SEKISUI

SUSTAINABILITY REPORT 2024

Performance Data Book

SEKISUI CHEMICAL Group Sustainability

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SEKISUI CHEMICAL CO., LTD.

Long-term Vision and ESG Management

Key ESG Management Issues (Materiality) and KPIs

Current Medium-term Management Plan (FY2023-2025)

			KPIs	Current Medium-term Management Plan Final Fiscal Year (FY2025) Targets	FY2023 Results
Outputs		**Products to Enhance Sustainability**	Net sales of Products to Enhance Sustainability	Over ¥1 trillion	¥950.2 billion
			Net sales of Products to Enhance Sustainability that are categorized as Premium Framing	— *1	— *1
Key Issues (Materiality)	Risk mitigation/ avoidance	**Governance (Internal Control)**	**■ Number of serious incidents in the 5 fields**	**0**	**— *1**
			Safety: Incidences of injuries attributable to machines and equipment	0	8
			Quality: Events to increase the level of CS & Quality	4	4
			Accounting: Rate of sales coverage of new ERP introduction companies	37% (excluding housing (number of companies: 7 in Japan))*2	0%
			Accounting: Percentage of new ERP introduction companies that automatically prepare consolidated financial accounting formats	100% (new ERP introduction companies)	0%
			Legal/ethics: Deployment rate of important rules at overseas Group companies	100%	94.7% (54 out of 57 companies)
			Legal/ethics: Number of regions where internal whistleblower systems have been established at overseas Group companies	All overseas regions (10 regions)	10 regions
			Information management: Recovery time following detection	Within 3 business days	3 business days
			Information management: Deployment of Overseas CSIRT*3	Completion of deloyment in all regions	Completed expansion to North America
	Investment for minimizing future costs (Improving sustainability KPI)	**DX**	**■ Net sales per direct/indirect employee**	**FY2030: Indirect productivity 43% increase, Direct productivity 30% increase (compared with FY2019)**	**— *1**
			Status of development and deployment progress of global standard operations and system models	Start of renewal and deployment of global management foundation; realization of the business transformation we are aiming for (introduction locations)	Completed development of target business processes, reviewed roadmap based on test results, completed definition of requirements and design in progress for global expansion
			Progress status of measures aimed at purchasing indirect materials (deployment/ utilization plan)	Achieving advantageous purchasing through centralized purchasing and starting overseas expansion	Completed deployment of the indirect purchasing system to major domestic sites, began realizing the effects as use takes root
			Progress status of measures aimed at sales/marketing reform (coverage rate/man-hour shift)	Improve top line by establishing data-based sales activities and strengthening customer management	New business processes take root through the use of sales data, verification of external data use
			Status of progress of initiatives to secure human resources that employ digital tools and data to generate benefits	Continuously securing human resources to promote DX	Developing core human resources by offering practical courses to solve business problems digitally
			Progress and usage status of measures to establish a new normal work style and strengthen global communication	Provision of global communication infrastructure and overseas expansion of standard terminals	Deploying an integrated authentication platform for cloud services used, providing a global communication platform domestically and introducing it to some overseas locations in advance while formulating a procurement scheme for standard terminals
		Environment	**■ Climate Change: Rate of GHG reduction(compared with FY2019)**	**-33% (compared with FY2019)**	**-32.8%**
			Climate Change: Renewable energy ratio of purchased electricity	70%	49.5%
			■ Resource recycling: Recycling rate for waste plastic materials (Japan)	**Japan：65% （Overseas：BM+5%）**	**60.7%**
			Resource recycling: Reduction rate of amount of waste generated per unit of production	-3% (compared with FY2022)	+0.3%
			Water-related risks: Reduction rate of water intake volume at production sites which use large quantities of water	-10% (compared with FY2016)	-8.5%

KPIs				Current Medium-term Management Plan Final Fiscal Year (FY2025) Targets	FY2023 Results
Key Issues (Materiality)	Investment for minimizing future costs (Improving sustainability KPI)	**Human Capital*8**	**■ Degree of challenging behavior expression**	**60%*4**	**48%**
			■ Rate of successor candidate preparation*5	**100%**	**92.4%**
			■ Retention rate	**Maintain or improve compared with the previous year**	**97.5%**
			Hours of training*6	10 hours	6.2hours
			Ratio of female to total hires	35%	31.4%
			Ratio of female managers	5%	4.9%
			Gender wage disparity*7	Maintain or improve compared with the previous year	71.7%
			Ratio of male employees taking childcare leave	75%	69.8%
		Innovation	**■ Incidence of open innovation**	**— *1**	**— *1**

*1 Undisclosed.
*2 Targets revised due to the postponement of Enterprise Resources Planning (ERP) implementation.
*3 CSIRT: Abbreviation for Computer Security Incident Response Team. Plays a role in preventing cybersecurity incidents and a role in rapid response and recovery in the unlikely event of a cybersecurity incident.
*4 Target after redefining indicator.
*5 Number of successor candidates to the most senior business leader post ÷ Number of the same post
*6 Hours of training per employee in the fiscal year
*7 No institutional wage disparity; differentials based on the composition of labor (age and qualifications) rate
*8 Indicators other than the degree of challenging behavior expression and the successor candidate readiness rate are disclosed as SEKISUI CHEMICAL non-consolidated targets.

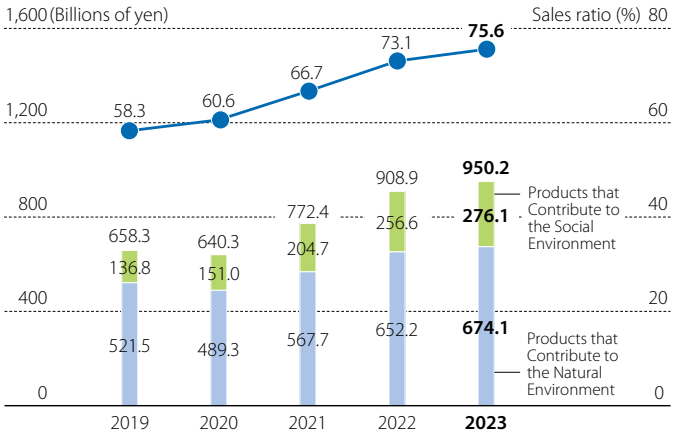
Products to Enhance Sustainability

Net Sales / Proportion of Products to Enhance Sustainability, Number of Products to Enhance Sustainability Newly Registered

Note 1: From FY2020, the product system has evolved and renamed Products to Enhance Sustainability.

Note 2: In line with a change in the control of certain businesses in the UIEP and HPP companies implemented from October 2022, net sales for FY2022 of both companies are collated as if the change in control had been initiated from the beginning of FY2022.

Net Sales / Proportion of Products to Enhance Sustainability



Trends in Net Sales of Products to Enhance Sustainability

(Unit: Billions of yen)

	FY2019	FY2020	FY2021	FY2022	FY2023
Housing Company	374.0	352.9	393.8	448.6	434.3
Urban Infrastructure & Environmental Products Company	101.5	93.2	101.3	152.1	162.8
High Performance Plastics Company	110.0	121.9	186.9	218.5	260.2
Medical, Other*	72.7	72.2	90.4	89.6	92.9
Company-wide total	658.3	640.3	772.4	908.9	950.2

* Manufacture, sale, and servicing of film-type lithium-ion batteries and other products outside of our four main businesses (Housing Company, UIEP Company, HPP Company and Medical Business)

Index	Calculation Method
Net Sales of Products to Enhance Sustainability	・Net sales of Products to Enhance Sustainability = Consolidated SEKISUI CHEMICAL Group sales of products internally certified as Products to Enhance Sustainability ・All businesses of the Group in and outside Japan are subject to assessment
Proportion of Products to Enhance Sustainability to net sales	・Proportion of Products to Enhance Sustainability to net sales = Net sales of Products to Enhance Sustainability / Consolidated sales ・All businesses of the Group in and outside Japan are subject to assessment

Number of Products to Enhance Sustainability Newly Registered

FY2019	FY2020	FY2021	FY2022	FY2023	Number of registrations as of the end of March 2024
5	12	28	18	11	206

Environment

Integrated index SEKISUI Environment Sustainability Index.

The SEKISUI Environment Sustainability Index measures the impact of the Group's corporate activities on the environment (use of natural and social capital) and the degree of contribution to the environment (returns to natural and social capital) as a single index.
We are gradually expanding the scope of coverage to encompass not only the impact on and return of natural capital, but also on and of social capital.
The SEKISUI Environment Sustainability Index integrates the effects of the major items for implementation in the Environmental Medium-term Plan: reducing various impacts on the environment, expanding products and services that contribute to the natural and social environments, and environmental conservation. We established a method for undertaking preliminary calculations in fiscal 2013 and have employed this method since fiscal 2014. Since fiscal 2017, we have applied this index to monitor the progress of the Group's overall environmental management.
In our Environmental Medium-term Plan, which began in fiscal 2020, we have declared our intention to use the SEKISUI Environment Sustainability Index to evaluate not only the natural environment, but also the impact and contribution to the social environment, and to contribute to the return to natural and social capital.
In 2050, even as we expand our business scope, we will promote ESG management while maintaining a return of 100% or more on natural and social capital.

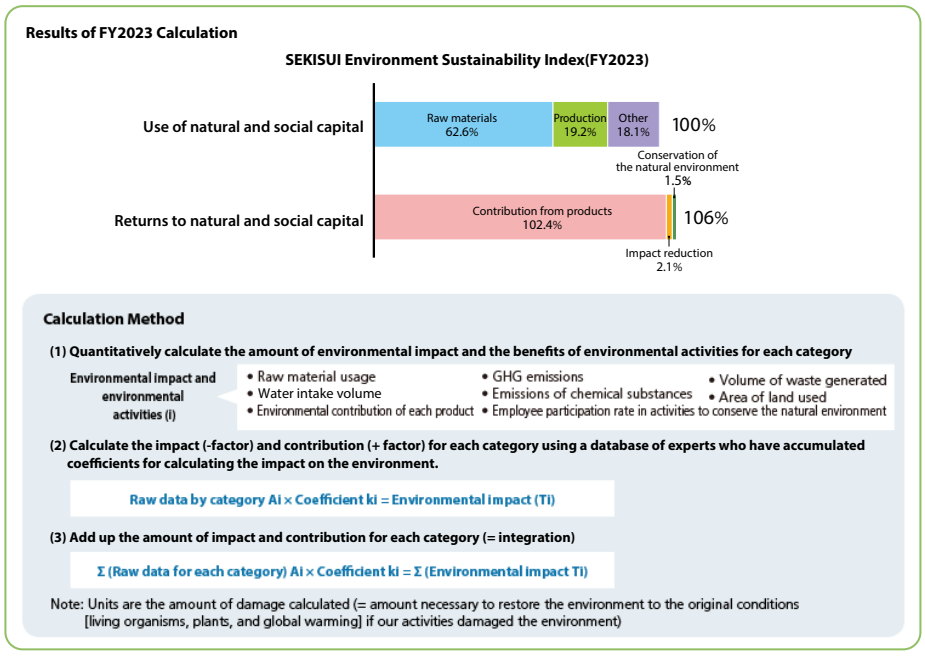
Calculation Results

SEKISUI Environment Sustainability Index calculations based on FY2023 results are as follows. Setting the use of natural and social capital (the impact on the natural and social environments) at 100, the return to natural and social capital (contributions to the natural and social environments) was 106%, confirming that the return to natural and social capital was maintained above 100%.
Trends in the rate of return are analyzed as follows.

1. Use (impact) of natural and social capital
   A reduction in the impact on natural and social capital is considered to have been made through progress in the shift to renewable energy for purchased power.
2. Returns to natural and social capital (contributions)
   Returns (contributions) from Products to Enhance Sustainability are steadily increasing.

Looking ahead, we will grow as a company and expand our business scope, while maintaining a rate of return to natural and social capital of more than 100%.
In 2050, we aim to realize the sustainable use of the earth's natural capital and the social capital generated by human society.

In this index, SEKISUI CHEMICAL Group believes that solving issues through products helps to improve the sustainability of the earth and society. We also recognize that improving returns to natural and social capital leads to an improvement in the sustainability of SEKISUI CHEMICAL Group and its products.



After compiling the raw data in (1), above, the damage calculation-based impact assessment method LIME2, developed for use in Japan by Professor Norihiro Itsubo of WASEDA University, was employed for the calculations in stages (2) and (3).
The LCA database IDEA ver2.3 has been upgraded to ver3.1 in the calculation system MiLCA, which uses LIME2 to calculate the rate of return. We have been using the upgraded MiLCA ver3.1 since fiscal 2023. (MiLCA ver2.3 was used until fiscal 2022).
In MiLCA 3.1, the ascertained data shows that the environmental impact per unit amount is larger, especially in terms of the impact of chemical substances on ecosystems. Under the current Medium-term Management Plan we will place even more importance on the impact on biodiversity, and promote activities aimed at shifting from negative to positive aspects. We have determined that our approach is consistent with the direction MiLCA 3.1 upgrades We will reconfirm the status of current conditions by utilizing the updated calculation system and continue to confirm the progress of activities aimed at addressing environmental issues based on the rate of return from fiscal 2023.

The impact of the change in MiLCA calculation system approach (upgrade) on the rates of return as verified based on fiscal 2022 data is as follows.
Rate of return on natural and social capital of 127.3% (using MiLCA ver. 2.3) in fiscal 2022.
Rate of return on natural and social capital of 100.1% (using MiLCA ver. 3.1) in fiscal 2022.

Indicator	Calculation Method
SEKISUI Environment Sustainability Index	SEKISUI Environment Sustainability Index = Group-wide amount of natural and social capital returned / Group-wide amount of natural and social capital used Calculating the amount of natural and social capital used and the amount of natural and social capital returned Employing LIME 2 (a damage calculation-based impact assessment method developed for use in Japan by Professor Norihiro Itsubo of WASEDA University) and covering all the four criteria for conservation defined by LIME 2, the impacts on each of human health (including the effects of global warming), societal assets (including the effects of global warming), the effects on plants (reducing interference on growth), and the effects on life (restricting the extinction of living species) were evaluated and then made into a single indicator. The amount of return to natural and social capital is calculated assuming that the risk of damage to natural capital has been reduced by various environmental contribution efforts of the entire Group compared to the case without such efforts. ・Items included in the amount of natural and social capital used Direct use: Use of land, greenhouse gases, amounts of emissions into the air of PRTR substances and air pollutants, the COD discharged into bodies of water Indirect use: Purchased raw materials*1, energy use, water intake volume, amount of waste material emitted, amount of GHGs emitted indirectly in supply chains (Scope 3) ・Items included in returns to natural and social capital Amount of contributions to reducing use of natural capital through Products to Enhance Sustainability, the amount of contribution from environmental conservation activities, environment-related donations, mega-solar (solar farms that produce over 1,000 kilowatts (1 megawatt) of energy each year) power generation output *1 The Group is reflecting the actual GHG emissions of its raw material suppliers with regard to four principal resins (PP, PE, PVC and PVA).

Indicator	Calculation Method
SEKISUI Environmental Sustainability Index	Scope of Calculation / Listing by category of calculation: Estimated calculations were conducted using the following assumed conditions: ・Raw materials: Purchased raw materials covered; estimates incorporated into calculations Concerning housing, the calculation includes the constituent raw materials for one structure multiplied by the number of structures manufactured ・Manufacturing / Emissions of harmful chemical substances: 〈Japan〉 emissions of 1 t per year or more of substances covered under PRTR are included in the calculation. 〈Overseas〉 Not included ・Manufacturing / Land maintenance: Domestic plants and research facilities were incorporated into the calculation using the area of the premises, generally considered in terms of the land used for buildings*2. The areas of the premises of overseas plants were estimated. The effects of land use are included in the calculation based on the 30-year period after the purchase of the land *2 Concerning land use, starting with FY2017, improvements to land quality in the JBIB Land Use Score Card® system promoted in Japan were deemed as reductions of the impact of land use, weighted accordingly, and included in the calculation. ・Others: Capital goods in supply chains, other fuel- and energy-related activities, transport and shipping, waste, business trips, commuting by employees, leased assets (downstream), processing/use/disposal of sold products Business trips and commuting by employees: Covers consolidated numbers of employees and includes some estimation Use of sold products: Covers housing sold during the fiscal year, and included in the calculation with assumed energy use for 60 years into the future. We are also calculating the effect of reduction in energy used in residences built to net zero energy house (ZEH) specifications. Processing of sold products: Energy use by customers while processing our products anticipated to consume large amounts of energy was estimated and included in the calculation Disposal of sold products: Major raw materials for each fiscal year were covered and included in the calculation based on the assumption that they would be made into products and disposed of during that fiscal year

Indicator	Calculation Method
SEKISUI Environmental Sustainability Index	・Product contributions: (1) The differences in contribution to the environment between the relevant products and previous technologies were evaluated qualitatively for each criterion, based on the contribution to the natural and social environments for each life-cycle (the five stages of procurement of raw materials, manufacturing, distribution, use/maintenance, disposal/recycling) in terms of CO_2 reductions and energy savings, reductions in waste materials, resource savings, water-savings and the water cycle, preventing pollution, direct preservation of biodiversity, QOL improvements, and other factors. For factors for which a significant difference was estimated, data per product unit was investigated. (2) Based on the results*3 of these investigations, a coefficient for calculating the impact on the environment for each series of data was multiplied by the data, yielding a calculation of the degree of contribution to the environment of each product unit. (3) The sales amount for products in each fiscal year were multiplied by the results found in (2) to calculate the degree of contribution to the environment for each product, and the results were included in the calculation. Trial calculation was performed on the effects of products equivalent to around 51% of Products to Enhance Sustainability. *3 Based on individual standards of the divisional companies ・Direct contribution / Contribution from activities reducing environmental impacts: The effects on the environment relating to production for each fiscal year were compared to [the effects on the environment relating to manufacturing in FY2016 × (revenue in that fiscal year / revenue in FY2016)], and the difference was included in the calculation. There was a proportional relationship between revenue and the effects on the environment relating to manufacturing, based on the idea that the difference was the result of efforts undertaken in the Group's activities. ・Direct contribution / Conservation of the natural environment: The Group keeps track of the number of participants and the amount of time spent on each activity. In the case of planting cedar trees, a fixed coefficient of CO_2 (1.1 t-CO_2 / person-hour) was multiplied by the number of people and the amount of time spent and incorporated into the calculation. Regarding activities in cooperation with local communities which were promoted in Japan, because improving the sustainability of activities through local cooperation and making them conduct the activities on their own (autonomous) were made targets from FY2017, the Group's ability to work toward this target was weighted against the growth axis and included in the calculation ・Direct contributions / donations: The amount willing to pay for conservation was deemed equal to the amount of money calculated for damage caused and included in the calculation. ・Direct contribution / Mega-solar: Amount of electricity generated included in the calculation as generated energy converted to a CO_2 basis

