managerial positions	Men (number of people)	1,299	1,293	1,301	1,322	1,320
	Women (number of people)	32	35	41	44	56
	Ratio of women (%)	2.4	2.6	3.1	3.2	4.1
Employees newly appointed to managerial positions	Men (number of people)	46	46	53	63	68
	Women (number of people)	5	1	6	3	14
	Ratio of women (%)	9.8	2.1	10.2	4.5	17.1

\*1 Workers with direct employment relationships with the Group (including permanent, full-time employees and non-regular employees as well as workers on loan from the Group to other companies but excluding workers on loan from other companies to the Group)

\*2 Employees with no determined period of employment (including workers on loan from the Group to other companies but excluding workers on loan from other companies to the Group)

\*3 Number of employees, who joined the Group from April to March of the following year (Employees with no determined period of employment)

## All Consolidated Subsidiaries in Japan

		FY2015	FY2016	FY2017	FY2018
Employees	Men (number of people)	15,619	15,684	16,136	16,362
	Women (number of people)	4,313	4,394	4,702	5,048
	Ratio of women (%)	21.6	21.9	22.6	23.6
New graduates hired	Men (number of people)	453	395	486	572
	Women (number of people)	176	145	211	251
	Ratio of women (%)	28.0	26.9	30.3	30.5
Managerial positions (managers)	Men (number of people)	2,763	2,843	2,922	2,926
	Women (number of people)	84	92	118	130
	Ratio of women (%)	3.0	3.1	3.9	4.3
Managerial positions (department managers and general managers)	Men (number of people)	1,512	1,520	1,534	1,588
	Women (number of people)	18	23	22	26
	Ratio of women (%)	1.2	1.5	1.4	1.4
Managerial positions	Men (number of people)	4,275	4,363	4,456	4,514
	Women (number of people)	102	115	140	185
	Ratio of women (%)	2.3	2.6	3.0	3.3
Management personnel (frontier leaders)	Men (number of people)	204	167	167	204
	Women (number of people)	1	4	5	5
	Ratio of women (%)	0.5	2.3	2.9	3.3
Employees newly appointed to managerial positions	Men (number of people)	160	180	215	211
	Women (number of people)	15	7	29	20
	Ratio of women (%)	8.6	3.7	11.9	8.7

Note: The above table was prepared based on the results of the survey conducted in July

Note: Data for fiscal 2019 is calculated based on current statistics as of June 2020.

### Age Composition of Permanent, Full-time Employees\* in Fiscal 2019 (Sekisui Chemical)

		Less than 30 years old	30 to 39 years old	40 to 49 years old	50 to 59 years old	60 and above
Number of permanent, full-time employees by age	Men	463	544	940	1,107	19
	Women	178	113	142	134	3

Note: Employees with no determined period of employment (including workers on loan from the Group to other companies but excluding workers on loan from other companies to the Group)

### Employee turnover (Sekisui Chemical)

		Men	Women	Total
FY2018	Employee turnover (number of people)	42	13	55
	Employee turnover rate (%)	1.4	2.4	1.5
FY2019	Employee turnover (number of people)	63	10	73
	Employee turnover rate (%)	2.0	1.7	2.0

Indicator	Calculation method
Employee turnover rate	(Annual employee turnover (number of people) / Number of employees as of April of the subject year) x 100

Note: Excluding those who retired after reaching the mandatory retirement age and those who moved to another company of the Group

Note: Employees with no determined period of employment (including workers on loan from the Group to other companies but excluding workers on loan from other companies to the Group)

## Amount of Overtime Work\* (Sekisui Chemical)

	FY2015	FY2016	FY2017	FY2018	FY2019
Monthly average per employee (hours)	17.5	19.2	19.9	19.9	19.1

\* Calculated on the basis of a prescribed number of working hours of 7.5 hours.

## Paid Vacation Day Utilization Rate (Sekisui Chemical)

	FY2015	FY2016	FY2017	FY2018	FY2019
Average per employee (%) (Excluding managers)	46.4	45.9	51.1	64.0	71.4

## Average Number of Paid Vacation Days Taken (Sekisui Chemical)

	FY2015	FY2016	FY2017	FY2018	FY2019
Average per employee (days) (Excluding managers)	8.8	8.7	9.6	12.1	13.6

## Stress-check Examination Rate

	FY2016	FY2017	FY2018	FY2019
Examination Rate (%)	72.0	81.9	87.1	92.5

Note: Scope of stress-check implementation: Companies that are members of the Sekisui Health Insurance Association (including some affiliates)

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