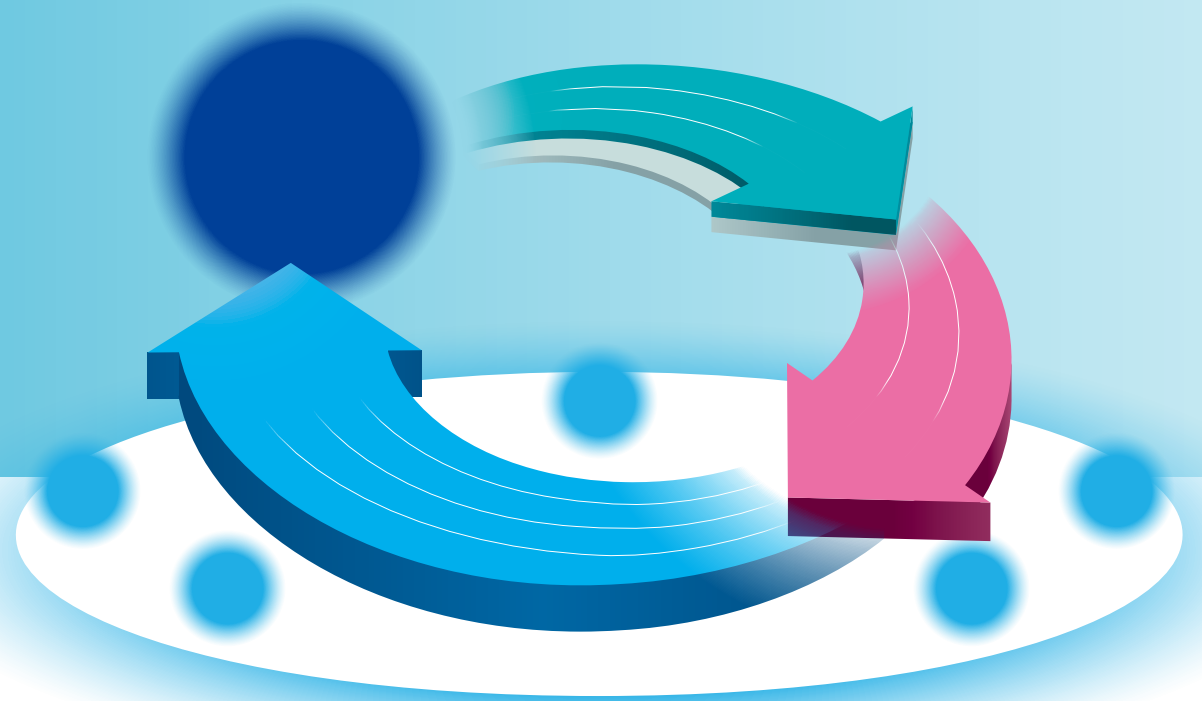


SUSTAINABILITY REPORT 2026

PERFORMANCE DATA BOOK





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Key ESG Management Issues (Materiality) and KPIs, and Management Indicators

Current Medium-term Management Plan (FY2023-2025)

		KPIs	Final Fiscal Year (FY2025) Targets of the Current Medium-term Management Plan	FY2025 Results
Outputs	Products to Enhance Sustainability	Net sales of Products to Enhance Sustainability	Over ¥1,000 billion	1,016 billion yen ^{*1}
		Net sales of Products to Enhance Sustainability that are categorized as Premium Framing	— ^{*2}	546 billion yen
Key Issues (Materiality)	Improvement of confidence (reduction of capital costs)	Governance (Internal Control)	■ Number of serious incidents in the 5 fields ^{*3}	0
			Safety: Incidences of injuries attributable to machines and equipment ^{*4}	0
			Quality: Events to increase the level of CS & Quality	4 times per year
			Accounting: Rate of sales coverage of new ERP introduction companies	37% (excluding housing (number of companies: 7 in Japan)) ^{*5}
			Accounting: Percentage of new ERP introduction companies that automatically prepare consolidated financial accounting formats	100% (new ERP introduction companies)
			Legal/Ethical: Deployment rate of important rules at overseas Group companies	100%
			Legal/Ethical: Number of regions where internal whistle-blowing systems have been established at overseas Group companies	All overseas regions (10 regions)
			Information Management: Recovery time following detection	3 business days
			Information Management: Deployment of Overseas CSIRT ^{*6}	Completion of deployment across all regions
	Cultivation of growth expectations (accelerate strategic innovation)	DX	■ Net sales per direct/indirect employee	FY2030: Indirect productivity 43% increase; direct productivity 30% increase (compared with FY2019)
			Development status and deployment progress toward the construction of global standard operations and system models	Start of renewal and deployment of the global management foundation; realization of the business transformation we are aiming for (introduction locations)
			Progress status of measures aimed at purchasing indirect materials (deployment/utilization plan)	Realization of favorable purchasing through centralized purchasing and start of overseas expansion
			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
			Status of progress of initiatives to secure human resources that employ digital tools and data to generate benefits	Continuous acquisition of DX promotion human resources
			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
		Environment	■ Climate change: GHG emissions reduction rate (Scope 1 + 2) ^{*7} (compared with FY2019)	-36% (compared with FY2019)
			Climate change: Renewable energy ratio of purchased electricity	70%
			■ Resource recycling: Recycling rate for waste plastic materials (Japan)	Japan: 65% (Overseas: 69%)
			Resource recycling: Reduction rate of amount of waste generated per unit of production	+10.0% (compared with FY2022)
			Water-related risks: Reduction rate of water intake volume at production sites ^{*8} which use large quantities of water	-10% (compared with FY2016)

*1 Net sales of Products to Enhance Sustainability through FY2025 include net sales of equity-method affiliates.

*2 Undisclosed.

*3 The 5 fields refer to Safety, Quality, Accounting, Legal/Ethical, and Information Management. Cases that meet the criteria for significant incidents within the Company and have been publicly disclosed.

*4 Injuries attributable to machines and equipment: Injuries directly inflicted on a person due to the energy of machines and equipment in operation at a plant, or the accumulated energy thereof.

*5 Targets revised due to the postponement of Enterprise Resource Planning (ERP) implementation.

*6 Computer Security Incident Response Team, or CSIRT. A general term for specialized teams that receive reports, conduct surveys, and enact response measures related to computer security incidents at companies and other organizations.

*7 Scope 2 is calculated according to a market-based method.

*8 In FY2018, two sites were selected whose water intake accounts for 15% or more of the total water intake of all production sites globally.

			KPIs	Final Fiscal Year (FY2025) Targets of the Current Medium-term Management Plan	FY2025 Results
Key Issues (Materiality)	Cultivation of growth expectations (accelerate strategic innovation)	Human Capital ^{*9}	■ Challenge action rate ^{*10}	60%	62%
			■ Rate of successor candidate preparation ^{*11}	100%	104%
			■ Retention rate ^{*12}	Maintain/Improve from previous fiscal year	98.4%
			Engagement score ^{*13}	Maintain/Improve from previous fiscal year	138
			Training hours ^{*14}	10 hours	8.3 hours
			Specialty Positions fulfillment ratio ^{*15}	100%	73.3%
			Ratio of women in core positions	5%	5.7%
			Recruitment ratio of women	35%	31.7%
			Gender wage gap ^{*16}	Maintain/Improve from previous fiscal year	71.8%
			Percentage of male employees taking childcare leave	75%	93.3%
			Employment ratio of people with disabilities ^{*17}	2.5% (above the legally stipulated ratio)	2.7%
			Total working hours ^{*18}	Less than 2,000 hours/year	1,944 hours
			Rate of long-term leave due to mental health problems ^{*19}	1.00%	1.25%
			Added-value productivity ^{*20}	Maintain/Improve from previous fiscal year	163.3%
		Innovation	■ Incidence of open innovation	— ^{*2}	— ^{*2}

^{*9} The indicators other than challenge action rate, rate of successor candidate preparation, engagement score, rate of long-term leave due to mental health problems, and added-value productivity disclose the targets and actual values of Sekisui Chemical alone.