Environmental Medium- to Long-term Plan and FY2023 Results

Environmental Medium- to Long-term Plan and FY2023 Results (Environmental Medium-term Plan SEKISUI Environment Sustainability Plan: EXTEND (2023 to 2025)

✓: FY2023 target achieved ×: FY2023 target not achieved

Initiatives		Goals	Level Setting Guidelines	Indicators	Base year	FY2023 Targets and Results		Self-evaluation	FY2024 Targets	FY2025 Targets	FY2030 Targets	FY2050 Targets	Targets					
						FY2023 Targets	FY2023 Results						Domestic (Japan) Sites	Research Facilities	Domestic (Japan) Offices	Overseas Production Sites	Overseas Offices	Other
Progress management through the Integrated Index		Achieve an earth with maintained biodiversity through corporate activities	Environmental returns that exceed environmental impact	SEKISUI Environmental Sustainability Index Rate of return to natural and social capital	—	Maintain 100% or more	106%	✓	Maintain at 100% or more	Maintain at 100% or more	Maintain at 100% or more	Maintain at 100% or more	✓	✓	✓	✓	✓	✓
Products to Enhance Sustainability	TOTAL	Achieve a balance between economic and social value	Doubling of the Group's business by 2030	Net Sales of Products to Enhance Sustainability	—	960 billion yen	950.2 billion yen	×	—	Over 1 trillion yen	—	—						
	By major environmental issue	Contribute to the promotion of resource recycling (particularly carbon)	Realization of a recycling-based society	Increase in sales of products that contribute to resource recycling	2020 55.3 billion yen	1.6 times (88.5 billion yen)	99 billion yen	✓	1.65 times (91.2 billion yen)	1.7 times (94 billion yen)	Double or more (110.6 billion yen)	All products						
				Net Sales of products derived from non-fossil fuel sources and use of recycled materials	2019 3 billion yen	38.0 billion yen	34.7 billion yen	×	39 billion yen	40.0 billion yen	100 billion yen	—						
Reduce environmental impact	GHG	Promote decarbonization zero GHG emissions	The Paris Agreement 1.5°C target Realization of a decarbonized society	GHG emission reduction rate	FY2019	-26%	-32.8%	✓	-30%	-33%	-50%	-100%	✓	✓	✓	✓	✓	
				Renewable energy ratio of purchased electricity	—	50%	49.5%	×	60%	70%	100%	Total power consumption including co-generation 100%	✓	✓	✓	✓	✓	
				Fuel-source GHG emission reduction rate (including GHGs not arising from energy consumption)	FY2019	-10%	-15.9%	✓	-10%	-12%	-11%	-100%	✓	✓	✓	✓	✓	
	Reduce energy usage volume	Improve the efficiency of energy use in production and reduce energy costs	Cost reductions above cost increases from purchasing renewable energy	Reduction rate of energy consumption per unit of production	FY2022	-1%	+3.5%	×	-2%	-3%	—	—	✓			✓		
	Resource recycling	Promote resource recycling (particularly carbon)	Realization of a resource-recycling society	Reduction rate of the amount of waste generated per unit of production	FY2022	-1%	+0.3%	×	-2%	-3%	—	Achieve a circular economy	✓			✓		
			Issue of marine plastics	Recycling rate for waste plastic materials	—	Japan: 61% (Overseas: Base acquisition)	Japan: 60.7%	×	Japan: 63% (Overseas: Base +3%)	Japan: 65% (Overseas: Base +5%)	100%	100%	✓	✓		✓		
			Reduction of resource use in offices	Reduction rate of copier paper use per unit of people	FY2022	-1%	-6.6%	✓	-2%	-3%	—	Achieve a circular economy			✓		✓	
			Reduction of waste generation at new construction sites	Reduction rate of the amount of waste generated per building at new housing construction sites	FY2022	-4%	-5.2%	✓	-8%	-12%	—	Achieve a circular economy						✓
	Water-related risk	Minimize business impact due to water-related risks	Enabling of sustainable operations	Implementation of initiatives to minimize the business impact of water-related risks specific to five sites in Japan and Overseas	—	Efforts to minimize business impact at individual business sites with large business impact	Initiatives decided at all 5 locations	—	Efforts to minimize business impact at individual business sites with large business impactEfforts to minimize business impact at individual business sites with large business impact		Minimum to the environment where water-related risks exist	Minimizing water risk in all areas	✓			✓		
		Contribute to solving watershed-specific water issues	Contributions to returns to natural capital															
		Maintain water resources	No increase in water stress in watersheds	Reduction rate of water intake volume at production sites which use large quantities of water	FY2016	-10% over a 3-year period	-8.5%	—	-10% over a 3-year period		—	—	✓					
			No increase in the impact on watersheds	Reduction rate of total COD volume of river discharge water at production sites with high COD emission volumes	FY2016	-10% over a 3-year period	-2.7%	—	-10% over a 3-year period		—	—	✓					
	Ecosystem	Ecosystem impact	Biodiversity conservation	JBIB Land Use Score Card® evaluation points	FY2022	+3 points over a 3-year period	+1.5 points	—	+3 points over a 3-year period		Promote ecosystem friendliness at all business sites	Promote ecosystem friendliness at all business sites	✓	✓				
		Minimize risks of ecosystem degradation																

Environmental Management System

Our overseas bases are expanding and implementing the environmental management system (EMS) developed in Japan. In this manner, we have established a system for acquiring environmental impact data and are working to reduce environmental impact based on this data.
As of the end of March 2024, 51domestic sites and 35 overseas sites had acquired ISO 14001 or other certification. These certified sites account for 90% of the total number of Group production sites and research institutes.
We are also working to obtain ISO 14001 certification at all of our production sites.

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
Sekisui Heim Industry Co., Ltd. Tokyo Site
Sekisui Heim Industry Co., Ltd. Chubu Site
Sekisui Heim Industry Co., Ltd. Kinki Site
Chushikoku Sekisui Heim Industry Co., Ltd.
Kyushu Sekisui Heim Industry Co., Ltd.
Sekisui Board Co., Ltd. Minakuchi Site
Sekisui Board Co., Ltd. Gunma Site

Urban Infrastructure & 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
Nishinihon Sekisui Industry Co., Ltd. Okayama Plant
Shikoku Sekisui Industry Co., Ltd.
Kyushu Sekisui Industry Co., Ltd.
Nara Sekisui Co., Ltd.
Higashinihon Sekisui Industry Co., Ltd. Watari Site
Yamanashi Sekisui Co., Ltd.
Sekisui SoflanWiz Co., Ltd.
[Sekisui SoflanWiz Co., Ltd. Iwaki Plant, Atsugi Plant, Akashi Plant and R&D Division]
Sekisui Home Techno Co., Ltd.
Sekisui Specialty Chemicals (Thailand) Co., Ltd.
S and L Specialty Polymers Co., Ltd.
Sekisui Eslon B.V.
Sekisui Rib Loc Australia Pty. Ltd.
Sekisui Industrial Piping Co., Ltd
Sekisui (Wuxi) Plastics Technology Co., Ltd.
Sekisui (Shanghai) Environmental Technology Co., Ltd.
Tokuyama Sekisui Industry Co., Ltd.
Tokuyama Sekisui Industry Co., Ltd. Piping Plant

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.
Sekisui Polymatech 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 S-Lec B.V. Film Plant
Sekisui S-Lec B.V. Resin Plant
Sekisui S-Lec Mexico S.A. de C.V.
Sekisui S-Lec Thailand Co., Ltd.
Sekisui S-LEC (Suzhou) Co., Ltd.
Sekisui-Alveo B.V.
Sekisui Alveo BS G.m.b.H.
Sekisui Votek, LLC. Coldwater Plant
Thai Sekisui Foam Co., Ltd.
Sekisui Pilon Pty. Ltd.
Youngbo Chemical Co., Ltd.
Youngbo HPP (Langfang) Co., Ltd.
Sekisui Specialty Chemicals America, LLC. Pasadena Plant
Sekisui Specialty Chemicals America, LLC. Calvert City Plant
Sekisui Speciality Chemicals Europe, S.L.
Sekisui Polymatech Europe B.V.
Sekisui Polymatech (Thailand) Co., Ltd.
Sekisui Polymatech (Shanghai) Co., Ltd.
Sekisui DLJM Molding Private Ltd. Great Noida Plant,Tapukara Plant,Chennai Plant, Chennai2 Plant, Gujarat Plant
Sekisui KYDEX, LLC. Bloomsburg Plant
Sekisui KYDEX, LLC. Holland Plant

Headquarters

SEKISUI CHEMICAL Co., Ltd. R&D Center*
Sekisui LB Tec Co., Ltd. Chubu Plant

Medical Business

Sekisui Medical Co., Ltd. Iwate Plant
Sekisui Medical Co., Ltd. Tsukuba Plant
Sekisui Medical Co., Ltd. Tsukuba Plant and Ami Site
Sekisui Medical Co., Ltd. Tokuyama Plant
Sekisui Diagnostics (UK) Ltd.
Sekisui Diagnostics, LLC, San Diego
Sekisui Diagnostics P.E.I. Inc.
Sekisui Medical Technology (China) Ltd.
Sekisui Medical Technology (Suzhou) Ltd.
Veredus Laboratories Pte. Ltd.

Note: Some sites without brackets may include related sections that have received EMS certification.
[ ]: Organizations in brackets are included in the scope of certification.
* The SEKISUI CHEMICAL Co., Ltd. Tsukuba R&D Site and the Development Center share a single certification.

Environmental Conservation Costs

Summation period	April 1, 2023 to March 31, 2024
Scope of summation	Production sites, research facilities, housing sales company sites, and Corporate Headquarters departments in Japan.
Calculation Method	Based on the Ministry of the Environment's Environmental Accounting Guidelines 2005 Edition
Approach toward summation	・Depreciation and amortization are excluded from environmental conservation costs because they overlap with investment costs. ・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. ・Disclosure categories have been revised, environmental conservation costs are subcategorized, and the economic effects of environmental conservation measures are limited to effects on an actual basis, excluding deemed effects from FY2020. ・The environmental conservation effects of physical quantity are shown in environmental performance data disclosed in each chapter.

Environmental Conservation Costs

(Millions of yen)

Items			FY2020		FY2021		FY2022		FY2023	
Category	Description of main activities		Costs	Investments	Costs	Investments	Costs	Investments	Costs	Investments
1) Costs within business areas	(1) Pollution prevention costs	a. Air	369	62	319	98	355	16	312	17
		b. Water	130	77	85	68	110	198	93	197
		c. Soil	0	7	0	4	0	7	0	2
		d. Noise	12	1	1	0	2	0	2	0
		e. Vibration	0	0	0	0	0	0	0	0
		f. Odor	255	0	242	4	235	0	163	5
		g. Ground	106	3	105	0	102	0	76	2
		h. Others	304	8	307	29	315	5	211	5
		Subtotal	1,176	157	1,058	202	1,118	226	856	227
	(2) Countermeasures against global warming	a. Global warming (including energy saving)	686	588	114	833	132	510	171	690
		b. Ozone layer	100	18	6	33	6	4	4	39
		c. Others	0	4	0	55	0	14	1	0
		Subtotal	786	611	120	921	138	528	176	729
	(3) Resource recycling costs	a. Effective utilization of resources	63	17	6	31	10	12	6	46
		b. Water conservation, utilization of rainwater, etc.	4	4	7	28	8	6	8	105
		c. Waste volume lightening, reduction, recycling, etc.	176	93	177	76	180	362	140	141
		d. Waste processing, disposal, etc.	6,293	4	6,477	106	4,878	1	4,775	2
		e. Others	18	1	1	6	19	14	1	45
		Subtotal	6,553	119	6,668	246	5,095	394	4,930	339
2) Upstream/downstream costs	Cost increases due to recycling of products such as those manufactured and sold, greener purchasing, etc.		113	0	109	28	161	0	145	0
3) Administrative costs	Environmental education, EMS certification, running costs for green action organization, information disclosure, etc.		2,385	12	2,206	1	1,624	2	1,929	2
4) Research & development costs	Research and development on environmental conservation		3,740	313	15,009	813	16,128	760	6,528	8
5) Social activities costs	Social contributions, etc.		112	98	78	0	128	0	201	0
6) Environmental damage costs	Nature restoration, etc.		30	2	57	5	63	8	44	0
Total			14,896	1,311	25,306	2,216	24,455	1,918	14,809	1,306

Substantive Economic Effects of Environmental Conservation Measures

(Millions of yen)

Description of effects		FY2020	FY2021	FY2022	FY2023	Remarks
Revenue	(1) Profit on sales of valuable waste resources	176	139	116	126	Profit on sales of valuable waste resources from promotion of waste segregation and recycling
	(2) Revenues from sale of electricity	402	334	348	337	Revenues from sale of electricity generated by megasolar facilities
Cost savings	(3) Cost savings through energy-saving activities	1,311	256	420	803	Including savings through utilization of co-generation
	(4) Cost savings through waste-reduction activities, etc.	502	463	522	284	Reductions through optimization, reuse, and zero emissions activities
Total		2,392	1,191	1,407	1,550	

Material Balance

Material balance (Japan and overseas total)
FY2023 Results

Main Raw Materials (Total amount used)
- Metals* ····· 110 thousand tons
- Timber, wooden building materials* ···· 42 thousand tons
- Cement for exterior walls* ····· 74 thousand tons
- Concrete for foundations* ····· 367 thousand tons
- PVC ····· 140 thousand tons
- Polyethylene ····· 63 thousand tons
- Polypropylene ····· 22 thousand tons
- Kraft paper ····· 34 thousand tons
- PRTR-designated substances* ····· 107 thousand tons
- Other resins/chemicals ····· 400 thousand tons
- Other inorganic/composite materials ····· 24 thousand tons

Energy ····· **9,661TJ**
- Purchased electricity ····· 665,291MWh
- Heavy oil A ····· 1,504kL
- City gas ····· 64,760 thousand m^3

Industrial water ····· **20,847 thousand tons**

INPUT → SEKISUI CHEMICAL Group → OUTPUT

Into the Atmosphere
- CO_2 from energy consumption ···· 543 thousand tons-CO_2
- NOx* ····· 87 tons
- SOx* ····· 2 tons
- Soot and Dust* ····· 15 tons
- PRTR-designated substances* ····· 158 tons

Into Water
- Water discharged ····· 18,571 thousand tons
- COD* ····· 71 tons
- PRTR-designated substances* ····· 0.2 tons

Waste
- Total generated waste ····· 65 thousand tons

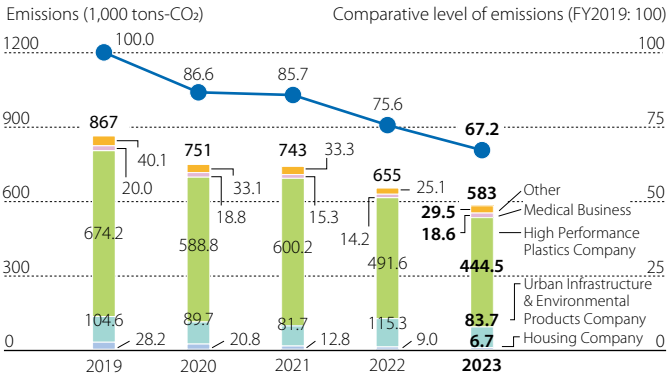
Production ····· 1,197 thousand tons

*Only business sites in Japan listed in the environmental performance data aggregation range are included in calculation.

Climate Change (GHG Emissions, Renewable Energy Ratio of Purchased Electricity, etc.)

Note: In line with a change in the control of certain businesses in the UIEP and HPP companies implemented from October 2022, the data of both companies for FY2022 is collated as if the change in control had been initiated from the beginning of FY2022.

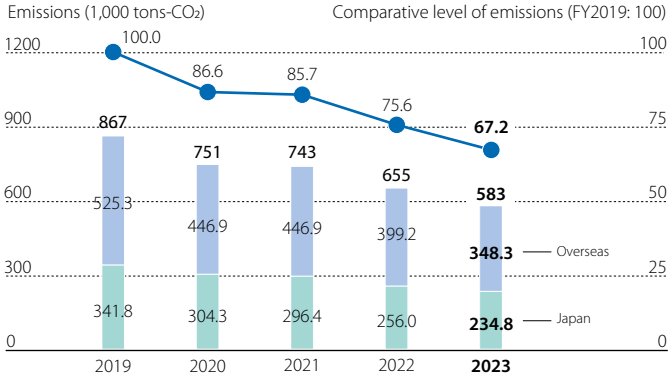
Scope1+2 (By Divisional Company)



Note 1: Some past figures have been revised due to improvements in precision.

Note 2: Data after deducting 64 thousand tons of CO_2 equivalent to non-fossil certificates.

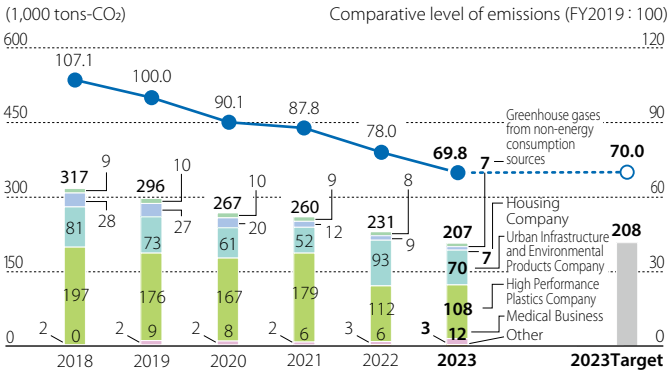
Scope1+2 (By Japan and overseas)



Note 1: Some past figures have been revised due to improvements in precision.

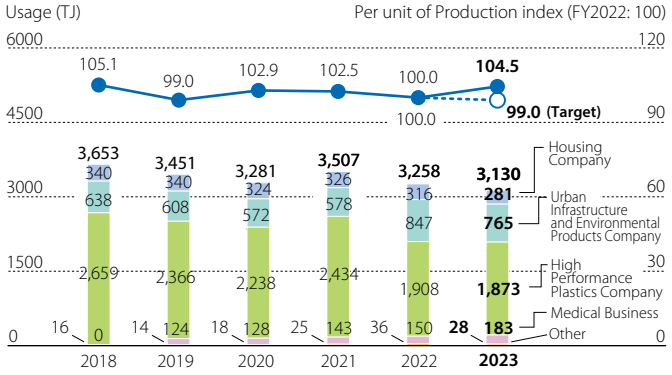
Note 2: Data after deducting 64 thousand tons of CO_2 equivalent to non-fossil certificates.

