

Introduction

Editorial Policy p01
 Scope of the Sustainability Report 2023..... p03

Top Message p05

Long-term Vision and ESG Management

..... p07

- Realizing Vision 2030 p08
- Basic Concept of ESG Management p14
- Identifying Key Issues (Materiality) p15
- Supervisory Promotion System of ESG Management p18
- Key ESG Management Issues (Materiality) and KPIs p20

Products to Enhance Sustainability

..... p23

- Basic Concept p24
- Targets p27
- System p28
- Major Initiatives p32
- Performance Data p36

Materiality

Governance (Internal Control)

..... p38

- Reducing Serious Incidents p39
 - Safety Issues p39
 - Quality Issues p57
 - Legal and Ethical Issues p71
 - Information Management Issues p82
- Risk Management p86

DX

..... p96

- Basic Concept p97
- Targets p98
- System p99
- Major Initiatives p100

Environment

..... p102

- Basic Concept p103
- Targets p104
 - Long-term Environmental Management Vision ... p104
 - Environmental Medium-term Plan p109
 - Environmental Medium- to Long-term Plan and Fiscal 2022 Results, next Environmental Medium-term Plan Target p115
 - Integrated Index..... p119
- System p125
- Major Initiatives..... p132
 - Climate Change p132
 - Realizing Resource Recycling..... p156
 - Reducing Water-related Risks p169
 - Addressing Biodiversity p180
 - Other Initiatives to Reduce Environmental Impact ... p198

Human Capital

..... p209

- Basic Concept p210
- Targets p211
- System p211
- Major Initiatives p212
 - Transforming into an Energized and Engaged Company p213
 - Refining the Foundation p221

Materiality

Materiality



Fusion (Innovation)

- p242
- **Basic Concept** p243
- **Targets** p243
- **System** p244
- **Major Initiatives** p246
- **Performance Data** p246



Initiatives to Help Solve Social Issues

- p247
- **Intellectual Property** p248
- **Improving CS & Quality** p251
- **Developing and Expanding Products to Enhance Sustainability** p262
 - Enhancing the Ability to Contribute to Solving Social Issues through Education p262
 - Social and SDGs Contribution Activities p273



Foundation Underpinning ESG Management

- p293
- **Corporate Governance** p294
- **Stakeholder Engagement** p309
- **Respect for Human Rights** p317
- **Responsible Procurement** p326



Reference Materials, Appendices

- p334
- **SEKISUI CHEMICAL Group' s various policies**... p335
 - Human Rights Policy p335
 - Environment Management Policy p337
 - CS & Quality Management Policy p338
 - Compliance Policy p339
 - Human Resources Policy p341
 - Safety Policy p343
 - Cyber Security Policy p344
 - Social Contribution Activities Policy p345
 - Basic Procurement Policy p346

- **Overview of SEKISUI CHEMICAL Group** p348
- **Declaration of Support for Initiatives and Organizations in Which SEKISUI CHEMICAL Group Participates** p351
- **External Evaluation** p353



Third-party Assurance Report

- p355



GRI Content Index

- p356

Performance Data, Other



Products to Enhance Sustainability

- Products to Enhance Sustainability p36



Governance (Internal Control)

- Safety Issues p51
- Quality Issues p67
- Legal and Ethical Issues p80



Environment

- Major Initiatives
 - Climate Change p146
 - Realizing Resource Recycling p163
 - Reducing Water-related Risks p176
 - Addressing Biodiversity..... p197
 - Environmental Accounting p198
 - Chemical Substance Management p203
 - Material Balance p208



Human Capital

- Vision Management
 - KPI (Employee Challenge Action Rate) p214
- People Management
 - Deepening Engagement p215
 - Employee Career Development p216
- Human Resources Management
 - Shift to a role-based management system for human resources p218
 - Training Human Resources p220
- Allowing Diverse Human Resources to Excel (Diversity)
 - Allowing Diverse Human Resources to Excel (Gender) ... p222
 - Allowing Diverse Human Resources to Excel (Seniors) ... p228
 - Allowing Diverse Human Resources to Excel (Global) ... p229
 - Allowing Diverse Human Resources to Excel (People with Disabilities) p230

- Support for Balancing Childcare and Work p232
- Work Style Reforms p236
- Health and Productivity Management p241



Fusion (Innovation)

- Fusion (Innovation) p246



Initiatives to Help Solve Social Issues

- Intellectual Property p250
- Improving CS & Quality p260
- Enhancing the Ability to Contribute to Solving Social Issues through Education..... p272
- Social and SDGs Contribution Activities p292