^{*10} A questionnaire was conducted to survey whether the employees expressed challenge action toward the realization of the long-term vision

^{*11} Number of succession candidates for G1 posts (business leaders in the highest posts) ÷ number of available posts
Succession candidates for G1 posts are appointed by the Human Resources Committee.

^{*12} $(1 - (\text{Number of retirees in a year} \div \text{number of employees as of April 1 of that fiscal year})) \times 100$
The number of retirees does not include those whose contract period has expired, those who have become executives, those who have retired at retirement age, or those who have transferred within the Group. The number of employees as of April 1 of that fiscal year includes only those employed without a fixed term.

^{*13} The index representing the ratio of employees who averaged 4.5 points or more when answering 6 engagement-related behavior questions (6 points max.), with the fiscal 2019 results set at 100

^{*14} Number of hours for training per employee during the fiscal year
This is an aggregation of the training hours registered in the relevant systems (the number of training types that can be managed in company-wide shared systems having been expanded, beginning in fiscal 2025)

^{*15} Number of specialty domains with Specialty Position personnel assigned ÷ total number of specialty domains

^{*16} The gap in wages is due to the composition of workforce (including age and certification) and is not due to the personnel system
Calculation formula: $\text{Average annual wage of women} \div \text{Average annual wage of men}$
Scope of aggregation: All employees (full-time employees, part-time employees, and fixed-term employees) are included.
Full-time employees: Includes those seconded from the Company to other companies
Part-time or fixed-term employees: Includes contract employees, temporary employees, and part-time employees
Scope of wages: Excludes commuting allowances, etc.

^{*17} In accordance with the report on the employment status of persons with disabilities. (Reference date: June 1, 2025)

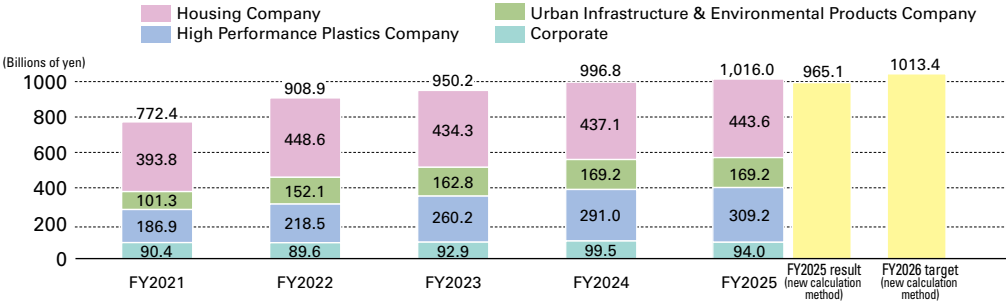
^{*18} Prescribed working hours (7.5 hours) + overtime hours - paid leave hours taken

^{*19} The ratio of employees who took more than one month of leave due to mental health issues in that year

^{*20} $\text{Value added (operating profit} + \text{depreciation} + \text{labor costs)} [\text{result}] \div \text{Human capital cost (labor costs} + \text{welfare expenses} + \text{hiring expenses} + \text{training expenses)} [\text{investment}]$

Products to Enhance Sustainability

Net Sales*1 of Products to Enhance Sustainability



Note 1: Medical business is included in Corporate.
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.

Indicator	Calculation Method
Net Sales of Products to Enhance Sustainability*1	Net sales of Products to Enhance Sustainability = Net sales of products internally certified as Products to Enhance Sustainability

*1 Net sales of Products to Enhance Sustainability through FY2025 include net sales of equity-method affiliates.
From FY2026, we have revised the calculation method to prioritize consistency with the consolidated financial statements (hereinafter, the “new calculation method”). To align the scope of net sales of Products to Enhance Sustainability with the scope of consolidation in the consolidated financial statements, net sales of equity-method affiliates are not included. Due to this change, net sales of Products to Enhance Sustainability for FY2025 under the new calculation method were 965.1 billion yen.
Note that net sales of Products to Enhance Sustainability under the new calculation method are not subject to third-party assurance.

Number of Products to Enhance Sustainability Newly Registered

FY2021	FY2022	FY2023	FY2024	FY2025	2026 (Number of registrations as of the end of March 2026)
28 cases	18 cases	11 cases	9 cases	5 cases	214 cases

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 Research & Development 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 CO., LTD.
Kyushu Sekisui Industry Co., Ltd.
Nara Sekisui Co., Ltd.
Yamanashi Sekisui Co., Ltd.
Sekisui SoflanWiz Co., Ltd.
[Sekisui SoflanWiz Co., Ltd. Iwaki Plant,
Atsugi Plant, Akashi Plant, R&D Division]
Sekisui Home Techno Co., Ltd.
Sekisui Specialty Chemicals (Thailand) Co., Ltd.
S and L Specialty Polymers Co., Ltd.
Sekisui Esilon B.V.
Sekisui Rib Loc Australia Pty. Ltd.
Sekisui Industrial Piping Co., Ltd.
Sekisui (Wuxi) Plastics Technology Co., Ltd.
TOKUYAMA SEKISUI CO., LTD.
TOKUYAMA SEKISUI 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 Company, 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 America, LLC.
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 Voltek, LLC. Coldwater Plant
Thai Sekisui Foam Co., Ltd.
Sekisui Pilon Pty. Ltd.
Youngbo Chemical Co., Ltd.
Sekisui Youngbo HPP (Wuxi) Co., Ltd.
Sekisui Specialty Chemicals America, LLC. Pasadena Plant
Sekisui Specialty Chemicals America, LLC. Calvert City Plant
Sekisui Specialty Chemicals Europe, S.L.
Sekisui Polymatech Europe B.V.

Sekisui Polymatech (Thailand) Co., Ltd.
Sekisui Polymatech (Shanghai) Co., Ltd.
Sekisui DLJM Molding Private Ltd. Greater Noida Plant, Tapukara Plant, Chennai Plant, Chennai 2 Plant, Gujarat Plant
Sekisui KYDEX, LLC. Bloomsburg Plant
Sekisui KYDEX, LLC. Holland Plant
Sekisui Aerospace Corporation Orange City Operations
PT. Polymatech Indonesia

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 (Ami Site)
Sekisui Medical Co., Ltd. Tokuyama Plant
Sekisui Medical Co., Ltd. Drug Development Solutions Center
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: Relevant departments on the website may be encompassed, even without explicit reference.
[]: Organizations in brackets are included in the scope of certification.
* The SEKISUI CHEMICAL CO., LTD. Tsukuba R&D Site and R&D Center share a single certification.

Indicator	Calculation Method
Number of EMS-certified business sites	Number of business sites that have received external EMS certification External EMS certification: ISO 14001
The proportion of all production sites and research facilities within SEKISUI CHEMICAL Group that have received external EMS certification	Ratio of business sites with external EMS certification to the entire SEKISUI CHEMICAL Group = Number of production sites and research institutes with external EMS certification ÷ Total number of production sites and research facilities in the SEKISUI CHEMICAL Group

Environmental Medium- to Long-term Plan and FY2025 Results

(The Environmental Medium-term Plan, SEKISUI Environment Sustainability Plan: EXTEND, covers FY2023-2025)