Greenhouse Gas (GHG) Emissions during Manufacturing / Japan



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

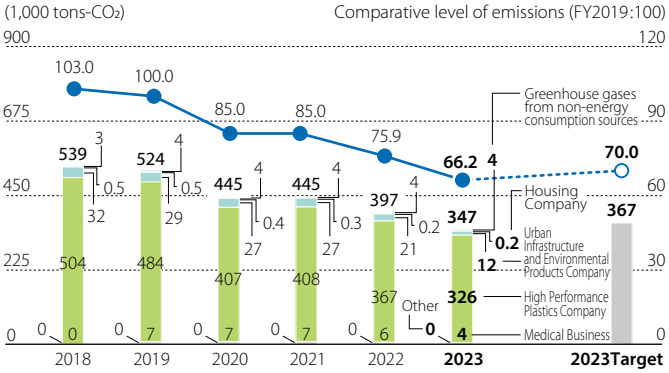
Energy Use and per Unit of Production* (Index) during Manufacturing / Japan



* Energy consumption per unit of production weight

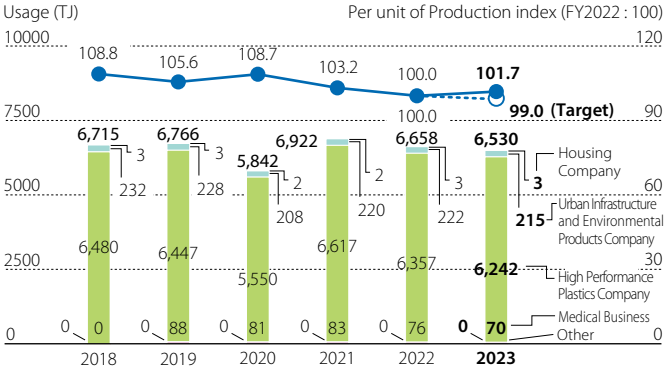
Note: Some past figures have been revised due to improvements in precision.

Greenhouse Gas (GHG) Emissions during Manufacturing / Overseas



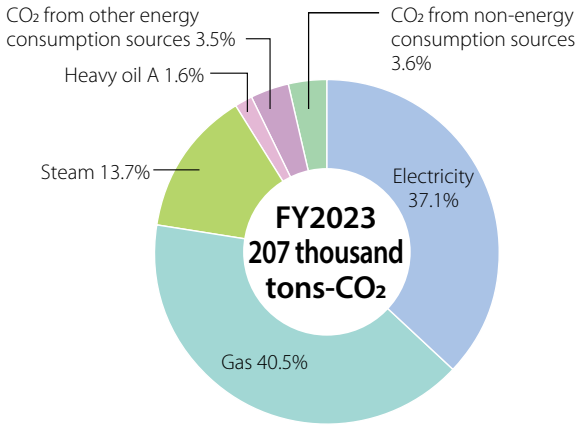
Note: Data after deducting the equivalent non-fossil certificate of 64 thousand tons of CO_2.

Energy Use and per Unit of Production* (Index) during Manufacturing / Overseas

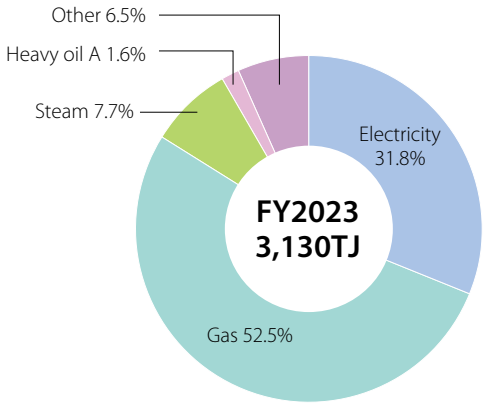


* Energy consumption per unit of production weight

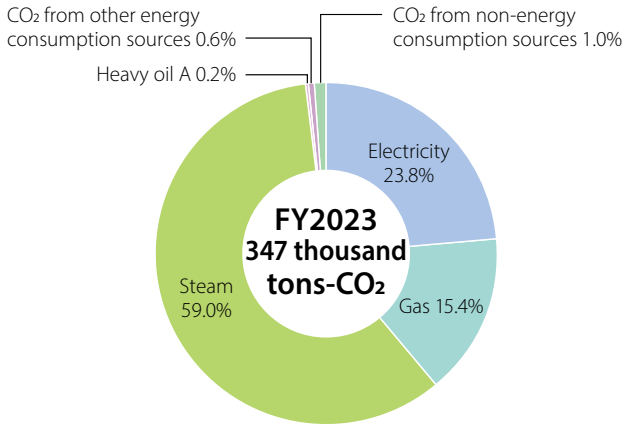
Breakdown of Greenhouse Gas (GHG) Emissions during Manufacturing / Japan



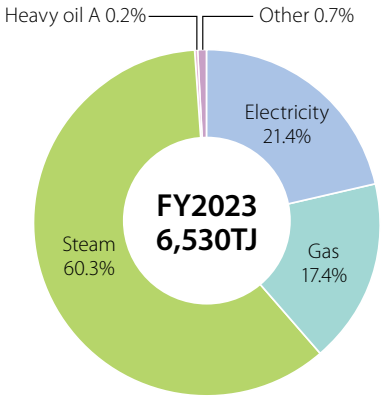
Breakdown of Energy Use during Manufacturing / Japan



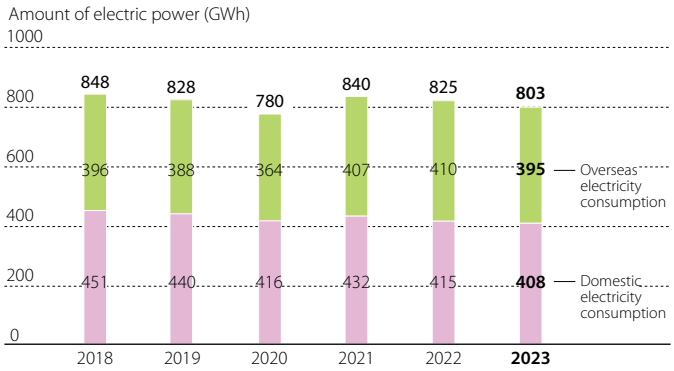
Breakdown of Greenhouse Gas (GHG) Emissions during Manufacturing / Overseas



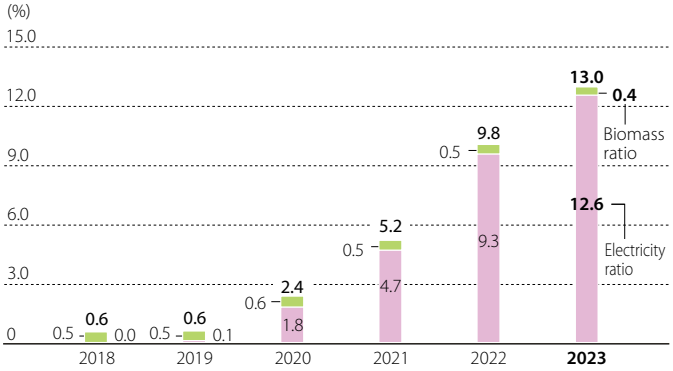
Breakdown of Energy Use during Manufacturing / Overseas



Electricity Consumption in Japan and Overseas

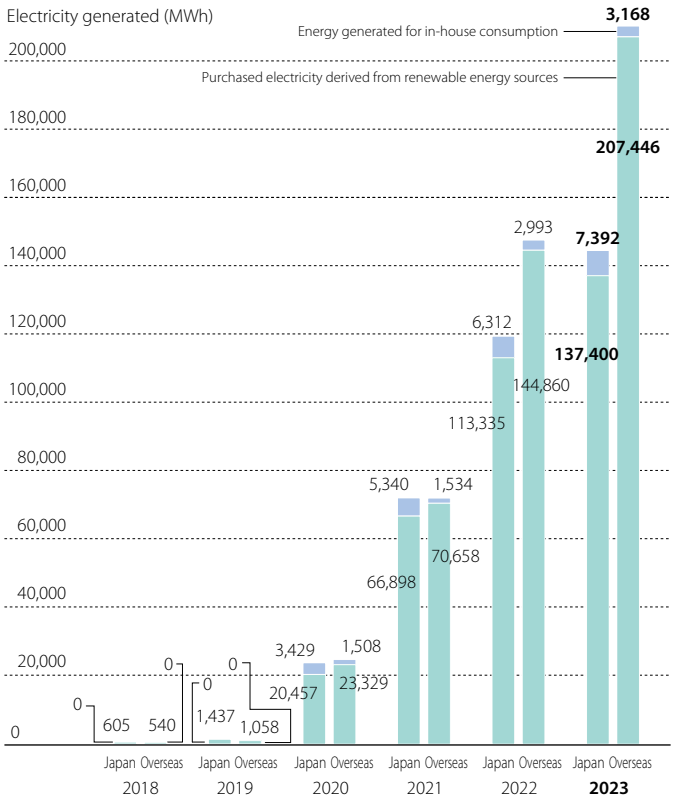


Ratio of Renewable Energy to Total Energy Consumption / Electricity, Biomass Boilers

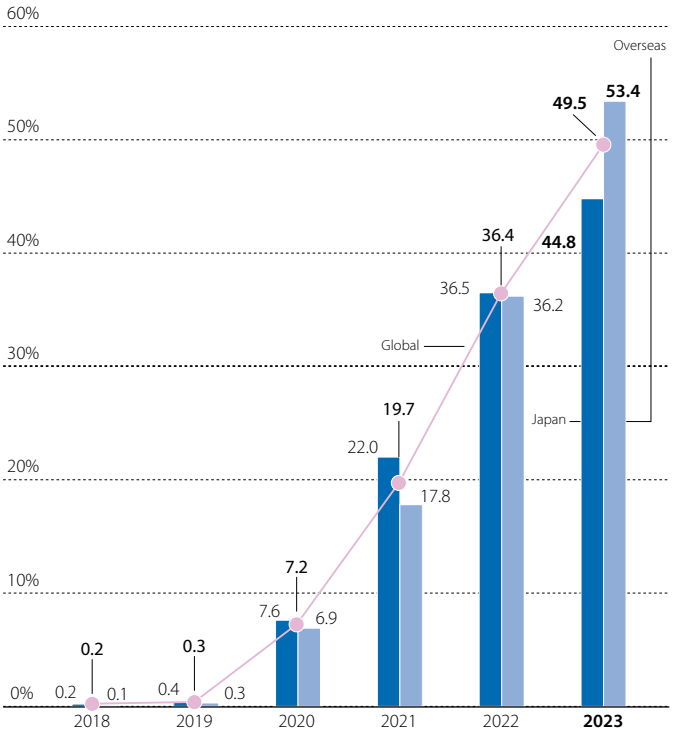


Note: Some past figures have been revised due to improvements in precision.

Energy generated for in-house consumption, amount of purchased electricity derived from renewable energy sources / Japan and overseas
Note: excluding co-generation



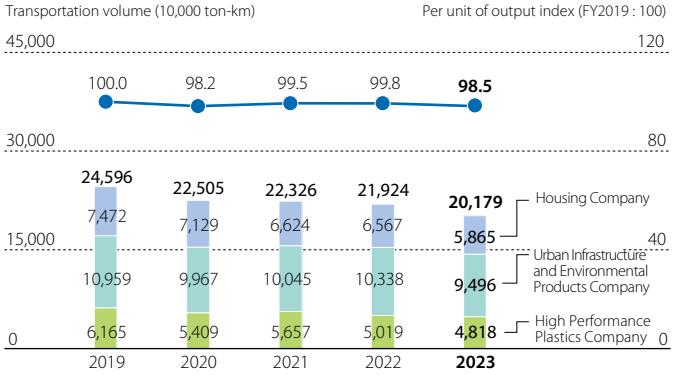
Ratio of electricity derived from renewable energy sources / Japan and overseas
Note: excluding co-generation



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

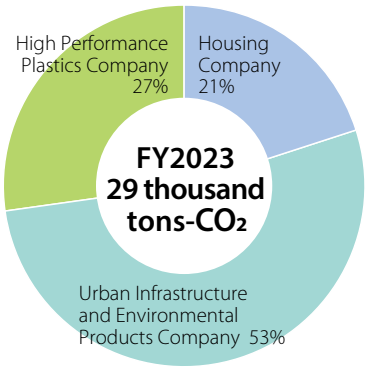
Indicator	Calculation Method
Greenhouse Gas Emissions	GHG emissions = Σ[fuel use, purchased electricity, purchased steam × CO_2 emissions coefficient] + greenhouse gas emissions from non-energy consumption sources Greenhouse gas emissions from non-energy consumption sources = CO_2 emissions not arising from energy consumption* + Σ[emissions of non-CO_2 greenhouse gases × global warming potential] *Includes CO_2 emissions from burning of non-fuel gases based on the Act on Promotion of Global Warming Countermeasures, both inside Japan and overseas [CO_2 Emissions Coefficient] 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 case the purchased electricity for which the emission factors are set for each menu, the adjusted emission coefficient applies. For overseas data, the latest coefficient data obtained from local power suppliers as of the beginning of each fiscal year is applied. If not available, based on IEA Emission factors 2022, EPA eGRID 2021. City Gas / Natural Gas and Purchased Steam: Coefficients obtained from suppliers are applied to the latest data at the start of each fiscal year. If a coefficient cannot be obtained in this manner, it is based on the Act on Promotion of Global Warming Countermeasures. Fuel Other than the Above: Based on the Act on Promotion of Global Warming Countermeasures. Global warming potential: Emissions coefficients determined based on greenhouse gas emission calculations, reports, and official disclosures. Fuels that corresponds to energy sources is calculated based on the Act on Promotion of Global Warming Countermeasures both in Japan and overseas.
Energy Use	Energy use = Σ[amount of fuel used, amount of electricity purchased, amount of solar power generation for in-house use, and amount of steam purchased x unit calorific value] [Unit Calorific Value] Purchased Electricity: 3.60 MJ/kWh (Amount of solar power generation for in-house use and amount of purchased electric power from renewable energy sources are included in the energy use) Fuel, Purchased Steam: Based on the Act on Rationalization of Energy Use and Shift to Non-fossil Energy

Transportation Volumes and Energy per Unit of Transportation (Index)* / Japan



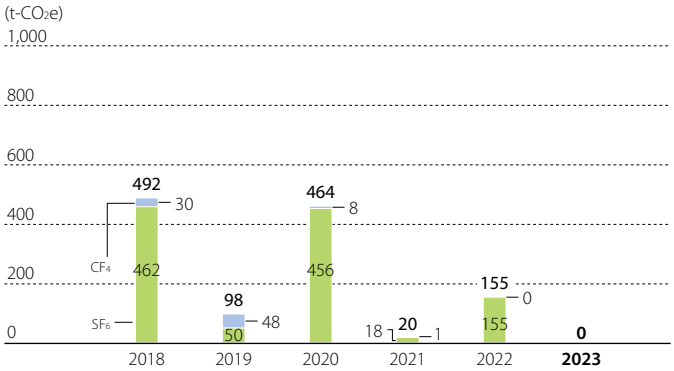
* Energy consumption per unit of transportation volume

CO_2 Emissions during the Transportation Stage / Japan



Indicator	Calculation Method
CO_2 Emissions during the Transportation Stage	The calculation is made by combining the fuel consumption method (transport of housing units, etc.) and the improved ton-kilometer method (other than transport of housing units, etc.) CO_2 emissions = Σ[fuel use × CO_2 emissions coefficient] + Σ[amount transported (metric tons) × distance transported (km) × fuel use per unit of transportation × CO_2 emissions coefficient] Fuel use per unit of transportation is the value used in the reporting system for specified freight carriers under the Act on the Rational Use of Energy Major domestic distribution (shipment of products) is covered

Emissions of Non-CO_2 Greenhouse Gases (Global Production, Laboratories)

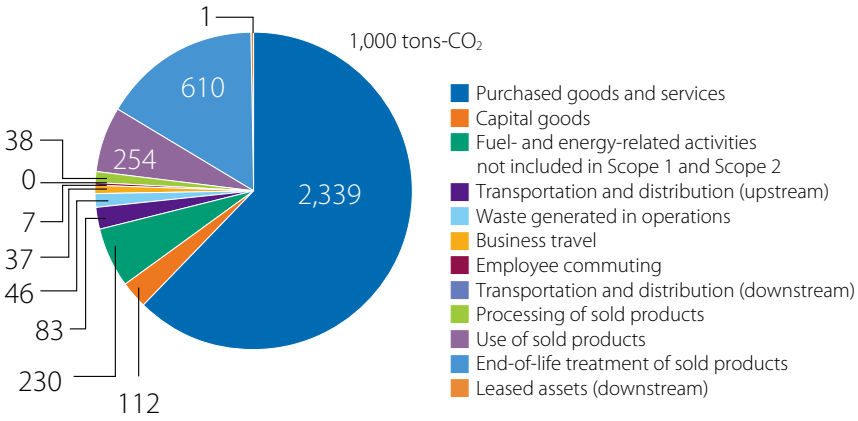


Note: Zero emissions due to improvements in working method with respect to the recovery of SF_6 from FY2023.