✓: FY2025 target achieved
x : FY2025 target not achieved

Item		Goals	Level Setting Guidelines	Indicator	Base year	FY2025 Result	Self-evaluation	FY2025 Targets	FY2030 Targets	FY2050 Targets	Scope					
											Japan Production Sites	Research Facilities	Domestic 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 Environment Sustainability Index Rate of return to natural and social capital	—	145%	✓	Holding steady at 100% or more	Holding steady at 100% or more	Holding steady 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	—	1,016.0 billion yen	✓	Over 1,000 billion 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	FY2020 55.3 billion yen	111.6 billion yen	✓	1.7 times (94.0 billion yen)	2 times or more (110.6 billion yen)	All products						
				Net sales of products not derived from fossil fuels and using recycled materials	FY2019 3 billion yen	46.8 billion yen	✓	40 billion yen	100 billion yen	—						
Impact reduction	GHG	Promote decarbonization Zero GHG emissions	The Paris Agreement 1.5°C target / Realization of a decarbonized society	GHG emissions reduction rate (Scope 1 + 2)	FY2019	-45.2%	✓	-36%	-50%	-100%	✓	✓	✓	✓	✓	
				GHG emissions reduction rate (Scope 1)	FY2019	-11.7%	×	-12%	-13%	-100%	✓	✓	✓	✓	✓	
				Renewable energy ratio of purchased electricity	—	72.4%	✓	70%	100%	Total power consumption including co-generation 100%	✓	✓	✓	✓	✓	
	Reducing 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	+3.4%	×	-3%	—	—	✓			✓		
	Resource recycling	Promotion of resource recycling (particularly carbon)	Realization of a resource recycling society	Reduction rate of the amount of waste generated per unit of production	FY2022	+10.0%	×	-3%	—	Realization of a Circular Economy	✓			✓		
			Issue of marine plastics	Recycling rate for waste plastic materials	—	Japan: 70.0% (Overseas: 68.6%)	✓	Japan: 65% (Overseas: 69%)	100%	100%	✓	✓		✓		
			Reduction of resource use in offices	Reduction rate of copier paper use per person	FY2022	-14.4%	✓	-3%	—	Realization of 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	-6.4%	×	-12%	—	Realization of a Circular Economy						✓
	Water-related risk	Impact on businesses from water-related risks minimization	Enabling of sustainable operations	Implementation of initiatives to minimize the business impact of water-related risks specific to five sites in Japan and overseas	—	Initiatives are being implemented at 4 locations	×	Efforts 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	-5.9%	×	-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	-21.8%	✓	-10% over a 3-year period	—	—	✓					
	Ecosystem	Ecosystem impact	Biodiversity conservation	“JBIB Land Use Score Card” evaluation points	FY2022	+3.5 points	✓	+3 points over a 3-year period	Promote ecosystem friendliness at all business sites	Maintain ecosystem friendliness at all business sites	✓	✓				
		Minimize risks of ecosystem degradation														

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 FY2013 and have employed this method since FY2014. Since FY2017, 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 FY2020, 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.

Results of Calculation

SEKISUI Environment Sustainability Index calculations based on FY2025 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 145.2%, confirming that the return to natural and social capital was maintained at 100% or higher.

Trends in the rate of return are analyzed as follows.

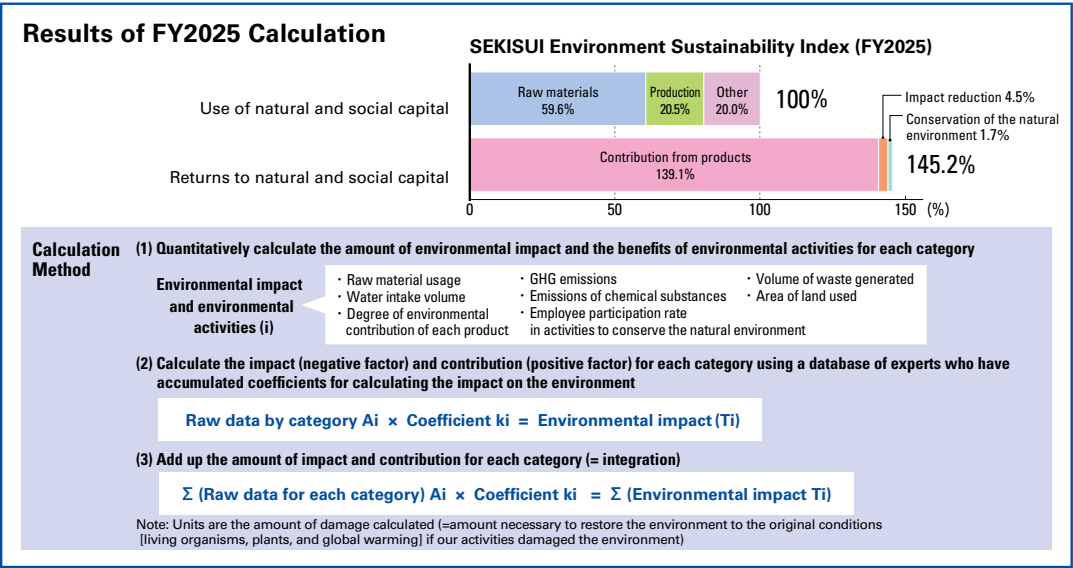
1. Use (impact) of natural and social capital:
A reduction in the impact from raw material factors is considered to have been made, such as through improved resource efficiency and decreased production volumes for certain products.

2. Returns to natural and social capital (contributions):
Returns (contributions) from Products to Enhance Sustainability have increased in value more than ever before, driven by a renewed recognition of the effects that ZEH homes have on extending healthy life expectancy.

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 100% or higher.

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 ver 2.3 has been upgraded to ver 3.1 in the calculation system MiLCA, which uses LIME2 to calculate the rate of return. We have been using the upgraded MiLCA ver 3.1 since FY2023. (MiLCA ver 2.3 was used until FY2022.)

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 of the MiLCA 3.1 upgrades. From FY2023 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.

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: Using LIME2 (Life-cycle Impact Assessment Method based on Endpoint Modeling, version 2, developed by Professor Itsubo of Waseda University and others), covering all four protection targets defined by LIME2, we conduct impact assessments for each of climate change, plant biomass, biodiversity, and social assets, and convert them 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, amount of contribution from environmental conservation activities, environment-related donations, mega-solar 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).
	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 metric ton per year or more of substances covered under PRTR are included in the calculation. <Overseas> Not included - Manufacturing / Land maintenance: Domestic sites 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, 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. Other: 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 relevant 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 the relevant 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 Environment Sustainability Index	- Contribution from products: (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 CO₂ 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 was 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 53.2% of sales 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 the relevant 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 CO₂ (1.1 t-CO₂ / 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, 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 CO₂ basis

Environmental Accounting

Summation period	April 1, 2025 to March 31, 2026
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. · The environmental conservation effects of physical quantity are shown in environmental performance data disclosed in each chapter.

Environmental Conservation Costs

(Unit: Millions of yen)

Item		FY2021		FY2022		FY2023		FY2024		FY2025	
Classification	Description of main activities	Costs	Investment amounts	Costs	Investment amounts	Costs	Investment amounts	Costs	Investment amounts	Costs	Investment amounts
1. Costs within business areas	(1) Pollution prevention costs	1,058	202	1,118	226	856	227	853	308	897	1,213
	(2) Countermeasures against global warming	120	921	138	528	176	729	158	1,128	119	740
	(3) Resource recycling costs	6,668	246	5,095	394	4,931	339	3,607	197	3,735	111
2. Upstream/downstream costs	Cost increases due to recycling of products such as those manufactured and sold, greener purchasing, etc.	109	28	161	0	145	0	134	36	106	4
3. Administrative costs	Environmental education, EMS certification, running costs for green action organization, information disclosure, etc.	2,206	1	1,624	2	1,588	2	1,683	5	1,760	5
4. Research & development costs	Research and development on environmental conservation	15,009	813	16,128	760	6,528	8	6,505	16	6,647	107
5. Social activities costs	Social contributions, etc.	78	0	128	0	152	0	129	92	73	14
6. Environmental damage costs	Nature restoration, etc.	57	5	63	8	44	0	0	1	18	48
Total		25,306	2,216	24,455	1,918	14,420	1,306	13,070	1,782	13,355	2,241

Substantive Economic Effects of Environmental Conservation Measures

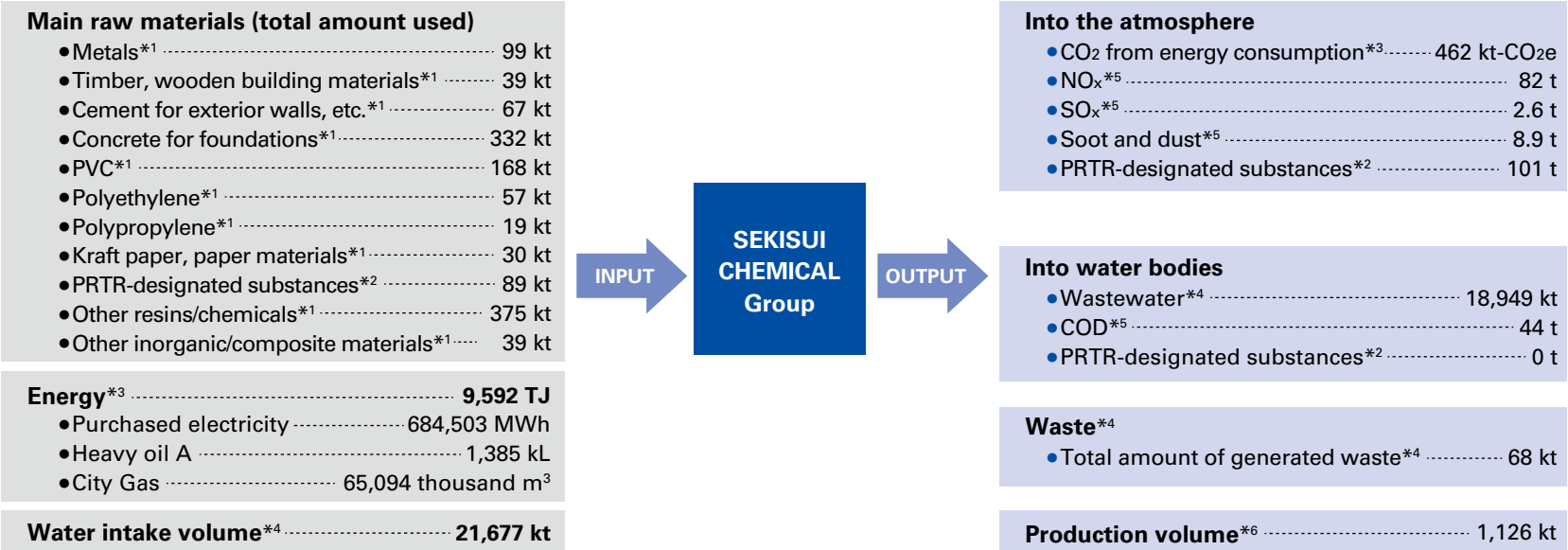
(Unit: Millions of yen)

Description of effects		FY2021	FY2022	FY2023	FY2024	FY2025	Remarks
Revenue	(1) Profit on sales of valuable waste resources	139	116	127	138	157	Profit on sales of valuable waste resources from promotion of waste segregation and recycling
	(2) Revenues from sale of electricity	334	348	338	314	304	Revenues from sale of electricity generated by mega-solar facilities
Cost savings	(3) Cost savings through energy-saving activities	256	420	591	596	705	Including savings through utilization of co-generation
	(4) Cost savings through waste-reduction activities, etc.	463	522	284	261	327	Reductions through optimization, reuse, and zero emissions activities
Total		1,191	1,407	1,340	1,309	1,492	

Material Balance

SEKISUI CHEMICAL Group releases information on the resources and energy used in its business activities (input) and on the substances that have an environmental impact generated by those activities (output).

Material Balance (Japan and Overseas Total)
FY2025 Result



*1 The aggregation scope includes the company-wide shared procurement system and the managed procurement systems for the major businesses of each company, excluding the Medical Business.

*2 Production sites and research facilities in Japan

*3 Production sites, research facilities, and offices both inside Japan and overseas

*4 Production sites, research facilities

*5 Production and research facilities in Japan that are required to conduct regular measurement under laws, ordinances, and agreements

*6 Production sites

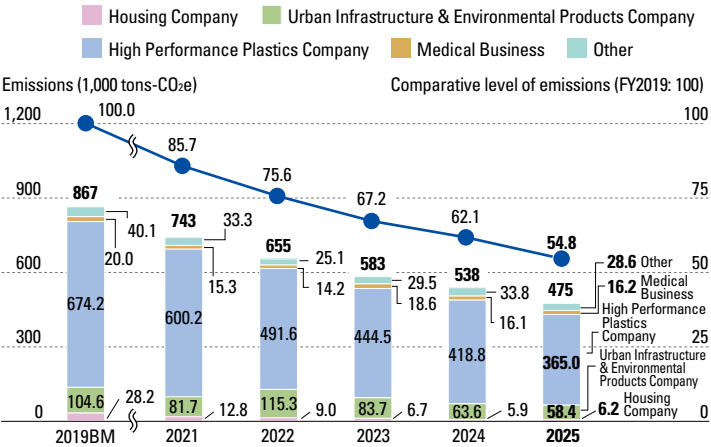
Climate Change

Note 1: GHG emissions quantification is subject to uncertainty when measuring activity data, determining emission factors, and considering scientific uncertainty inherent in the Global Warming Potentials.

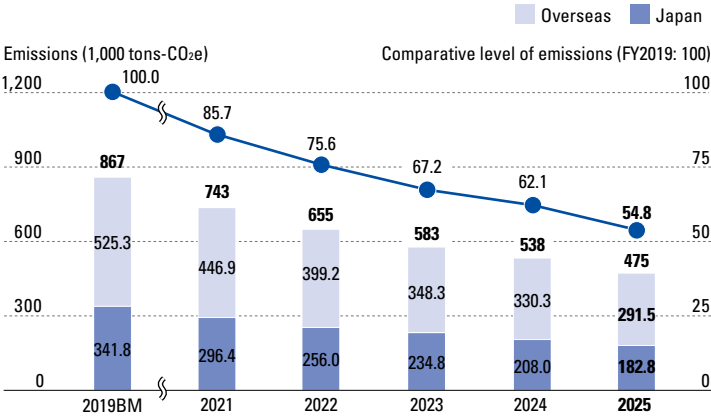
Note 2: In line with a change in the control of certain businesses in the UIEP and HPP companies implemented from October 2022, the data for FY2022 of both companies is collated as if the change in control had been initiated from the beginning of FY2022.

Note 3: Scope 2 emissions are calculated based on the market-based method unless otherwise specified.

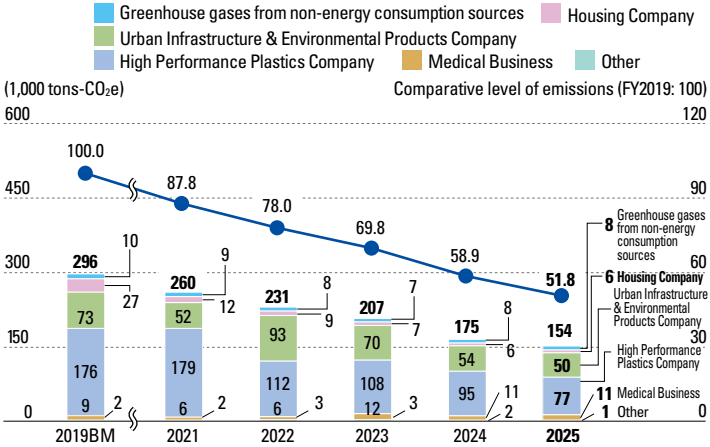
Scope 1+2 (By Divisional Company)



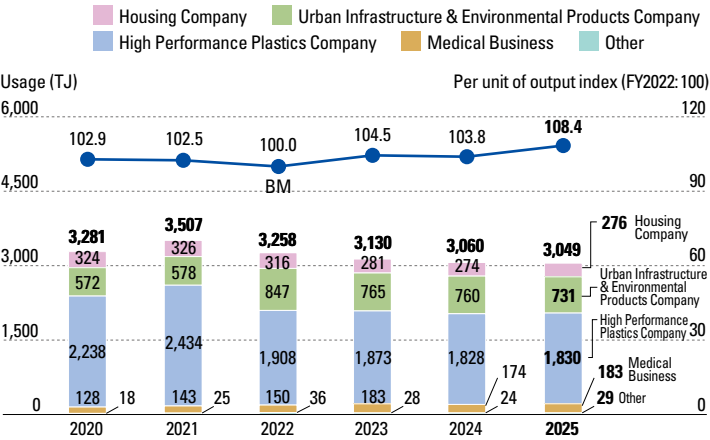
Scope 1+2 (Japan and Overseas)