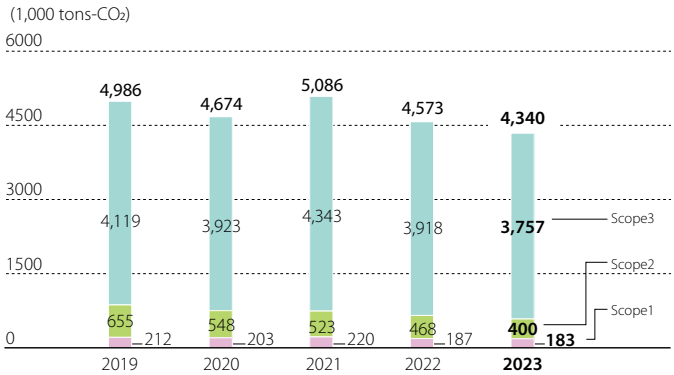
Greenhouse Gas Emissions throughout Our Supply Chain (Scope 3)

(1,000 tons-CO_2)

	Category	FY2019	FY2020	FY2021	FY2022	FY2023
Upstream	Purchased goods and services	2,352	2,282	2,445	2,205	2,339
	Capital goods	96	80	74	113	112
	Fuel-and energy related activities not included in Scope 1 and Scope 2	127	198	226	220	230
	Transportation and Distribution (Upstream) (Transportation of major raw materials)	95	86	93	77	83
	Waste generated in operations	44	37	41	44	46
	Business travel	24	7	6	23	37
	Employee commuting	6	5	4	9	7
Downstream	Transportation and Distribution (Downstream) (Transportation of products)	0	0	0	0	0
	Processing of sold products	45	39	41	41	38
	Use of sold products	772	708	810	625	254
	End-of-life treatment of sold products	558	481	601	559	610
	Leased assets (downstream)	2	1	1	2	1
Total(upstream / downstream)		4,119	3,923	4,343	3,918	3,757



Greenhouse Gas Emissions throughout Our Supply Chain as a Whole (Classified by Scope)



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

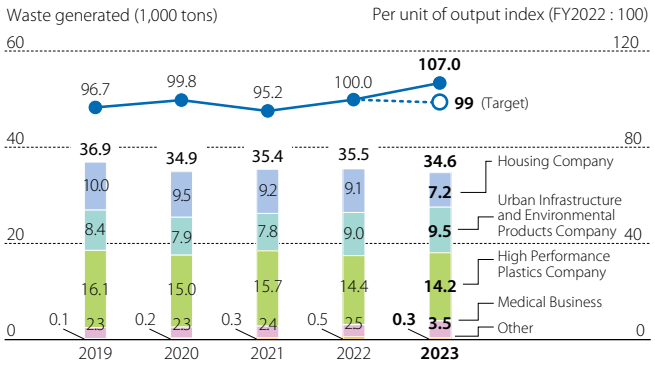
Indicator	Calculation Method	
Greenhouse Gas Emissions throughout Our Supply Chain	Purchased Goods and Services	CO_2 emissions = ∑[(amount of major raw materials used (excluding substances subject to regulation by the PRTR Law) as listed in Material Balance section of this report + estimated values for other raw materials) × emission coefficient (Inventory Database for Environmental Analysis (IDEA) Ver.3.1 (the world's largest GHG emissions database developed by the National Institute of Advanced Industrial Science and Technology (IDEA v.3.1))] Calculated using MiLCA v.3.1 software from LCA Expert Center Co., Ltd. that incorporates IDEA v.3.1. The Group has reflected the actual GHG emissions of its raw material suppliers with regard to four principal resins (PP, PE, PVC and PVA) from FY2018.
	Capital Goods	CO_2 emissions = ∑[(amount of spending on capital expenditures authorized for the given fiscal year for buildings, structures, mechanical equipment, and transport vehicles) × emissions coefficient (per unit emissions database for calculating organizational greenhouse gas emissions, etc., arising from supply chains (Ver. 3.4) (Ministry of the Environment and Ministry of the Economy, Trade and Industry))]
	Fuel- and Energy-related Activities not Included in Scope 1 and Scope 2	CO_2 emissions = ∑[(fuel use, amount of purchased electricity, and amount of purchased steam) × emissions coefficient] The emissions coefficients used are as follows. For fuel IDEA v.3.3 For purchased electricity and steam, per unit emission database for calculating greenhouse gas emissions by organizations, etc., arising from supply chains (Ver. 3.4) (Ministry of the Environment and Ministry of the Economy, Trade and Industry). Applicable to production sites, laboratories, and offices both inside Japan and overseas.
	Transportation and Distribution (Upstream) (Transportation of major raw materials)	CO_2 emissions = ∑[amount of major raw materials used (excluding substances subject to regulation by the PRTR Law) as listed in the Material Balance section of this report × transport distance × emission coefficient (IDEA v.3.3)] (Calculated assuming that the transport distance was uniformly 200 km)
	Transportation and Distribution (Downstream) (Transportation of products)	The calculation is made by combining the fuel consumption method (transport of housing units, etc.) and the improved ton-kilometer method (other than transport of housing unit, etc.) CO_2 emissions = ∑[fuel use × CO_2 emissions coefficient] + ∑[amount transported (metric tons) × distance transported (km) × fuel use per unit of output × CO_2 emissions coefficient (value used in the reporting system for specified freight carriers under the Act on the Rational Use of Energy)] (Estimates used for overseas) Covers shipments of products by Group companies in Japan and overseas.
	Waste Generated in Operations	CO_2 emissions = ∑[amount of waste materials generated (by type) × emission coefficient (IDEA v.3.3)] Scope: Major production sites and research facilities in Japan and overseas.
	Business Travel	CO_2 emissions = ∑[transportation costs by method of transport × emissions coefficient (per unit emissions database for calculating organizational greenhouse gas emissions, etc., arising from supply chains (Ver. 3.4) (Ministry of the Environment and Ministry of the Economy, Trade and Industry))] (Includes estimates of transportation costs for Group companies) Group companies in Japan and overseas all covered.

Indicator	Calculation Method	
Greenhouse Gas Emissions throughout Our Supply Chain	Employee Commuting	CO_2 emissions = Σ[amount spent on commuting allowance × emissions coefficient (per unit emissions database for calculating organizational greenhouse gas emissions, etc., arising from supply chains (Ver. 3.4) (Ministry of the Environment and Ministry of the Economy, Trade and Industry)] (Calculated based on the assumption that all commuting is done by passenger train) (Group company commuting costs include estimates) Group companies in Japan and overseas all covered.
	Processing of Sold Products	CO_2 emissions = Σ[production volume of relevant products × emission coefficient at the time of processing the relevant products (IDEA v.3.3)] Covers products for the automotive industry by Group companies in Japan and overseas.
	Use of Sold Products	CO_2 emissions = Σ[number of structures sold as housing during the relevant fiscal year × amount of electricity purchased from power companies throughout a year × 60 years × electricity-based emissions coefficient], including the effect of the solar power generation system. 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 (2023). The electricity-based emissions coefficient employed is the emissions coefficient from the FY2023 report produced by the Act on Promotion of Global Warming Countermeasures reporting system (alternate value), equal to 0.441 metric tons-CO_2 /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 FY2017, the Group calculated the amount of greenhouse gas reduction achieved through solar power generation as the amount of reduced environmental impact. From FY2018, however, we are also calculating the effect of reduction in energy used in residences built to zero energy house (ZEH) specifications.
	End-of-life Treatment of Sold Products	CO_2 emissions = Σ[amount of major raw materials used in the products sold during the relevant fiscal year × emission coefficient (IDEA v.3.3)] The calculation assumes that products sold during a given fiscal year are disposed of during the same fiscal year.
	Leased Assets (Downstream)	Calculated for construction work carried out using machinery leased by SEKISUI CHEMICAL. CO_2 emissions = Σ[relevant installation units × fuel usage per unit × CO_2 emissions coefficient (emissions coefficient determined based on a system of greenhouse gas emission calculations, reports, and official disclosures)]

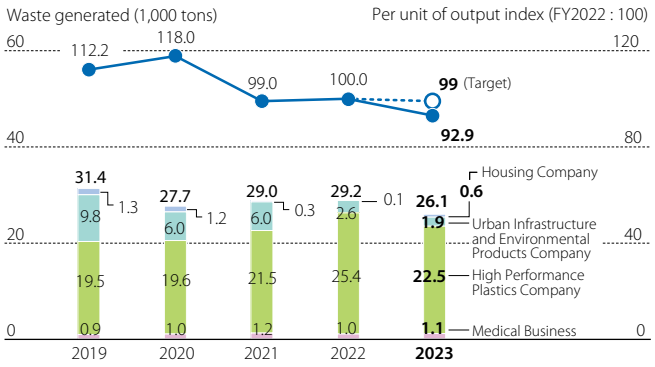
Waste Generated by Production Sites

Note 1: Some past figures have been revised due to improvements in precision.
Note 2: In line with a change in the control of certain businesses in the UIEP and HPP companies implemented from October 2022, net sales for FY2022 of both companies are collated as if the change in control had been initiated from the beginning of FY2022.

Waste Generated by Production Sites, per Unit of Production (Index) / Japan



Waste Generated by Production Sites, per Unit of Production (Index) / Overseas



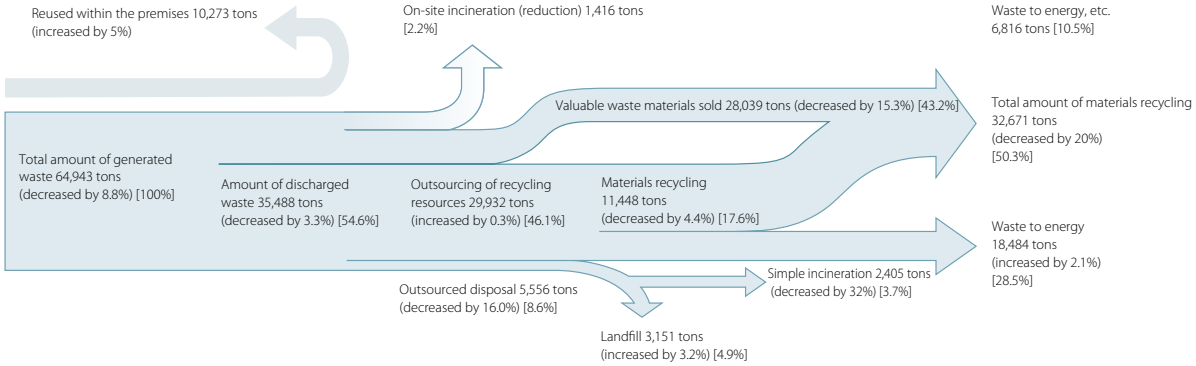
Note: Amount of waste generated: Only focusing on waste responsible by the production site is considered. Prototypes and inventory disposal due to the responsibility of the Divisional Companies are not included.

Production Site Waste Generation and Disposal / Japan and Overseas

(tons)

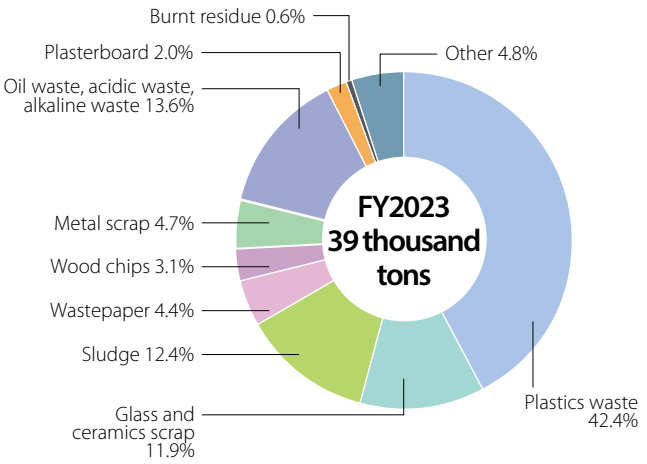
	Total Waste	Recycled Waste	Unrecycled Waste
FY2018	76,249	65,525	10,724
FY2019	70,947	61,928	9,020
FY2020	67,555	58,435	9,120
FY2021	68,939	63,243	5,696
FY2022	71,179	63,139	8,040
FY2023	64,943	57,971	6,972

FY2023 Annual Production Site Waste Generation and Disposal / Japan and Overseas

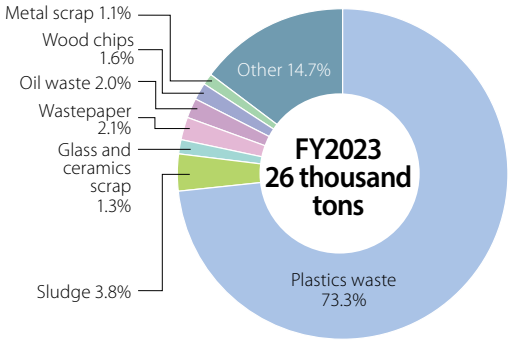


Note: Change over previous year is in ( ) and proportion of total waste generation is in [ ].

Breakdown of Waste Generated at Production Sites / Japan

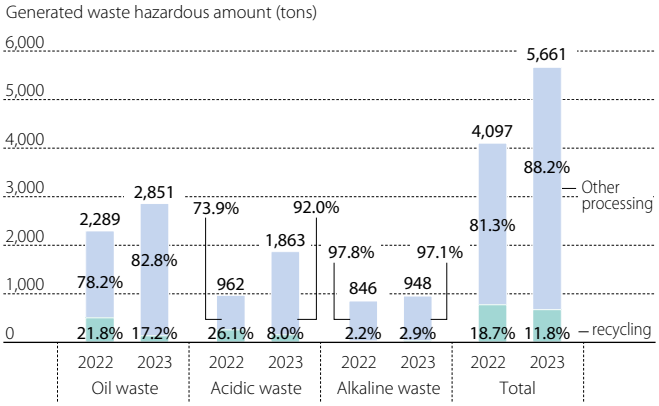


Breakdown of Waste Generated at Production Sites / Overseas



Index	Calculation Method
Generated Waste Amount	Amount of waste generated = Amount of waste collection outsourced + Amount recycled (incinerated waste to energy + recycled back to materials + recyclable waste sold) + Amount incinerated in-house; the items below are excluded: Waste generated by demolition of customers' old houses, remains of construction work at our sites, disposal of machinery, office equipment, etc., medical waste from medical treatment in in-house clinics

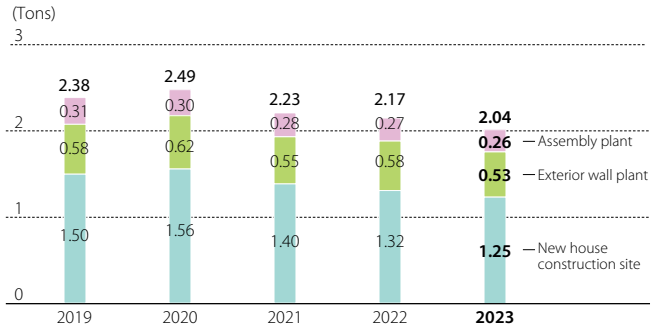
Amount of Hazardous Waste Generated / Recycling rate (Japan and Overseas) FY2023



Index	Calculation Method
Amount of Hazardous Waste Generated and Recycling Rate	Recycling rate = Amount of recycled waste / Amount of hazardous waste generated Hazardous substance: Oil waste, acidic waste, alkaline waste Recycling: Material recycling

Waste Generated on Construction Sites of New Housing

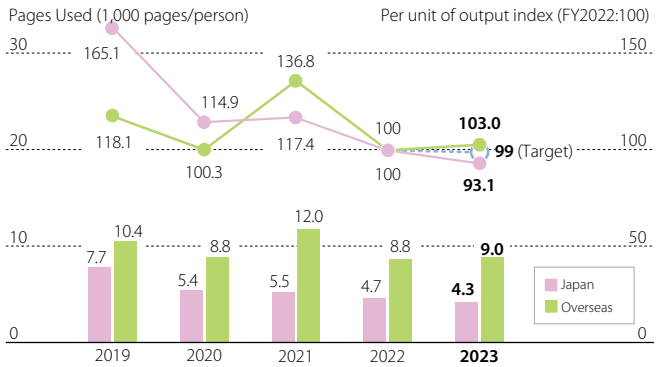
Amount of Waste Generated on Construction Sites of New Housing (per Building) / Japan



Index	Calculation Method
Amount of waste generated per building at construction sites	Amount of waste generated per building at new housing construction sites = Total amount of waste generated at new housing construction sites / Number of new houses sold Note: Reference: Amount of waste generated during new housing construction = Amount of waste generated during construction of outer walls (at factories) + Amount of waste generated during assembly (at factories) + Amount of waste generated at new housing construction sites Amount of waste generated per building during new housing construction = Total amount of waste generated during new housing construction / Number of new houses sold Scope: Housing business in Japan

Waste Generated in Offices

Amount of Copy Paper Used at Offices per Person (Index)



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

Indicator	Calculation Method
Amount of Copy Paper Used at Offices per Unit of Output	Amount of Copy Paper Used at Offices per Unit of Output = Amount of Copy Paper Used at Offices / Office Personnel

Disclosure of the Recycling Status of Waste Plastics in accordance with the Act on Promotion of Resource Circulation for Plastics.

(Status of FY2023 Emissions and Recycling (Japan))

	Disclosure according to the Act on Promotion of Resource Circulation for Plastics								Recycling as the Management Indicator for SEKISUI CHEMICAL Group (including waste sold as raw materials)							
	Waste emissions (ton)		Rate of recycling (%)		Rate of thermal recycling(%)		Rate of recycling (%)		Waste emissions (ton)		Rate of recycling (%)		Rate of thermal recycling(%)		Rate of recycling (%)	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
SEKISUI CHEMICAL CO., LTD.	4,487	4,417	9.5	8.1	83.4	85.0	92.9	93.1	9,995	9,946	58.4	59.2	37.5	37.7	95.8	96.9
Hokkaido Sekisui Heim Industry Co., Ltd.	48	31	0.0	0.0	100.0	100.0	100.0	100.0	48	31	0.0	0.0	100.0	100.0	100.0	100.0
Tohoku Sekisui Heim Industry Co., Ltd.	21	17	0.0	0.0	100.0	100.0	100.0	100.0	28	31	24.4	45.1	75.6	54.9	100.0	100.0
Sekisui Heim Industry Co., Ltd.	358	316	2.5	1.8	97.5	97.3	100.0	99.2	486	430	17.0	16.2	83.0	83.2	100.0	99.4
Chushikoku Sekisui Heim Industry Co., Ltd.	80	54	0.0	0.0	100.0	100.0	100.0	100.0	84	57	5.4	5.1	94.6	94.9	100.0	100.0
Kyushu Sekisui Heim Industry Co., Ltd.	75	43	0.0	0.0	100.0	100.0	100.0	100.0	75	50	0.0	13.9	100.0	86.1	100.0	100.0
Sekisui Board Co., Ltd.	67	96	0.0	24.2	100.0	75.8	100.0	100.0	67	96	0.0	24.2	100.0	75.8	100.0	100.0
Higashinihon Sekisui Industry Co., Ltd.	2	1	0.0	0.0	100.0	0.0	100.0	0.0	10	9	84.5	94.1	15.5	0.0	100.0	94.1
Nishinihon Sekisui Industry Co., Ltd.	153	181	0.0	0.4	100.0	99.6	100.0	100.0	157	181	2.2	0.4	97.8	99.6	100.0	100.0
Sekisui Chemical Hokkaido Co., Ltd.	277	285	68.1	74.5	31.9	25.5	100.0	100.0	370	309	76.0	76.5	24.0	23.5	100.0	100.0
Chiba Sekisui Industry Co., Ltd.	128	98	16.7	37.7	68.9	15.9	85.6	53.6	166	153	36.0	60.1	52.9	10.2	88.9	70.2
Toto Sekisui Co., Ltd.	284	311	0.0	0.0	100.0	92.0	100.0	92.0	758	806	62.5	61.5	37.5	35.4	100.0	96.9
Yamanashi Sekisui Co., Ltd.	115	158	78.7	86.5	21.3	13.5	100.0	100.0	389	464	93.7	95.4	6.3	4.6	100.0	100.0
Nara Sekisui Co., Ltd.	247	192	1.0	18.6	6.8	35.8	7.8	54.4	266	220	8.0	28.8	6.3	31.3	14.3	60.1
Shikoku Sekisui Co., Ltd.	300	14	0.0	0.0	95.0	100.0	95.0	100.0	685	307	56.3	95.3	41.6	4.7	97.8	100.0
Kyushu Sekisui Industry Co., Ltd.	96	107	65.0	70.1	35.0	29.9	100.0	100.0	840	507	96.0	93.7	4.0	6.3	100.0	100.0
Sekisui Techno Molding Co., Ltd.	73	71	3.0	42.5	53.3	56.1	56.3	98.6	469	598	78.8	87.5	14.5	12.4	93.2	99.8
Sekisui Fuller Company, Ltd.	94	90	0.0	0.0	100.0	84.9	100.0	84.9	136	145	30.8	38.1	69.2	52.6	100.0	90.7
SEKISUI MEDICAL CO., LTD.	66	74	0.0	0.6	98.6	99.2	98.6	99.8	66	75	0.0	2.1	98.6	97.7	98.6	99.8
Sekisui Nano Coat Technology Co., Ltd.	79	88	0.0	0.0	96.2	100.0	96.2	100.0	79	88	0.0	0.0	96.2	100.0	96.2	100.0
Tokuyama Sekisui Industry Co., Ltd.	252	120	0.0	0.0	55.6	89.6	55.6	89.6	427	464	41.0	74.1	32.8	23.2	73.8	97.3
Sekisui Polymatech Co., Ltd.	230	229	0.0	0.0	0.0	98.7	0.0	98.7	230	229	0.0	0.0	0.0	98.7	0.0	98.7
Sekisui SoflanWiz Co., Ltd.	70	50	0.0	0.0	54.5	11.4	54.5	11.4	70	50	0.0	0.0	54.5	11.4	54.5	11.4
Sekisui Seikei, Ltd.	188	152	15.3	11.7	84.7	80.9	100.0	92.6	1,201	986	86.7	86.4	13.3	12.4	100.0	98.9
Sekisui LB Tec Co., Ltd.	100	58	8.9	13.1	0.0	0.0	8.9	13.1	100	58	8.9	13.1	0.0	0.0	8.9	13.1
Research Laboratory of Plastics Technology Co., Ltd.	7	6	0.0	0.0	0.0	0.0	0.0	0.0	7	6	0.0	0.0	0.0	0.0	0.0	0.0
Group Total	7,897	7,259	10.7	13.0	75.6	78.7	86.3	91.6	17,208	16,297	57.9	60.7	35.2	35.6	93.1	96.3