Greenhouse Gas (GHG) Emissions during Manufacturing / Japan
(Boundary of Aggregation: Production Sites in Japan)

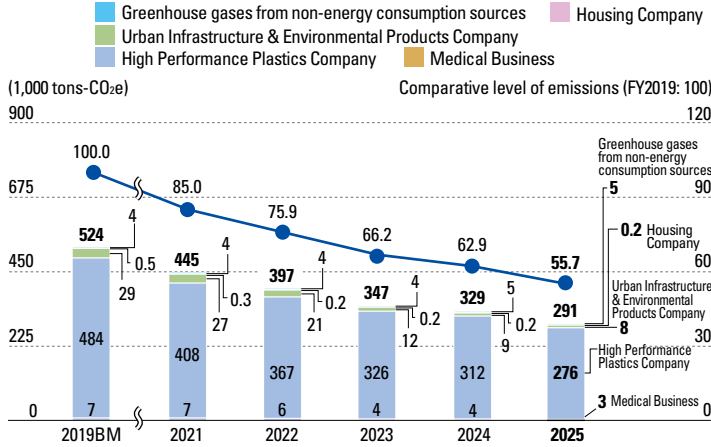


Energy Use and per Unit of Production* (Index) during Manufacturing / Japan
(Boundary of Aggregation: Production Sites in Japan)

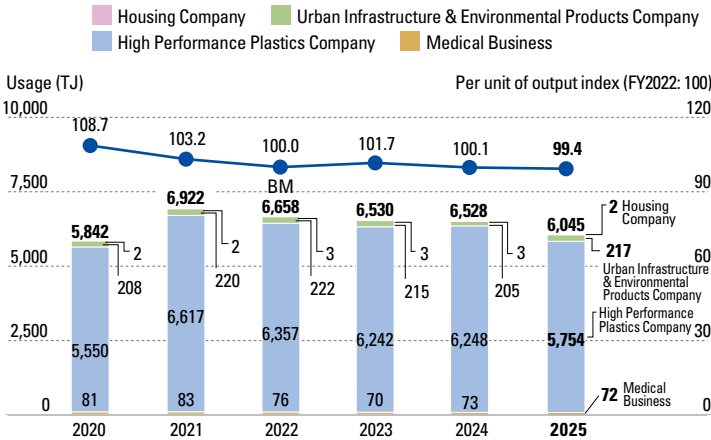


* Energy consumption per unit of production weight
* The boundary of aggregation for energy consumption and intensity (index) during production excludes institutes and offices.

Greenhouse Gas (GHG) Emissions during Manufacturing / Overseas
(Boundary of Aggregation: Overseas Production Sites)

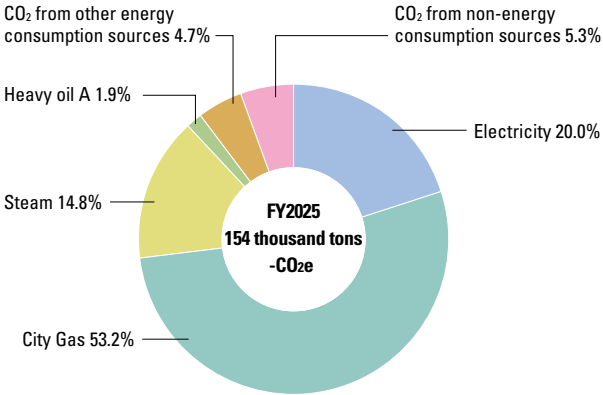


Energy Use and per Unit of Production* (Index) during Manufacturing / Overseas
(Boundary of Aggregation: Overseas Production Sites)

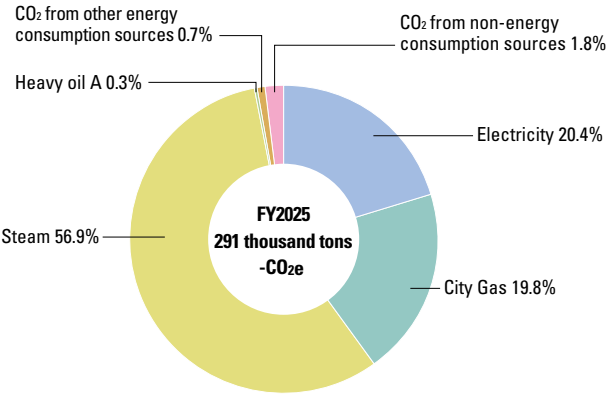


* Energy consumption per unit of production weight
* The boundary of aggregation for energy consumption and intensity (index) during production excludes offices.

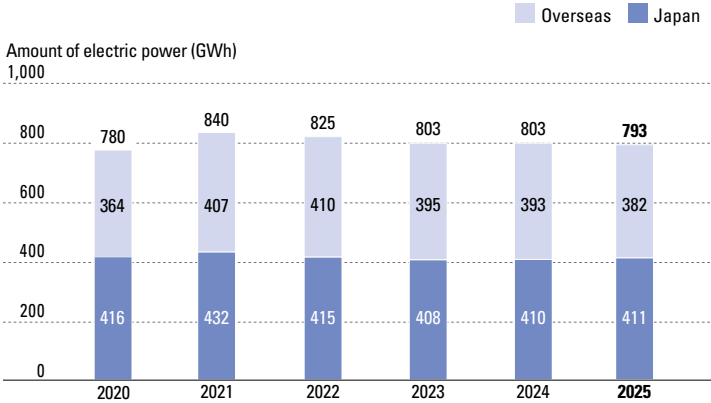
Breakdown of Greenhouse Gas (GHG) Emissions during Manufacturing / Japan
(Boundary of Aggregation: Production Sites in Japan)



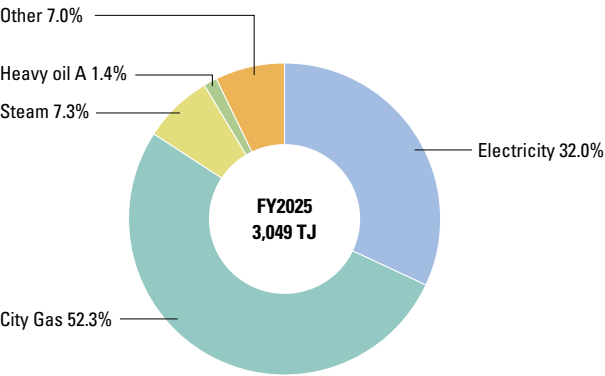
Breakdown of Greenhouse Gas (GHG) Emissions during Manufacturing / Overseas
(Boundary of Aggregation: Overseas Production Sites)



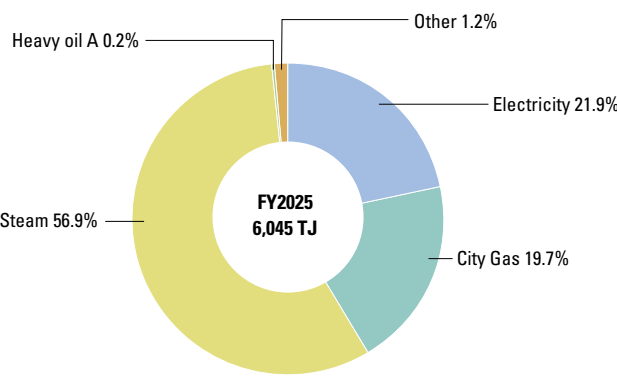
Electricity Consumption in Japan and Overseas