Rate of recycling: Material recycling and Chemical recycling

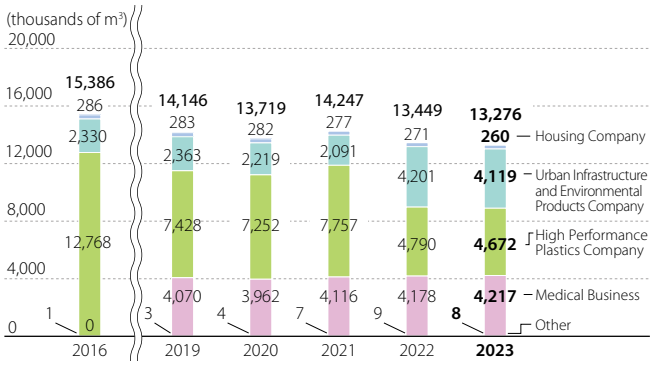
Rate of recycling: Material recycling, chemical recycling, and thermal recycling

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

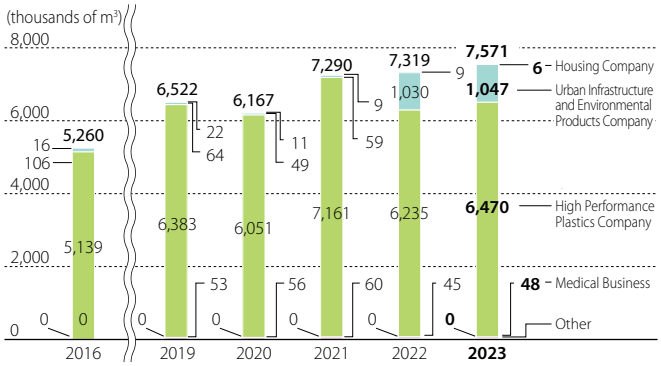
Reducing Water-related Risks (Water Intake Volume and Wastewater Discharge at Production Sites, etc.)

Note: In line with a change in the control of certain businesses in the UIEP and HPP companies implemented from October 2022, the data for FY2022 of both companies is collated as if the change in control had been initiated from the beginning of FY2022.

Water Intake Volume at Production Sites / Japan

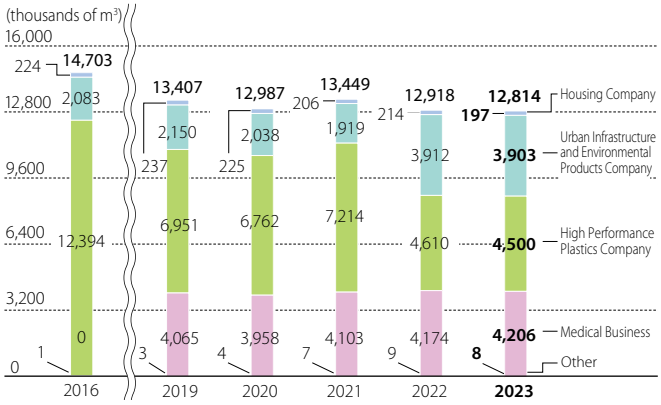


Water Intake Volume at Production Sites / Overseas

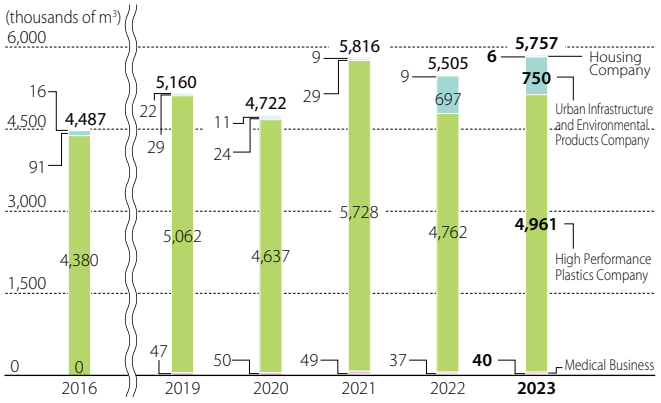


Note: Some past figures have been revised due to improvements in precision

Wastewater Discharge at Production Sites / Japan

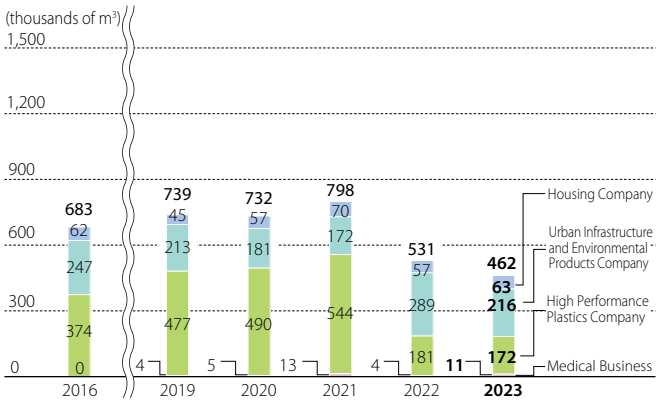


Wastewater Discharge at Production Sites / Overseas

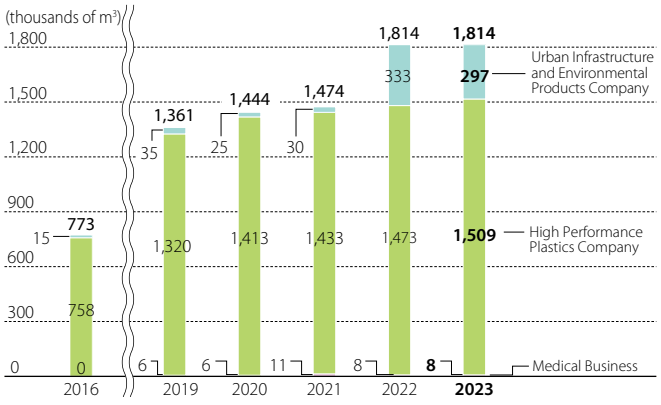


Note: Some past figures have been revised due to improvements in precision

Water Consumption at Production Sites / Japan



Water Consumption at Production Sites / Overseas



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

Water Intake Volume at Production Sites by Water Source

(thousands of m^3)

Water source	Regions	All regions						Areas in regions with water stress					
		2016	2019	2020	2021	2022	2023	2016	2019	2020	2021	2022	2023
Surface water	Japan	696	726	129	185	18	25	0	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0	0	0
	Southeast Asia and Oceania	0	1	3	0	0	0	0	1	3	0	0	0
	Europe	0	0	0	0	0	0	0	0	0	0	0	0
	North and Central America	0	0	0	0	0	0	0	0	0	0	0	0
	Total	696	727	131	185	18	25	0	1	3	0	0	0
Ground water	Japan	2,604	2,517	2,340	2,238	2,232	2,041	0	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0	0	0
	Southeast Asia and Oceania	103	111	121	132	125	116	25	16	22	24	29	116
	Europe	0	0	0	0	0	0	0	0	0	0	0	0
	North and Central America	4	0	0	5	21	12	0	0	0	0	0	8
	Total	2,710	2,628	2,461	2,375	2,378	2,169	25	16	22	24	29	125
Seawater	Japan	0	0	0	0	0	0	0	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0	0	0
	Southeast Asia and Oceania	0	0	0	0	0	0	0	0	0	0	0	0
	Europe	0	0	0	0	0	0	0	0	0	0	0	0
	North and Central America	0	0	0	0	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0	0	0	0	0
Third-party water*	Japan	12,086	10,903	11,250	11,824	11,199	11,210	0	0	0	0	0	0
	China	273	265	247	243	226	213	236	256	241	235	222	204
	Southeast Asia and Oceania	896	1,093	957	1,087	1,146	1,194	18	80	55	42	58	1,162
	Europe	1,943	1,960	1,674	2,527	2,603	2,705	1,857	1,887	1,606	2,444	2,527	2,679
	North and Central America	2,042	3,092	3,165	3,297	3,198	3,331	10	141	94	121	132	1,920
	Total	17,241	17,313	17,293	18,977	18,372	18,653	2,121	2,365	1,996	2,842	2,938	5,965
Total volume of water withdrawn	Japan	15,386	14,146	13,719	14,247	13,449	13,276	0	0	0	0	0	0
	China	273	265	247	243	226	213	236	256	241	235	222	204
	Southeast Asia and Oceania	999	1,204	1,081	1,219	1,271	1,310	44	97	80	65	86	1,279
	Europe	1,943	1,960	1,674	2,527	2,603	2,705	1,857	1,887	1,606	2,444	2,527	2,679
	North and Central America	2,046	3,092	3,165	3,301	3,219	3,343	10	141	94	121	132	1,928
	Total	20,646	20,668	19,885	21,537	20,768	20,847	2,146	2,382	2,021	2,866	2,967	6,090

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

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

Wastewater Discharge at Production Sites by Discharge Destination

(thousands of m^3)

Discharge destination	Regions	All regions						Areas in regions with water stress					
		2016	2019	2020	2021	2022	2023	2016	2019	2020	2021	2022	2023
Surface water	Japan	11,219	10,680	10,179	10,623	10,183	9,998	0	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0	0	0
	Southeast Asia and Oceania	22	43	18	13	16	15	2	22	4	1	2	15
	Europe	0	0	0	0	0	0	0	0	0	0	0	0
	North and Central America	0	0	0	0	0	0	0	0	0	0	0	0
	Total	11,241	10,722	10,197	10,636	10,199	10,012	2	22	4	1	2	15
Ground water	Japan	0	0	0	0	0	0	0	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0	0	0
	Southeast Asia and Oceania	0	0	0	0	0	0	0	0	0	0	0	0
	Europe	0	0	0	0	0	0	0	0	0	0	0	0
	North and Central America	0	0	0	0	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0	0	0	0	0
Seawater	Japan	2,892	2,160	2,293	2,205	2,149	2,303	0	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0	0	0
	Southeast Asia and Oceania	0	0	0	0	0	0	0	0	0	0	0	0
	Europe	0	0	0	0	0	0	0	0	0	0	0	0
	North and Central America	0	0	0	0	0	0	0	0	0	0	0	0
	Total	2,892	2,160	2,293	2,205	2,149	2,303	0	0	0	0	0	0
Third-party water*	Japan	591	567	515	622	586	513	0	0	0	0	0	0
	China	272	255	237	233	218	205	235	246	232	226	214	198
	Southeast Asia and Oceania	679	860	790	881	860	908	26	60	54	37	36	888
	Europe	1,930	1,944	1,664	2,511	2,592	2,696	1,857	1,875	1,601	2,439	2,521	2,674
	North and Central America	1,585	2,060	2,012	2,177	1,819	1,934	9	81	62	62	73	704
	Total	5,057	5,685	5,219	6,424	6,075	6,256	2,127	2,262	1,949	2,764	2,844	4,464
Total Volume of Wastewater	Japan	14,703	13,407	12,987	13,449	12,918	12,814	0	0	0	0	0	0
	China	272	255	237	233	218	205	235	246	232	226	214	198
	Southeast Asia and Oceania	701	902	809	895	876	922	29	83	58	38	38	902
	Europe	1,930	1,944	1,664	2,511	2,592	2,696	1,857	1,875	1,601	2,439	2,521	2,674
	North and Central America	1,585	2,060	2,012	2,177	1,819	1,934	9	81	62	62	73	704
	Total	19,190	18,567	17,709	19,265	18,423	18,571	2,129	2,285	1,952	2,765	2,846	4,478

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

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

Water Consumption at Production Sites

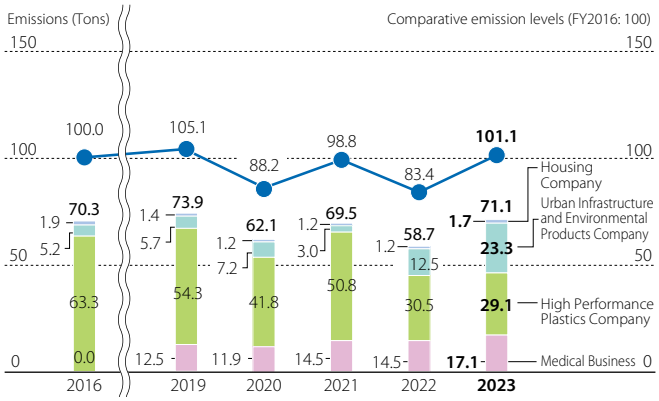
(thousands of m^3)

Regions	All regions						Areas in regions with water stress					
	2016	2019	2020	2021	2022	2023	2016	2019	2020	2021	2022	2023
Japan	683	739	732	798	531	462	0	0	0	0	0	0
China	1	10	10	9	8	8	1	10	10	9	8	6
Southeast Asia and Oceania	298	302	272	324	395	388	15	15	22	27	48	376
Europe	13	17	9	16	11	9	0	13	5	6	6	5
North and Central America	461	1,032	1,153	1,125	1,400	1,409	1	60	33	59	59	1,225
Total	1,456	2,101	2,176	2,272	2,345	2,276	17	98	69	101	121	1,612

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

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 discharge	Wastewater discharge = Total wastewater discharge = (The sum of wastewater discharged to surface water, ground water, seawater, and third-party wastewater)
Water consumption	Water consumption = Water intake volume - wastewater discharge
Areas in regions with water stress	Areas where Baseline Water Stress is ranked as High or Extremely High under the WRI Aqueduct™ Water Risk Atlas (Aqueduct 4.0) Evaluation System

COD Discharge / Japan



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

Indicator	Calculation Method
COD Discharge	Discharge = ∑[COD concentration (annual average of measured values) × Water discharge volume]

Results from the JBIB Land Use Score Card®.

	FY2023
JBIB Land Use Score Card®	Up 1.5 points (compared with FY2022)

Index	Calculation Method
Points of JBIB Land Use Score Card®	The JBIB Land Use Score Card® is an Ikimono Symbiotic Coexistence Enterprise® promotion tool that aims to evaluate the degree of contribution to biodiversity of company-owned land. This Score Card serves as a sheet that evaluates the area, quality, and management system of green spaces at each business site on a 100-point scale. The JBIB Land Use Score Card® is used to evaluate each business site for the fiscal year in question, and to calculate the increase from the number of points compared with FY2022. The indicator is the average point increase across all business sites.

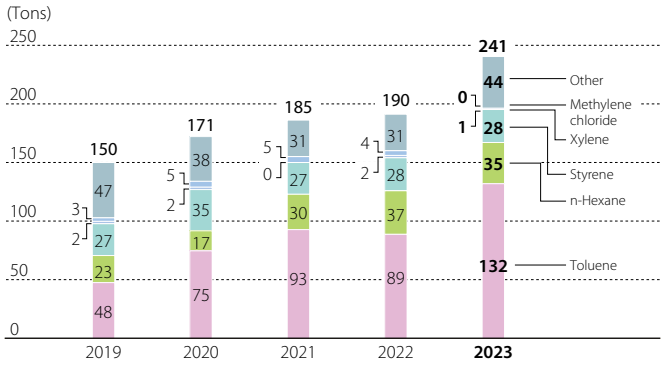
Chemical Substance Management (Amount of Emissions / Transfer of Chemical Substances Subject to Regulation by the PRTR Law, etc.)

Note 1: From FY2019, Medical Business results have been tabulated on a stand-alone basis owing to its separation from the HPP Company. The presentation of Corporate Headquarters results has been reclassified as Other.

Note 2: In line with a change in the control of certain businesses in the UIEP and HPP companies implemented from October 2022, the data for FY2022 of both companies is collated as if the change in control had been initiated from the beginning of FY2022.