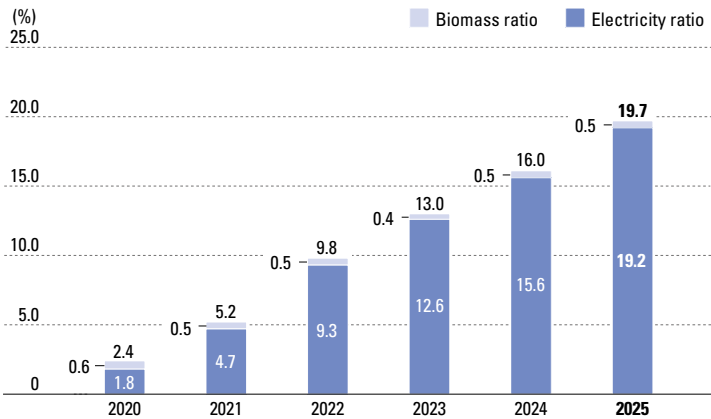
Breakdown of Energy Use during Manufacturing / Japan
(Boundary of Aggregation: Production Sites in Japan)



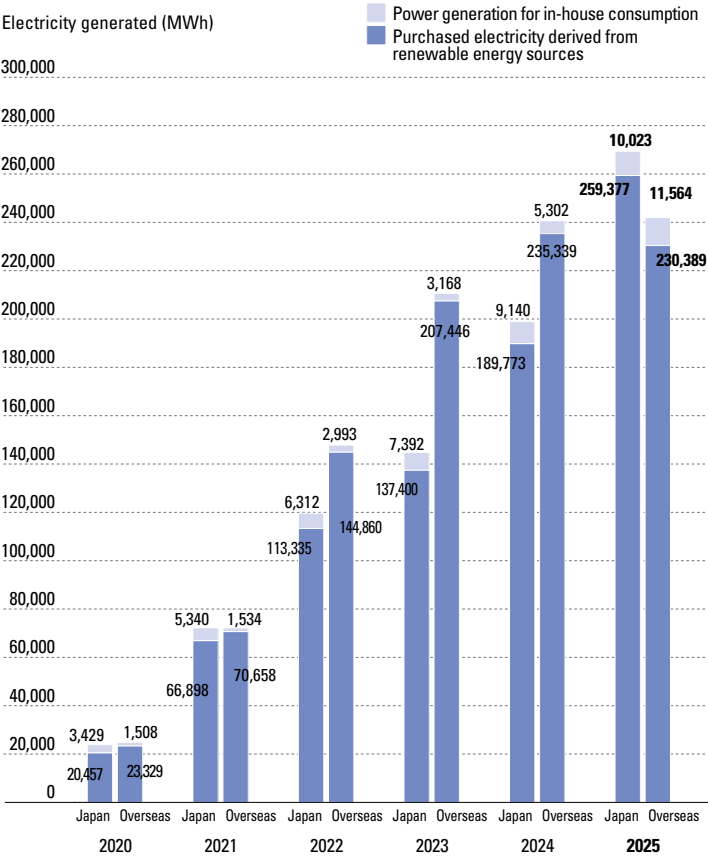
Breakdown of Energy Use during Manufacturing /Overseas
(Boundary of Aggregation: Overseas Production Sites)



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

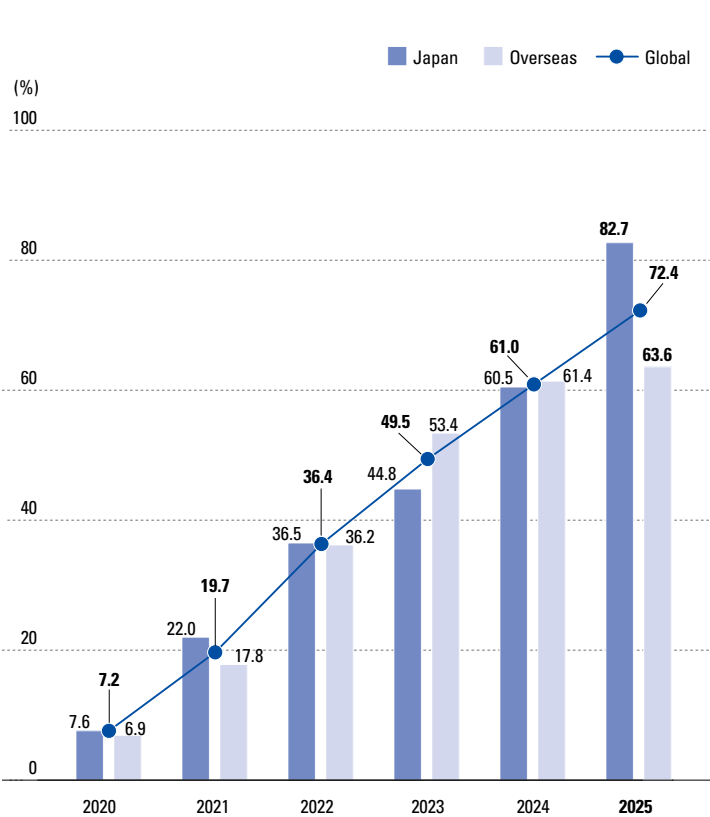


Amount of Power Generation for In-house Use, Amount of Purchased Electricity Derived from Renewable Energy Sources / Japan and Overseas
Note: Excluding Co-Generation



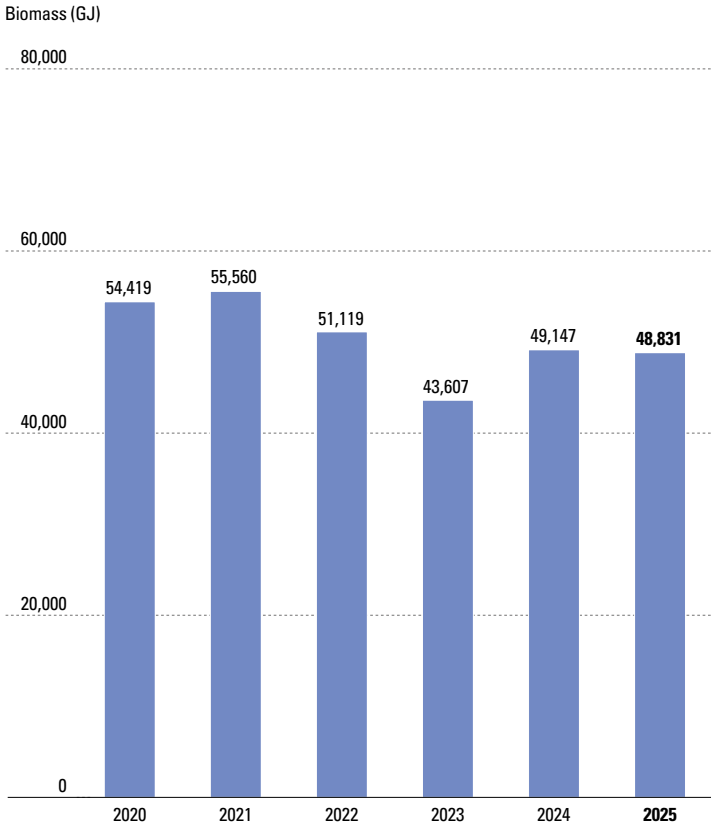
Emissions of Non-CO₂ Greenhouse Gases (Scope of Aggregation: Global Production, Laboratories)
In FY2025, GHG emissions other than CO₂ (CF₄, SF₆) were all zero.