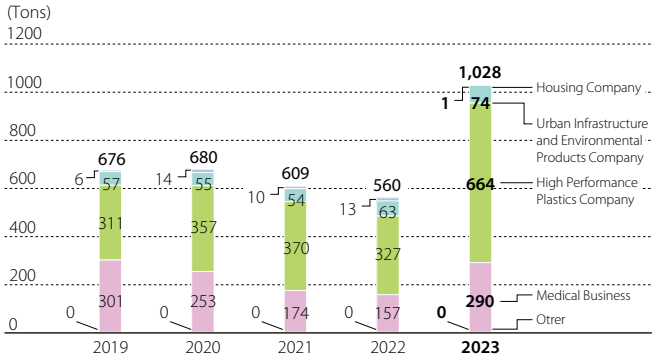
Note 3: Figures are tabulated based on the review of designated chemicals under the PRTR Law, which was revised in FY2023. However, data prior to FY2022 has not been retroactively revised.

Amount of Chemical Substance Emission and Transfer (PRTR Law) / Japan



Note: Despite a change in the substances covered following revisions to the law in 2023, past data has not been retroactively adjusted.

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

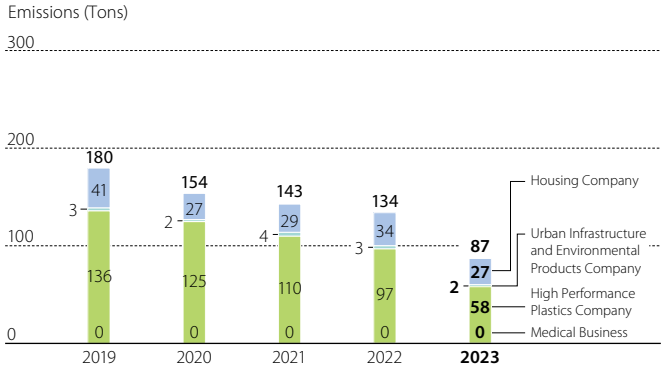


Note: Despite a change in the substances covered following revisions to the law in 2023, past data has not been retroactively adjusted.

Index	Calculation Method
Amount of Emissions / Transfer of Chemical Substances	Amount of emissions / transfer of chemical substances subject to regulation by the PRTR Law: Amount of emissions = Amount of emissions into the air + Amount of emissions into public waters + Amount of emissions into the soil on-site + Amount disposed by landfill on-site Transfer volume = Amount transferred to sewers + Amount transferred as waste material Scope: Covers production sites and research facilities in Japan

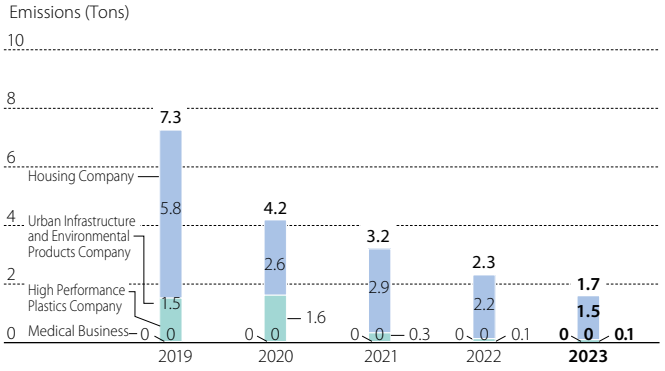
Index	Calculation Method
VOC Emissions	Amount of emissions into the atmosphere of volatile organic compounds (VOC) among the substances subject to regulation by the PRTR Law and Japan Chemical Industry Association

NOx Emissions / Japan



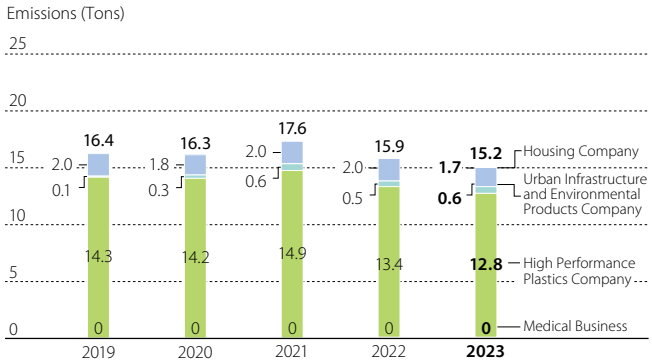
Index	Calculation Method
NOx Emissions	NOx emissions =∑(Amount of exhaust gas airflow per year × NOx concentration × 46 / 22.4)

SOx Emissions / Japan



Index	Calculation Method
SOx Emissions	SOx emissions =∑(amount of SOx per year × 64 / 22.4)

Soot and Dust Emissions / Japan



Index	Calculation Method
Soot and Dust Emissions	Soot and Dust emissions =∑ (amount of exhaust gas airflow per year × soot concentration)

Human Capital

Fostering a Culture That Embraces Challenge (Degree of Challenging Behavior Expression, etc.)

Degree of challenging behavior expression (SEKISUI CHEMICAL Group)

	FY2021	FY2022	FY2023
Degree of challenging behavior expression (%)	51	47	48
Response rate (%)	62	81	88

Note: The indicator was redefined in fiscal 2023; fiscal 2021 to fiscal 2022 results are also listed based on the redefined standard.

Intra-Group Job Postings Results

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of postings	45	31	55	56	78
Number of people to be recruited	62	54	80	101	122
Number of applicants	135	155	236	159	138
Number of employee transfers	28	28	70	45	41

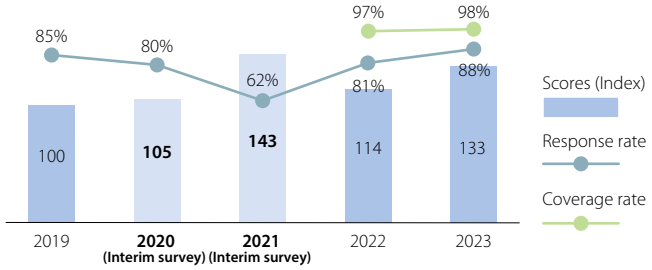
Career Path Support Results (SEKISUI CHEMICAL)

		FY2019	FY2020	FY2021	FY2022	FY2023
Number of employees who have changed career courses	Male	10	14	2	6	6
	Female	1	2	4	3	1
Number of employees who have converted to permanent, full-time employment	Male	2	1	4	3	0
	Female	11	14	10	11	4

Results of Group's Major recruitment-type training programs

Name of Training Program	FY2019	FY2020	FY2021	FY2022	FY2023
Innovation School (persons)	69	Not implemented	102	102	54

Engagement Survey



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

- Scores are calculated using fiscal 2019 as 100.
- Survey scope: All employees (including regular full-time, non-full-time employees, and dispatch employees) of 157 of the 160 Group companies surveyed.
- Coverage rate: Percentage of companies surveyed relative to the number of Group companies in Japan and overseas.
- Response rate: Percentage of employees who responded to the survey relative to the total number of employees of the companies where the survey was conducted.
- Interim surveys were conducted by the organization of choice in fiscal 2020 and fiscal 2021 (reference data).

Career Training Attendance Results (SEKISUI CHEMICAL)

Training Program Name	FY2021	FY2022	FY2023
Career autonomy supervisor training (persons)	393	252	134
Career plan basic training (persons)	—	17	62
Newly appointed management career planning training (persons)	—	203	204
Career planning training for those being promoted to Advanced Level (non-managerial) (persons)	—	89	—
New employee career planning training (persons)	—	78	95

Achieving The Right Talent in the Right Position (Rate of Successor Candidate Preparation, Hours of Training per Full-time Employee, etc.)

Rate of successor candidate preparation (SEKISUI CHEMICAL)

	FY2021	FY2022	FY2023
Rate of successor candidate preparation	50.5	67.7	92.4

Training Results Common throughout the Group

	FY2019	FY2020	FY2021	FY2022	FY2023
Newly appointed manager receiving training (persons)	252	220	199	213	210

Hours of training per full-time employee (SEKISUI CHEMICAL)

	FY2019	FY2020	FY2021	FY2022	FY2023
Hours of training	9.4	6.3	7.1	6.1	6.2

Evaluator Training Results (SEKISUI CHEMICAL)

	FY2021	FY2022	FY2023
Evaluator training (understanding the evaluation system) (persons)	941	75	164
Evaluator training (understanding the evaluation system + basics of evaluation) (persons)	493	—	—
Training to strengthen evaluation skills (1) (basic of evaluation + goal setting) (persons)	—	146	62
Training to strengthen evaluation skills (2) (daily management + interview training) (persons)	—	148	64

In line with the introduction of a new evaluation system, we conducted a two-tiered training program. The first to promote understanding of the evaluation system and a second to promote understanding of the evaluation system together with the basics of evaluation for those with little evaluation experience in fiscal 2021.
Building on the content of each of the aforementioned programs aimed at promoting an understanding of the evaluation system as well as the basics of evaluation, we conducted training to strengthen evaluation skills from fiscal 2022.

Trends in the Number of Specialty-position Employees (SEKISUI CHEMICAL)

	FY2021	FY2022	FY2023
Number of Specialty-position employees	32	38	39

Note: Professional human resources who demonstrate a high level of expertise, which is the source of our competitiveness

Number of Japanese Employees Stationed Overseas
SEKISUI CHEMICAL Group (FY2023)

Breakdown by Region (Persons)	
North America/Latin America	54
Europe	36
Asia / Oceania	94

Achieving Diversity (Ratio of Female to Total Hires, Ratio of Female Managers, Gender Wage Gap, etc.)

Composition, Number, and Ratio of Female Directors and Audit and Supervisory Board Members (SEKISUI CHEMICAL) (FY2023)

	Board of Directors		Audit and Supervisory Board Members		Total Officers	Executive Officers
	Internal Directors	Outside Directors	Full-time Audit and Supervisory Board Member	Outside Audit and Supervisory Board Member		
Female (persons)	0	3	0	0	3	2
Male (persons)	7	2	2	3	14	28
Ratio of Female (%)	—	60.0	—	—	17.6	6.7

Number of Female Directors and Female Managers (SEKISUI CHEMICAL Group [Number of officers excluding SEKISUI CHEMICAL])

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of Female Directors (persons)	2	2	2	3	4
Number of Female in Managerial Positions (persons)	185	188	195	206	240

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

Composition of Personnel (SEKISUI CHEMICAL)

		FY2019	FY2020	FY2021	FY2022	FY2023
Employees*1	Male (persons)	3,327	3,308	3,250	3,226	3,270
	Female (persons)	629	652	652	661	705
	Ratio of Female (%)	15.9	16.5	16.7	17.0	17.7
Regular Full-time Employees*2	Male (persons)	3,073	3,060	3,023	3,032	3,119
	Female (persons)	570	601	607	627	668
	Ratio of Female (%)	15.6	16.4	16.7	17.1	17.6
Average Years of Continuous Employment*2	Male (years)	17.2	17.2	17.6	17.9	17.1
	Female (years)	12.6	12.4	12.9	13.1	12.2
Managerial Positions (Managers)	Male (persons)	678	672	700	790	801
	Female (persons)	41	44	45	47	57
	Ratio of Female (%)	5.7	6.1	6.0	5.6	6.6
Managerial Positions (Department Managers and General Managers)	Male (persons)	642	649	635	558	577
	Female (persons)	15	16	15	17	14
	Ratio of Female (%)	2.3	2.4	2.3	3.0	2.4
All Managerial Positions (Number)	Male (persons)	1,320	1,321	1,335	1,348	1,378
	Female (persons)	56	60	60	64	71
	Ratio of Female (%)	4.1	4.3	4.3	4.5	4.9
Employees Newly Appointed to Managerial Positions	Male (persons)	68	58	54	70	53
	Female (persons)	14	6	3	6	5
	Ratio of Female (%)	17.1	9.4	5.3	7.9	8.6
Deputy (Assistant) Manager / Supervisor Level*3	Male (persons)	810	796	795	827	880
	Female (persons)	84	96	113	127	145
	Ratio of Female (%)	9.4	10.8	12.4	13.3	14.1

*1 Workers with direct employment relationships with the Group (including permanent, full-time employees and non-full-time 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 Advanced level employees in the Business Career Course.

Composition of Personnel (SEKISUI CHEMICAL Group [excluding SEKISUI CHEMICAL on a non-consolidated basis])

		FY2018	FY2019	FY2020	FY2021	FY2022
Employees	Male (persons)	16,362	16,360	16,062	15,857	15,822
	Female (persons)	5,048	5,149	5,100	5,069	5,195
	Ratio of Female (%)	23.6	23.9	24.1	24.2	24.7
New Graduates Hired	Male (persons)	572	427	483	405	448
	Female (persons)	251	176	209	150	183
	Ratio of Female (%)	30.5	29.2	30.2	27	29.0
Managerial Positions (Managers)	Male (persons)	2,926	2,924	2,847	2,865	3,031
	Female (persons)	130	158	160	168	178
	Ratio of Female (%)	4.3	5.1	5.3	5.5	5.5
Managerial Positions (Department Managers and General Managers)	Male (persons)	1,588	1,595	1,570	1,533	1,400
	Female (persons)	26	24	28	27	28
	Ratio of Female (%)	1.4	1.5	1.8	1.7	2.0
All Managerial Positions	Male (persons)	4,514	4,519	4,417	4,398	4,431
	Female (persons)	156	182	188	195	206
	Ratio of Female (%)	3.3	3.9	4.1	4.2	4.4
Management Personnel (Global Leader)	Male (persons)	204	206	193	183	115
	Female (persons)	5	4	3	3	1
	Ratio of Female (%)	2.4	1.9	1.5	1.6	0.9
Employees Newly Appointed to Managerial Positions	Male (persons)	211	241	205	187	191
	Female (persons)	20	38	12	17	22
	Ratio of Female (%)	8.7	13.6	5.5	8.3	10.3

Note 1: The above table was prepared based on the results of a survey conducted in July 2023.
Note 2: Data for FY2023 is being compiled as of July 2024.

Age Composition of Permanent, Full-time Employees* (SEKISUI CHEMICAL)(FY2023)

	Under 30 years old	30-39 years old	40-49 years old	50-59 years old	60 years old and over
Male (persons)	396	654	695	1,173	201
Female (persons)	161	192	127	167	21
Ratio of Female (%)	28.9	22.7	15.5	12.5	9.5

* 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).

Recruitment (SEKISUI CHEMICAL)

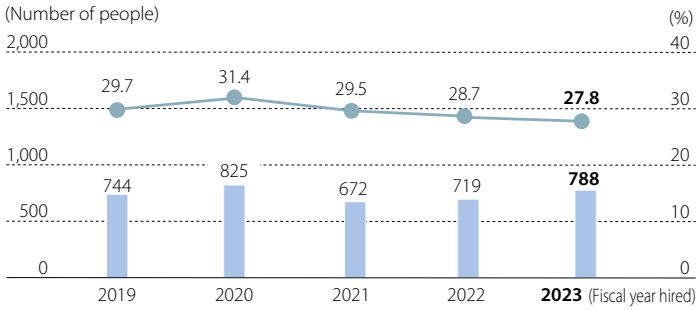
		FY2019	FY2020	FY2021	FY2022	FY2023
New Graduate Recruitment	Male (persons)	96	83	63	64	83
	Female (persons)	35	43	18	25	38
	Ratio of Female (%)	26.7	34.1	22.2	28.1	31.4
Mid-career Recruitment	Male (persons)	29	21	19	50	75
	Female (persons)	4	2	3	9	15
	Ratio of Female (%)	12.1	8.7	13.6	15.3	16.7
	Ratio of Mid-career Employees Hired (%)	20.1	15.4	21.4	39.9	42.4

Note 1: New-graduate recruitment: Employees who joined the Company for the first time after graduation (undergraduate degree, graduate school, etc.) with no working experience

Note 2: Mid-career recruitment (experienced personnel hires) ratio: Ratio of mid-career hires to all hires

Note 3: Some past figures have been revised due to improvements in precision.

Number of New-Graduate Recruitment / Ratio of Female among New-Graduate Recruitment (SEKISUI CHEMICAL Group)



Note: Including certain affiliates accounted for by the equity method

Training Results Common throughout the Group (SEKISUI CHEMICAL Group)

Training name	FY2019	FY2020	FY2021	FY2022	FY2023
Number of New Employees Receiving Induction Training (persons)	243	101*	150	152	158

* Since this training was urgently converted to an online format due to the COVID-19 pandemic, trainees from Group companies are not included.

Retention Rate (SEKISUI CHEMICAL)

		FY2019	FY2020	FY2021	FY2022	FY2023
Employee Turnover (Number of People Who Left Employment) (persons)	Male	63	48	74	85	76
	Female	10	26	20	25	19
	Total	73	74	94	110	95
Retention Rate (%)	Male	98.0	98.4	97.6	97.2	97.6
	Female	98.3	95.7	96.8	96.1	97.2
	Total	98.0	98.0	97.5	97.0	97.5

Retention Rate Three Years After Employment (SEKISUI CHEMICAL)

	FY2017	FY2018	FY2019	FY2020	FY2021
Retention Rate Three Years After Employment (%)	90.6	88.6	93.1	89.6	89.0

Training Results for Women (SEKISUI CHEMICAL Group)

		FY2019	FY2020	FY2021	FY2022	FY2023
Women's CDP Training (selected participants)	Women (persons)	39	52	58	49	48
	Supervisors (persons)	24	46	55	46	46
Women's Career Seminar (open participation)	Young employees (persons)	—	—	—	55	36
	While raising children (persons)	—	—	—	73	34
	All levels (persons)	—	—	—	67	37

Gender Wage Gap (SEKISUI CHEMICAL) (FY2023)

Regular full-time employees (%)	Non-permanent, non-full-time employees (%)	Overall (%)
70.9	110.0	71.7

Note 1: Including workers on loan from the Group to other companies.

Note 2: There is no wage disparity in the human resources system; based on the labor composition (age and qualifications) ratio

Employment Ratio of People with Disabilities (SEKISUI CHEMICAL)

	FY2019	FY2020	FY2021	FY2022	FY2023
Employment Ratio of People with Disabilities(%)	2.9	2.7	2.5	2.3	2.4

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

Training Results for Seniors

Training name	FY2021	FY2022	FY2023
Employees in management positions who took career training after selecting to extend their mandatory retirement age (persons)	51	35	55
General employees who took career training after selecting to extend their mandatory retirement age (persons)	27	34	11
Employees of Group companies who took career training after selecting to extend their mandatory retirement age (persons)	—	50	127
[Required] Employees at age 57 who took the required career training before selecting to extend their mandatory retirement age (persons)	—	94	69
[Elective] Employees between the ages of 50 and 56 who took elective career training before selecting to extend their mandatory retirement age (persons)	—	60	41

Breakdown of the Number of Employees (SEKISUI CHEMICAL Group) (FY2023)

Number of employees (persons)	26,929
Breakdown by region (persons)	
Japan	19,856
North America/Latin America	2,282
Europe	1,053
Asia / Pacific	3,738

Use of Childcare-related Systems（SEKISUI CHEMICAL）

		FY2019	FY2020	FY2021	FY2022	FY2023
Ratio of those who took childcare leave (%)*1	Female	100	95.8	100	100	97.1
	Male	39.0	34.6	47.3	68.1	69.8
Average number of childcare leave acquisition days (days)*2	Female	259.2	270.3	293.8	358.0	371.7
	Male	24.7	43.3	38.8	29.1	47.3
Ratio of those who returned to work after childcare leave (%)	Female	100	95.5	91.7	100	96.0
	Male	100	100	100	100	100

*1 Ratio of those who took childcare leave: Excludes those who are taking maternity leave

*2 Average number of childcare leave acquisition days: The average number of days of childcare leave taken by employees who completed the period during which they were eligible to take childcare leave in the subject fiscal year in FY2022.