Ratio of Electricity Derived from Renewable Energy Sources / Japan and Overseas
Note: Excluding Co-Generation

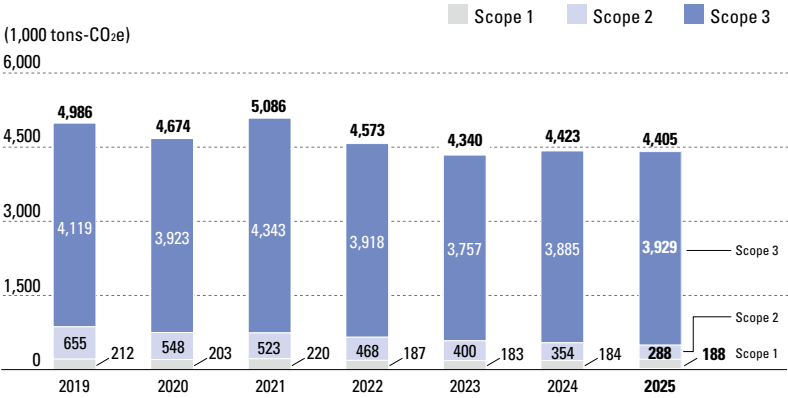


Indicator	Calculation Method
Energy Use	Energy use = Σ[amount of fuel used, amount of electricity purchased, amount of solar power generation for in-house use, and amount of steam purchased × unit calorific value] [Unit Calorific Value] Purchased Electricity: 3.60 MJ/kWh (Amount of solar power generation 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

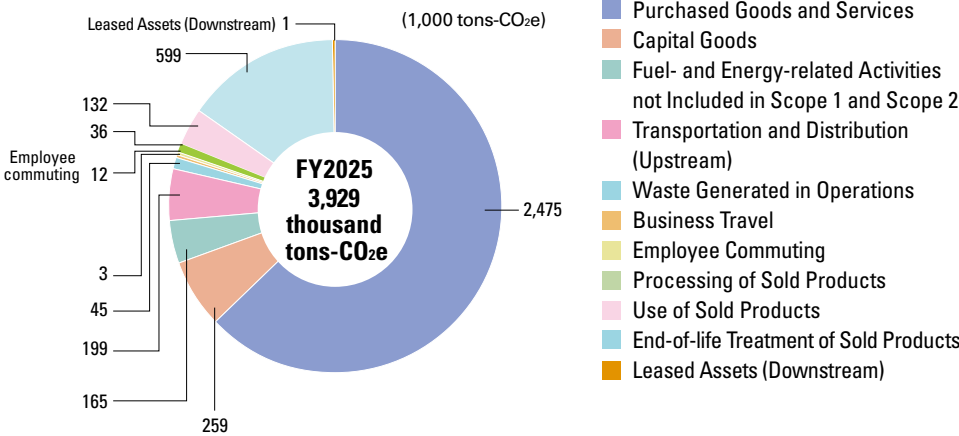
Woody Biomass Emissions



Greenhouse Gas Emissions throughout Our Entire Supply Chain



Scope 3 Breakdown by Category



Greenhouse Gas Emissions throughout Our Entire Supply Chain

				2019	2020	2021	2022	2023	2024	2025	
Scope 1				212	203	220	187	183	184	188	
Scope 2	Market-based			655	548	523	468	400	354	288	
	Location-based			—	—	—	—	559	566	516	
Scope 3	Upstream	Category 1	Purchased Goods and Services	2,352	2,282	2,445	2,205	2,339	2,092	2,475	
		Category 2	Capital Goods	96	80	74	113	112	475	259	
		Category 3	Fuel- and Energy-related Activities not Included in Scope 1 and Scope 2	127	198	226	220	230	227	165	
		Category 4	Transportation and Distribution (Upstream)	95	86	93	77	83	100	199	
		Category 5	Waste Generated in Operations	44	37	41	44	46	47	45	
		Category 6	Business Travel	24	7	6	23	37	41	3	
		Category 7	Employee Commuting	6	5	4	9	7	7	12	
	Downstream	Category 10	Processing of Sold Products	45	39	41	41	38	36	36	
		Category 11	Use of Sold Products	772	708	810	625	254	243	132	
		Category 12	End-of-life Treatment of Sold Products	558	481	601	559	610	615	599	
		Category 13	Leased Assets (Downstream)	2	1	1	2	1	1	1	
		Scope 3 Total			4,119	3,923	4,343	3,918	3,757	3,885	3,929
		Total *1			4,986	4,674	5,086	4,573	4,340	4,423	4,405

*1: Scope 2 is aggregated using market-based method.

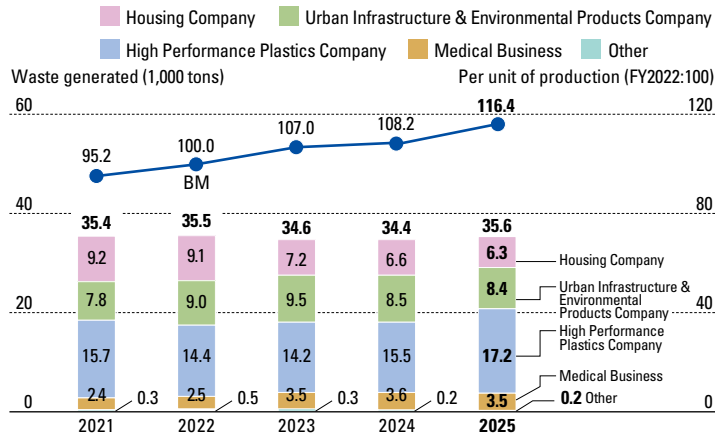
Scope 2 Standard	Calculation Method
Market-based	Calculate Scope 2 emissions based on supplier-specific emissions coefficient
Location-based	Calculate Scope 2 emissions based on publicly available emissions coefficient for specific regions

Indicator			Calculation Method	
Scope 1			CO2 emissions = Σ[amount of fuel used × CO2 emissions coefficient] + Non-energy-derived greenhouse gas emissions Non-energy-derived greenhouse gas emissions = Non-energy-derived CO2 emissions* + Σ[Emissions of greenhouse gases other than CO2 × Global Warming Potential] * Includes CO2 emissions from the combustion of fuels other than those specified under the “Act on Promotion of Global Warming Countermeasures” both in Japan and overseas [CO2 emissions coefficient] City Gas: 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 are calculated based on the Act on Promotion of Global Warming Countermeasures both in Japan and overseas.	
Scope 2			CO2 emissions = Σ[Purchased electricity volume and/or purchased steam volume × CO2 emissions coefficient] [Market-based CO2 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 emissions coefficients are set for each menu, the basic emissions 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 2025 Edition, EPA eGRID 2023 Revision 2. 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. [Location-based CO2 emissions coefficient] Purchased electricity and purchased steam: In Japan, substitute values from coefficients announced under the Act on Promotion of Global Warming Countermeasures are applied to the latest data at the start of each fiscal year. For overseas, based on IEA Emission Factors 2025 Edition, EPA eGRID 2023 Revision 2. Note: For offices, sites are classified into the head office, housing sales companies, and non-housing sales offices. Intensity is calculated from the actual data and the remainder is estimated. Note: For overseas offices, intensity is calculated from actual data, and the remainder is estimated.	
Scope 3	Upstream	Category 1	Purchased Goods and Services	CO2 emissions = Σ[(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 + estimated values for other raw materials) × emission coefficient (Inventory Database for Environmental Analysis (AIST-IDEA) Ver. 3.5.1 (the world's largest GHG emissions database developed by the National Institute of Advanced Industrial Science and Technology; hereinafter IDEA v. 3.5.1))]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. For FY2025, this has not been reflected due to data availability.
		Category 2	Capital Goods	CO2 emissions = Σ[the increase during the given fiscal year in buildings, structures, mechanical equipment, transport vehicles, tools, furniture and fixtures, and software in the schedule of changes in fixed assets × emissions coefficient (per unit emissions database for calculating organizational greenhouse gas emissions, etc., arising from supply chains (Ver. 3.6) (Ministry of the Environment and Ministry of the Economy, Trade and Industry))]
		Category 3	Fuel- and Energy-related Activities not Included in Scope 1 and Scope 2	CO2 emissions = Σ[(amount of fuel used, amount of electricity purchased, and amount of steam purchased) × emissions coefficient] The emissions coefficients used are as follows: For fuel, IDEA v. 3.5.1, for purchased electricity and steam, per unit emission database for calculating greenhouse gas emissions by organizations, etc., arising from supply chains (Ver. 3.6) (Ministry of the Environment and Ministry of the Economy, Trade and Industry). Applicable to production sites, laboratories, and offices both inside Japan and overseas.
		Category 4	Transportation and Distribution (Upstream) (Transportation of Major Raw Materials)	CO2 emissions = Σ[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. 3.5.1)] (Transportation distances for PVB, plasticizers, PVA, and PVC reflect actual transportation distances. Other transportation distances are calculated assuming that the transportation distance was a uniform 200 km)
			Transportation and Distribution (Upstream) (Transportation of Products)	The amount recorded as freight in the consolidated statement of income × emissions coefficient (per unit emissions database for calculating organizational greenhouse gas emissions, etc., arising from supply chains (Ver. 3.6) (Ministry of the Environment and Ministry of the Economy, Trade and Industry))
		Category 5	Waste Generated in Operations	CO2 emissions = Σ[amount of waste materials generated (by type) × emissions coefficient (IDEA v. 3.5.1)] Scope: Major production sites and research facilities in Japan and overseas.
		Category 6	Business Travel	CO2 emissions = number of Group employees × emissions coefficient (per unit emissions database for calculating organizational greenhouse gas emissions, etc., arising from supply chains (Ver. 3.6) (Ministry of the Environment and Ministry of the Economy, Trade and Industry))
		Category 7	Employee Commuting	CO2 emissions = Σ[number of employees per site × emissions coefficient (per unit emissions database for calculating organizational greenhouse gas emissions, etc., arising from supply chains (Ver. 3.6) (Ministry of the Environment and Ministry of the Economy, Trade and Industry))]
	Downstream	Category 10	Processing of Sold Products	CO2 emissions = Σ[production volume of relevant products × emissions coefficient at the time of processing the relevant products (IDEA v. 3.5.1)] Covers products for the automotive industry by Subsidiary companies in Japan and overseas.
		Category 11	Use of Sold Products	CO2 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 (2025).The electricity-based emissions coefficient employed is the emissions coefficient from the FY2025 report produced by the Act on Promotion of Global Warming Countermeasures reporting system (alternate value), equal to 0.416 tons-CO2/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. We also have been calculating the effect of reduction in energy used in residences built to ZEH specifications since FY2018.
		Category 12	End-of-life Treatment of Sold Products	CO2 emissions = Σ[amount of major raw materials used in the products sold during the relevant fiscal year × emissions coefficient (IDEA v. 3.5.1)] The calculation assumes that products sold during a given fiscal year are disposed of during the same fiscal year.
		Category 13	Leased Assets (Downstream)	Calculated for construction work carried out using machinery leased by SEKISUI CHEMICAL. CO2 emissions = Σ[relevant installation units × fuel usage per unit × CO2 emissions coefficient (emissions coefficient determined based on a system of greenhouse gas emission calculations, reports, and official disclosures)]