Usage Results for the Balanced Support Policies (SEKISUI CHEMICAL) (persons)

Policy	Main content		FY2019	FY2020	FY2021	FY2022	FY2023
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.)	Female	55	67	64	70	78
		Male	2	1	0	0	2
		Total	57	68	64	70	80
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.	Female	10	6	4	0	3
		Male	7	4	3	1	1
		Total	17	10	7	1	4
Family leave	Three days of special care leave per year granted until the child or grandchild starts high school.	Female	62	51	54	68	77
		Male	193	126	156	152	174
		Total	255	177	210	220	251
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.)	Female	1	0	1	1	1
		Male	4	1	2	1	2
		Total	5	1	3	2	3
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.	Female	0	0	0	2	2
		Male	4	1	1	1	0
		Total	4	1	1	3	2

Note 1: Accumulated annual leave can be accumulated up to 40 days per year out of the annual paid leave that expires, and can be taken in days or hours depending on the purpose.

Note 2: Some past figures have been revised due to improvements in precision.

Usage Results for the Balanced Support Policies (SEKISUI CHEMICAL) (persons)

Policy	Main content		FY2019	FY2020	FY2021	FY2022	FY2023
Accumulated annual leave (for raising children)	Acquired on an hourly basis for children up to the age of 18	Female	57	39	37	52	52
		Male	28	21	13	32	43
		Total	85	60	50	84	95
Accumulated annual leave (for personal injury or illness)	Acquired on a daily basis (10 or more consecutive business days) or hourly basis	Female	6	9	33	46	40
		Male	37	25	66	58	71
		Total	43	34	99	104	111
Accumulated annual leave (for care giving)	Acquired for care giving on a daily or hourly basis for spouses, parents, children, etc.	Female	17	10	13	20	17
		Male	15	6	5	10	28
		Total	32	16	18	30	45
Accumulated annual leave (for health nursing)	Acquired for health nursing on a daily or hourly basis for spouses, parents, children, etc.	Female	31	14	25	38	45
		Male	30	14	21	37	58
		Total	61	28	46	75	103
Accumulated annual leave (for fertility treatment)	Acquired on a daily or hourly basis	Female	2	1	1	4	5
		Male	0	0	1	0	2
		Total	2	1	2	4	7
Accumulated annual leave (for volunteering)	Acquired on a daily or hourly basis	Female	3	1	0	0	3
		Male	5	1	0	1	6
		Total	8	2	0	1	9

Note 1: Accumulated annual leave can be accumulated up to 40 days per year out of the annual paid leave that expires, and can be taken in days or hours depending on the purpose.

Note 2: Some past figures have been revised due to improvements in precision.

Training Results for Managers to Coach Employees' Self-support (SEKISUI CHEMICAL Group)

Training Program Name	FY2022	FY2023
Training for managers to coach employees' self-support (persons)	202	74

Hours Worked and Paid Vacation Days Taken (SEKISUI CHEMICAL)

	FY2019	FY2020	FY2021	FY2022	FY2023
Monthly average number of overtime hours per employee (hours)	18.0	15.6	18.2	19.0	18.7
Annual average number of total hours worked per person (hours)	1,914	1,903	1,925	1,932	1,919
Percentage of paid vacation days taken per employee (%)	71.4	58.2	64.9	66.6	74.7
Average number of paid vacation days taken per employee (days)	13.6	11.2	12.5	12.8	14.1

Note 1: Excluding managers and workers on loan from other companies.
Note 2: The average number of overtime hours per employee per month is calculated based on the prescribed working hours of 7.5 hours.
Note 3: Percentage of paid vacation days taken per employee = Number of paid vacation days taken / Available paid vacation days ×100

Number of Labor Union Members

The SEKISUI CHEMICAL Labor Union serves as the Company's labor union. Adopting a union shop system, 100% of eligible employees are members (2,390 in FY2023).

Health Checkups and Measures to Prevent Lifestyle-related Diseases

	FY2018	FY2019	FY2020	FY2021	FY2022
Percentage of employees receiving health checkups (%)	99.6	98.2	98.6	98.9	99.5
Percentage of employees receiving a secondary medical examination (%)	78.0	67.1	69.7	67.7	70.0

Participation in Mental Health Training

Training name	FY2020	FY2021	FY2022	FY2023
Self-care training participation rate for all employees (%)	76.9	74.8	83.5	84.7
Managers: Line care training participation rate(%)	—	91	90.8	57.9*
Training participation rate for new employees(%)	—	—	—	94.5

* Only line managers are required to participate in FY2023.

Rate of long-term leave due to mental health problems (%) (SEKISUI CHEMICAL Group)

FY2019	FY2020	FY2021	FY2022	FY2023
0.77	0.98	1.02	1.13	1.14

Stress-check Assessment Rate (%) (SEKISUI CHEMICAL Group)

FY2019	FY2020	FY2021	FY2022	FY2023
92.5	93.9	95.2	95.5	96.4

Note: Companies subject to stress check: Companies that are members of the SEKISUI Health Insurance Society (excluding some affiliated companies)

Primary KPIs (7 Indicators) (see the aforementioned rate of prolonged absence due to mental health issues) (SEKISUI CHEMICAL Group)

	FY2020	FY2021	FY2022	FY2023
Implementation of 4 or more of the Seven Health Habits (%)	59.0	54.0	63.9	63.5
Implementation ratio of workplace environment improvements (%)	64.3	65.5	55.0	63.0
Presenteeism (%)*1	65.5	64.7	57.6	57.6
Absenteeism (days)*2	1.27	1.31	2.29	3.05
Employees in an ideal health condition (%)*3	—	—	33.1	31.9
Work engagement (%)*4	—	—	3.05	3.01

*1 Presenteeism is a condition in which a person is working but is unable to perform at full capacity due to health problems. The University of Tokyo version one-question-type survey in FY2019, and WHO-HPQ survey from FY2020 onward.

*2 Absenteeism: Absent from work due to injury or illness. Actual calculation from FY2022

*3 Employees in an ideal health condition: Percentage of respondents who answered that their usual subjective mental and physical health was "very good" or "good" based on the survey with questions referenced from the OECD (BLI: Better Life Index).

*4 Work engagement: The nine-item average, of the nine-item version of the Utrecht Work Engagement Scale, the most widely used work engagement measurement.

Incidences of injuries attributable to machines and equipment

Under the current Medium-term Management Plan, SEKISUI CHEMICAL Group is promoting safety activities based on the KPI of zero incidents of injuries attributable to machines and equipment with the aim of preventing serious accidents that could result in permanent disability by preventing injuries caused when caught or entangled in machinery and equipment. In FY2023, there were eight incidents of injuries attributable to machines and equipment.

Key Implementation Measures	Management Indicators	Final Fiscal Year (FY2025) Targets of the Current Medium-term Management Plan	Number of incidents in FY2023
Safety audits, mutual on-site inspections, comments and sound improvements through on-site risk assessment	Zero incidents of injuries attributable to machines and equipment	0	8

Environment-related Complaints and Accidents

Environment-related Complaints and Accidents (FY2023)

Category		Number of cases	Details
Accidents	Fires	1	A catalytic combustion device caught fire and some of the machine's connections burned. The fire was extinguished by the public fire department without any injuries.
	Leakage	0	—
Complaints		0	—

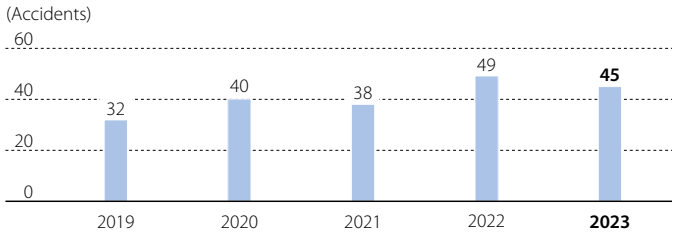
Indicator	Calculation Method
Fires	Number of fire incidents involving firefighting activities by public fire departments that occurred during the fiscal year
Leaks	Number of incidents involving the off-site leakage of hazardous or toxic materials of 1/5 or more of the designated quantity or 200 liters or more that occurred during the fiscal year
Complaints	Number of complaints that could significantly affect the living environment of neighborhood residents that occurred during the fiscal year

Safety Performance

Japan

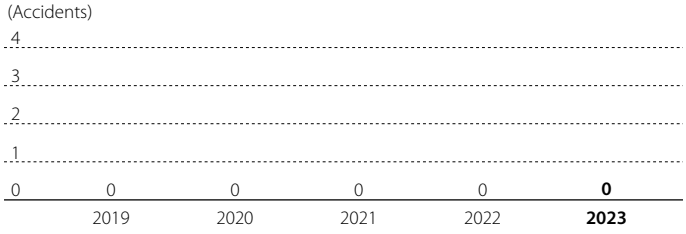
Aggregate scope: 48 production sites and 5 research institutes in Japan

Number of Occupational Accidents



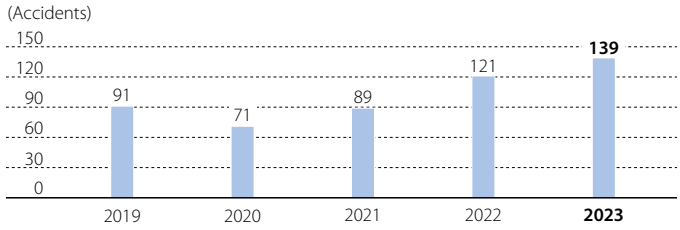
Indicator	Calculation Method
Number of Occupational Accidents	The number of occupational accidents (both those resulting in lost time and those not) occurring during a given fiscal year (April through the following March)

Number of Facility Accidents



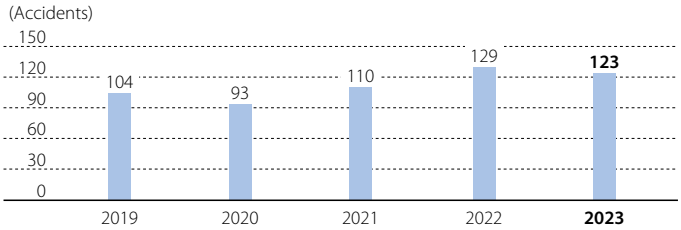
Indicator	Calculation Method
Number of Facility Accidents	The number of incidents where facilities malfunctioned (fires, leaks, etc.) that fulfill at least one of the following criteria (SEKISUI CHEMICAL Group criteria), from (1) to (3), occurring during a given fiscal year (April through the following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

Number of Cases of Long-term Sick Leave



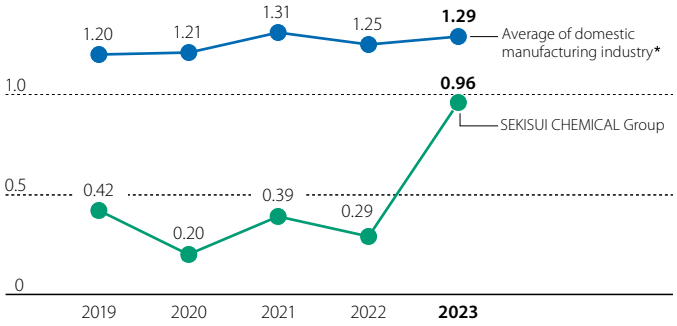
Indicator	Calculation Method
Number of Cases of Long-term Sick Leave	Describes leave of 30 days or more consecutively for sickness or injury occurring in a Japanese production site or research institute during the given fiscal year (April to the following March), and which is newly-occurring. Recurrences 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

Number of Commuting Accidents



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 assault, damage, self-inflicted injury, and accidents; includes accidents while walking

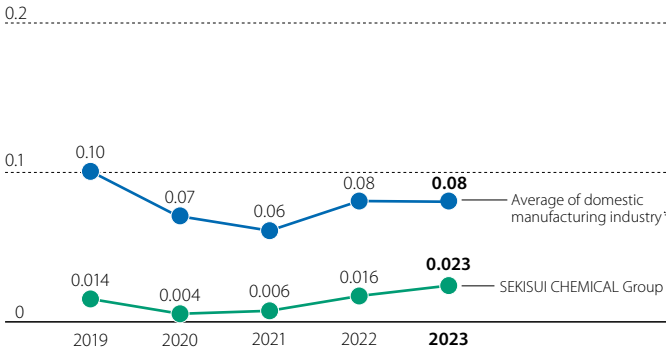
Frequency Rate Over Time



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

Indicator	Calculation Method
Frequency Rate	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) Formula for calculation: (Number of injuries, illness and fatalities in occupational accidents with lost time / total number of man-hours worked) × 1,000,000

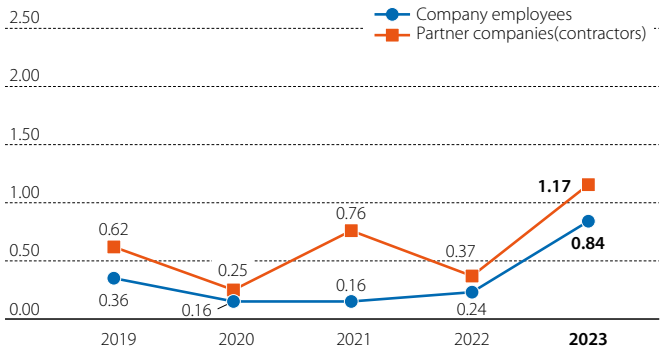
Severity Rate Over Time



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

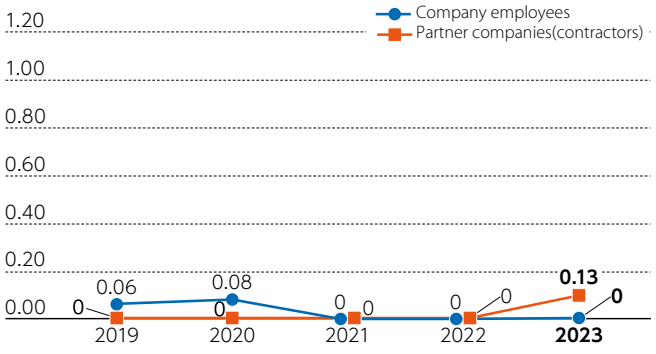
Indicator	Calculation Method
Severity Rate	The total number of days of work lost per 1,000 hours of total time worked during a given fiscal year (April through the following March) Formula for calculation: (Number of days of work lost / total number of man-hours worked) × 1,000

Lost Time Injury Frequency Rate (LTIFR)



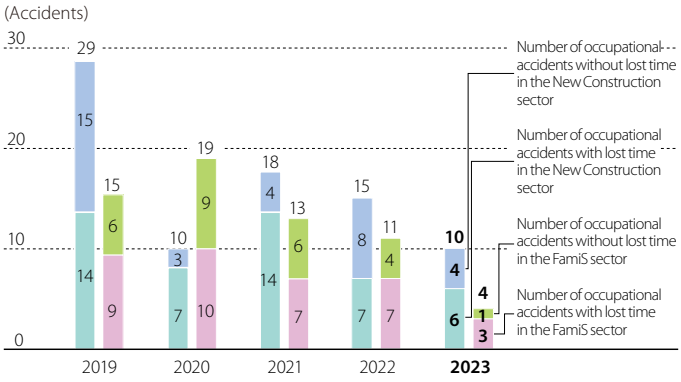
Indicator	Calculation Method
Lost Time Injury Frequency Rate	(Number of accidents causing sick leave / total number of man-hours worked) × 1,000,000

Occupational Illness Frequency Rate (OIFR)



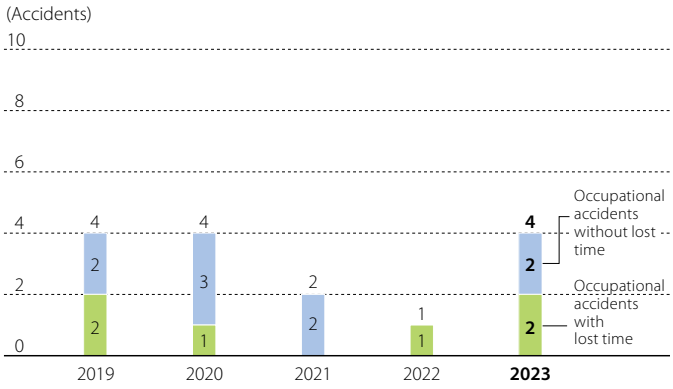
Indicator	Calculation Method
Occupational Illness Frequency Rate	(Occupational illnesses / total number of man-hours worked) × 1,000,000 Occupational illnesses as defined by the Ministry of Health, Labour and Welfare, including heat stroke, lower back pain, and intoxication by chemical substances

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

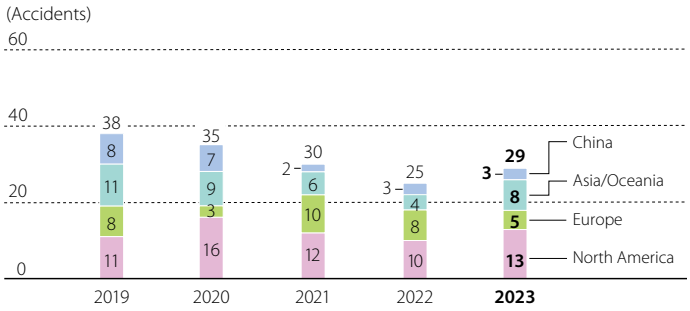


Indicator	Calculation Method
Safety Performance with Respect to Construction Sites in the UIEP Company	The number of occupational accidents (both those resulting in lost time and those not) occurring on construction sites under the jurisdiction of the UIEP Company during a given fiscal year (April through the following March)

Overseas

Aggregate scope: 45 overseas production sites

Number of Occupational Accidents



Indicator	Calculation Method
Occurrence of occupational accidents at overseas production sites and research institutes	The number of occupational accidents (both those resulting in lost time and those not) 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 31 construction offices in Japan
45 production sites overseas

Number of fatalities due to occupational accidents

(Number of people)

		FY2019	FY2020	FY2021	FY2022	FY2023
Employees		0	0	0	0	0
	Japan	0	0	0	0	0
	Overseas	0	0	0	0	0
Partner Companies (contractors)		0	1	0	0	0
	Japan	0	1	0	0	0
	Overseas	0	0	0	0	0
Total		0	1	0	0	0

Health and Safety / Accident Prevention Costs

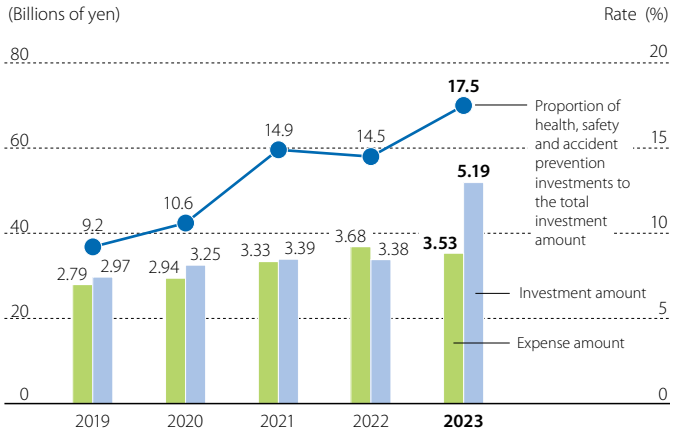
Aggregate scope: 46 production sites, 5 research institutes, Corporate Headquarters departments, and back offices of divisional companies in Japan

Accident Prevention Costs (FY2023)

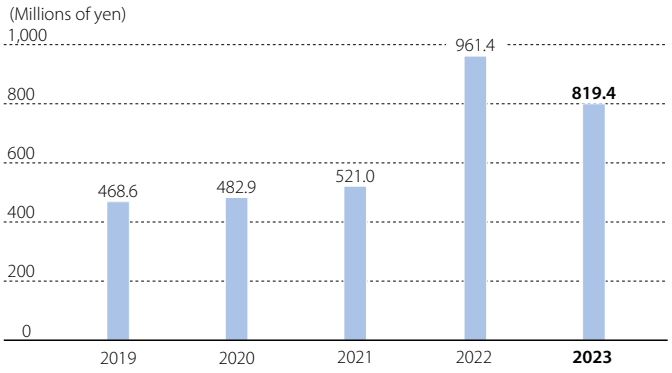
(Millions of yen)

Item		SEKISUI CHEMICAL Group	
Classification	Details	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.	1,307	5,192
2) Administrative costs	Establishment and implementation of OHSMS, safety education, personnel costs, etc.	2,223	–
3) Other	Safety awards, etc.	4	–
Total		3,534	5,192

Costs and Investments Over Time



Loss Costs Over Time



Index	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 accident prevention-related measures authorized during a given fiscal year (April through the following March)

Index	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)

Note: Collated after adding maintenance costs (production, logistics, and power transformer facility management) to costs within business site areas from FY2021.

Direct Dialogue with Investors to Promote Mutual Understanding

Number of Times Active Engagement Conducted Between Investors and Management

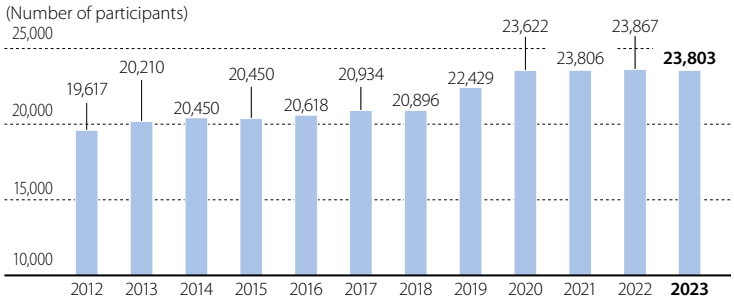
	FY2019	FY2020	FY2021	FY2022	FY2023
Number of engagements*	67	54	82	74	80

* The number of engagements represents the number of times the Company president and executives in charge of specific areas engaged in dialogue with investors.

Legal and Ethical Issues (Results Relating to Compliance Training, etc.)

Employees Using the e-learning System Over Time

Employees Using the e-learning System Over Time



Note 1: Average values for four sessions conducted in each year. However, the third and fourth sessions were underway during fiscal 2023 when this chart was created, so the average value for sessions one and two is provided for that year.

Note 2: With the exception of overseas local hires, all SEKISUI CHEMICAL and SEKISUI CHEMICAL Group employees are required to take part in e-learnings programs.

List of Results Relating to Compliance Training

FY2023 List of Results Relating to Compliance Training

Training	Training content	Trainees			Attendance
		SEKISUI CHEMICAL Co., Ltd.	Group companies		
			Domestic	Overseas	
Employee rank-based training	New employee training	✓	✓		595
	Newly appointed deputy (assistant) manager training	✓	✓		101
	Compliance training	✓	✓		1,694
	Affiliated company director training		✓	✓	137
	Training for managers in Housing Company	✓	✓		59
Area-specific training	Compliance training	✓	✓		321
	Harassment prevention training	✓	✓		84
	Export controls training	✓	✓		2,724
	Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors training	✓	✓		52
	Anti-monopoly law training	✓	✓		345
	Personal information protection training		✓		53

Training	Training content	Trainees			Attendance
		SEKISUI CHEMICAL Co., Ltd.	Group companies		
			Domestic	Overseas	
Area-specific training	Information management training	✓			52
	Corruption prevention training	✓			8
	Contract fundamentals training	✓		✓	8
	Labor management training		✓		28
Global training	Overseas transfer training	✓	✓		30
	Affiliated company director training			✓	7
Compliance Reinforcement Month	Domestic training	✓	✓		2,630
	North America training			✓	3,913
	China training			✓	625
	Southeast Asia training			✓	804
	Global e-learning	✓	✓	✓	9,347

Number of Whistleblowing Cases and Consultations

FY2023 Number of Whistleblowing Cases and Consultations

Reports/consultations	Number of cases
Power harassment	36
Working conditions	51
Sexual harassment	10
Workplace environmental concerns	15
Misuse of expenses	4
Sales method related	6
Misrepresentation of work performance	1
Collusive relationship with business partners	0
Others	30
Total number of complaints	153

Donations to Political Organizations

SEKISUI CHEMICAL Group does not make illegal political contributions. In addition, donations to political organizations that promote the formulation of public policies that benefit society as a whole are managed appropriately under the supervision of the Executive Officer of the Legal Department. The amounts of donations to these political organizations (SEKISUI CHEMICAL on a consolidated basis) are shown below.

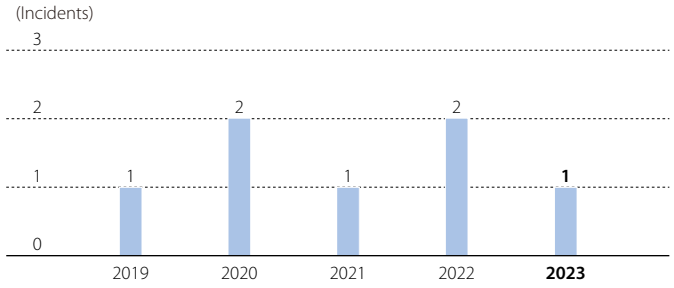
(Unit: thousands of yen)

Fiscal Year	Amount
FY2018	14,429
FY2019	16,936
FY2020	8,705
FY2021	10,690
FY2022	12,562
FY2023	9,856

CS & Quality (Number of Major Quality Issues, Incoming Contacts Received by the Customer Consultation Office, etc.)

Data Concerning Major Quality Issues

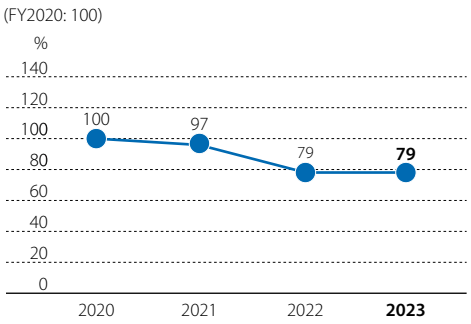
Number of Major Quality Issues



Indicator	Calculation Method
Major Quality Issues	These refer to product and service quality issues determined by Corporate Headquarters or 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: 1) Major incidents (1) Of the accidents that threatened user lives or lead to bodily harm, those in which the harm is serious. (2) Product loss or destruction incidents for which there is a risk of severe or fatal user injuries 2) Problems which have serious impacts (cause serious loss) to customers, users, or society 3) Compliance (such as complying with related laws and regulations) problems related to product or service quality 4) Product recall problems

Data Concerning External Loss Costs

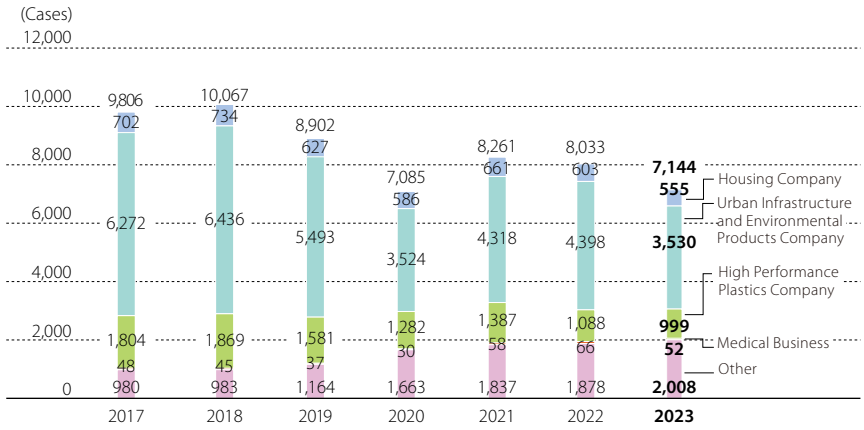
External Loss Costs



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

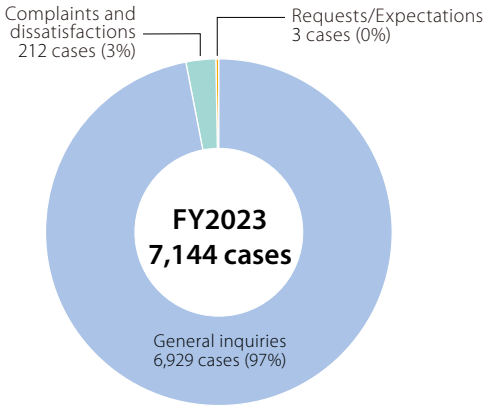
Data on incoming calls to the Customer Consultation Office

Incoming Contacts Received by the Customer Consultation Office in FY2023



Indicator	Calculation Method
Incoming Contacts Received by the Customer Consultation Office	Number of inquiries by telephone, e-mail, letters, and other means

Breakdown of incoming contacts (SEKISUI CHEMICAL)



Indicator	Calculation Method
Breakdown of incoming contacts	Incoming contacts are recorded on Insider Net and categorized as follows: ・General inquiries: Questions about SEKISUI CHEMICAL Group product specifications, how to use products, construction methods, stores selling the products, and services such as repairs ・Complaints and dissatisfaction: Incidents in which customers expressed their dissatisfaction or lodged complaints concerning SEKISUI CHEMICAL Group products or services ・Compliments: Calls during which praise was received for satisfaction with SEKISUI CHEMICAL Group's products or services ・Requests/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 Note: Insider Net: A SEKISUI CHEMICAL Group intranet site on which details of incoming contacts to the Customer Consultation Office are released in real-time.

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

The ratio of SEKISUI CHEMICAL Group production sites that have acquired ISO-9001 or other similar certifications is 99%.

Housing Company (integrated certification)

Housing Company (integrated certification)
- Development Division
- Residential Stock Business Management Division
- Housing Renovation R&D Department Technology & CS Division
- Management Strategy Division Purchasing Department
- Sekisui Global Trading Co., Ltd.
- Administrative Management Division Information Systems Department
- Hokkaido Sekisui Heim Industry Co., Ltd.
- Hoppou Jyubunka Institute 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 Heim Industry Co., Ltd. Head Office
  - Supply Division Technology Department

Sekisui Board Co., Ltd.

Corporate Headquarters

SEKISUI CHEMICAL Co., Ltd. New Business Development Department LB Business Group
Sekisui Medical Co., Ltd. (Headquarters)
Sekisui Diagnostics, LLC.
Sekisui Diagnostics, LLC San Diego
Sekisui Diagnostics, LLC P.E.I. Inc.
Sekisui Diagnostics (UK) Ltd.
Veredus Laboratories Pte. Ltd.
Sekisui Medical Technology (China) Ltd.
Sekisui Medical Technology (Suzhou) Co., Ltd.

Urban Infrastructure & Environmental Products Company

SEKISUI CHEMICAL Co., Ltd. Shiga-Ritto Plant
SEKISUI CHEMICAL Co., Ltd. Gunma Plant
Shikoku Sekisui Industry Co., Ltd.
Kyushu Sekisui Industry Co., Ltd.
Sekisui Aqua Systems Co., Ltd.
Chiba Sekisui Industry Co., Ltd.
Sekisui Home Techno Co., Ltd.
Sekisui Chemical Hokkaido Co., Ltd.
Toto Sekisui Co., Ltd. Ota Plant
Yamanashi Sekisui Co., Ltd.
TOKUYAMA SEKISUI CO., LTD. Pipe Material Factory
Sekisui SoflanWiz Co., Ltd.
NIPPON INSIEK CO., LTD.
SEKISUI ESLON B.V.
Sekisui Chemical G.m.b.H.
Sekisui Rib Loc Australia Pty. Ltd.
Sekisui (Wuxi) Plastics Technology Co., Ltd.
Sekisui Industrial Piping Co., Ltd.
SEKISUI SPECIALTY CHEMICALS (THAILAND) CO., LTD.
SAND L SPECIALTY POLYMERS CO., LTD.

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.
Sekisui Chemical Co., Ltd. Tsukuba Site / IM Project
Sekisui Polymatech Co., Ltd
Sekisui Seikei 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 BS
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 Youngbo HPP (Wuxi) Co., Ltd.
Sekisui Specialty Chemicals America, LLC.
- Calvert City Plant

Sekisui Specialty Chemicals America, LLC.
- Pasadena Plant

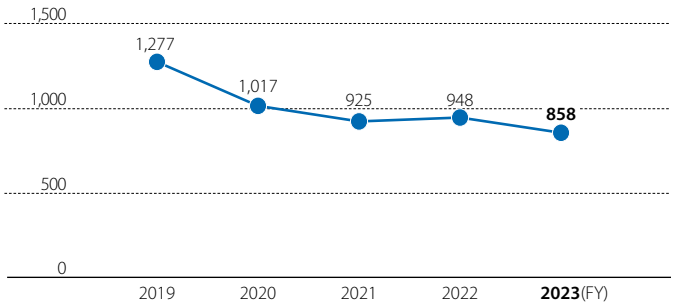
Sekisui Specialty Chemicals America, LLC.
- Dallas HQ

Sekisui Specialty Chemicals Europe, S.L.
- Tarragona Plant

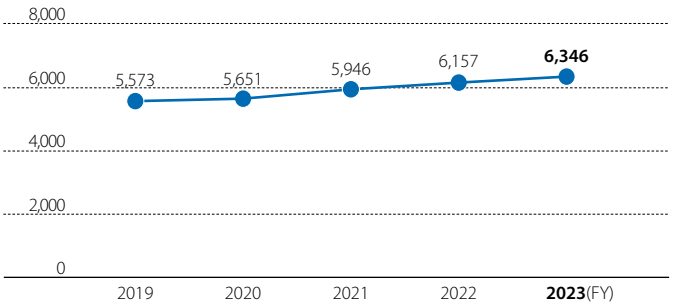
SEKISUI DLJM MOLDING PVT LTD- CHENNAI-1
SEKISUI DLJM MOLDING PVT LTD- CHENNAI-2
SEKISUI DLJM MOLDING PVT. LTD GR. NOIDA
SEKISUI DLJM MOLDING PVT. LTD TAPUKARA
SEKISUI DLJM MOLDING PVT LTD GUJARAT
SEKISUI POLYMATECH (THAILAND) Co., Ltd.
PT. SEKISUI POLYMATECH INDONESIA
Sekisui Polymatech (Shanghai) Co., Ltd.
SEKISUI POLYMATECH EUROPE B.V.
SEKISUI AEROSPACE CORPORATION
SEKISUI KYDEX, LLC.

Intellectual Property Management (Number of Patent Application Filings, Number of Patents Held, etc.)

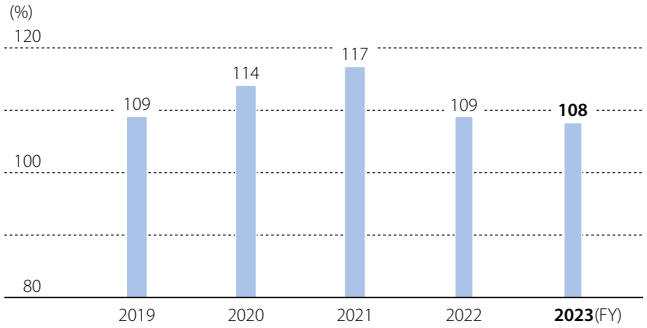
Number of Patent Application Filings



Number of Patents Held



Patent Asset Index™ growth rate

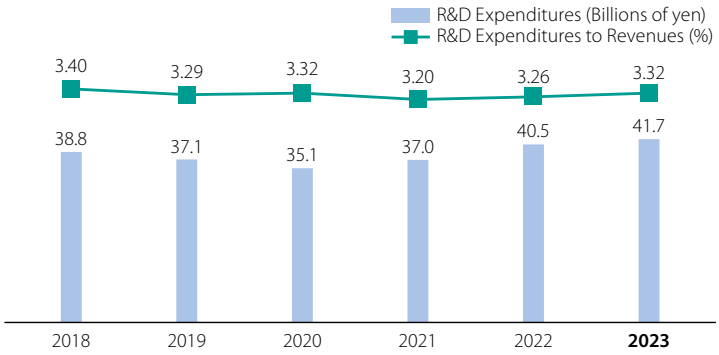


Note 1: Growth rate based on 2018 Patent Asset Index™ data, calculated using LexisNexis' PatentSight® patent analysis tool.

Note 2: The Patent Asset Index™ is a comprehensive evaluation index of patents that multiplies the technical value calculated based on the number of citations and the market value calculated based on the country of application for each patent with valid legal status, and adds them together to show the asset value of the patent.

Innovation (R&D Expenditures)

R&D Expenditures / R&D Expenditures to Revenues



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Corporate website https://www.sekisuichemical.com/

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E-mail: communication_esg@sekisui.com

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