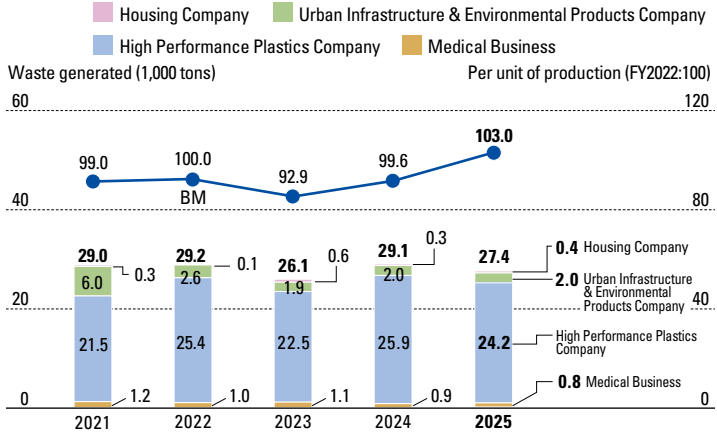
Realizing Resource Recycling

Waste Generated by Production Sites

Amount of Waste Generated by Production Sites*1, per Unit of Production*2 (Index) / Japan



Amount of Waste Generated by Production Sites*1, per Unit of Production*2 (Index) / Overseas

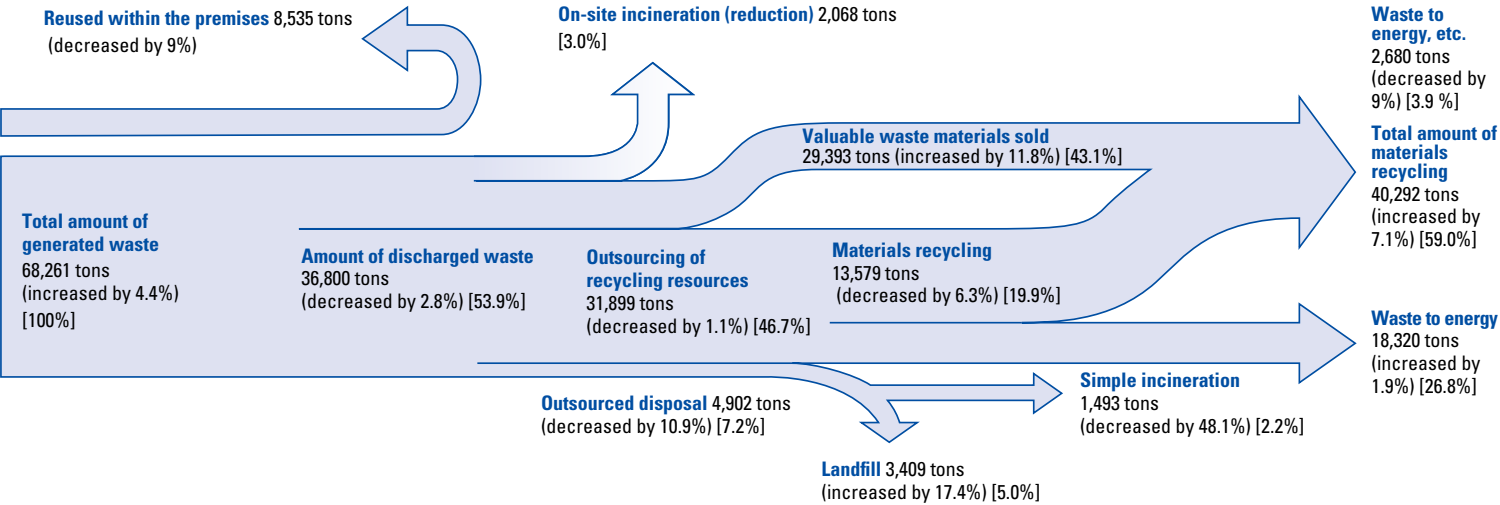


*1 Amount of waste generated: Limited to waste for which the production site is responsible. Prototypes and inventory disposal under the responsibility of divisional companies are not included.
In line with a change in the control of certain businesses in the UIEP and HPP companies implemented from October 2022, the data for FY2022 of both companies is collated as if the change in control had been initiated from the beginning of FY2022.
*2 Amount of waste generated per unit of production weight

Production Site Waste Generation and Disposal / Japan and Overseas

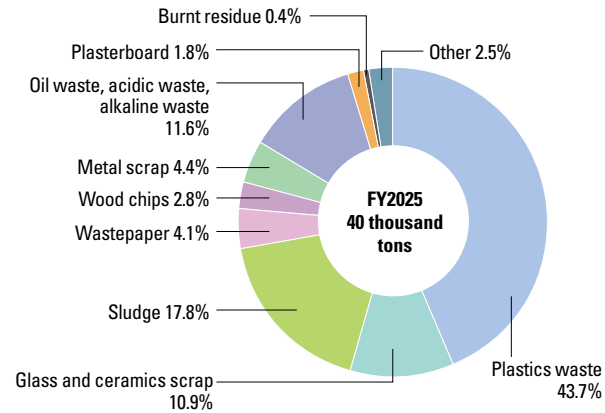
	Total amount of generated waste	Recycled Waste	Unrecycled Waste
FY2021	68,939	63,243	5,696
FY2022	71,179	63,139	8,040
FY2023	64,943	57,971	6,972
FY2024	67,716	60,797	6,919
FY2025	68,261	61,292	6,989

FY2025 Annual Production Site Waste Generation and Disposal / Japan and Overseas

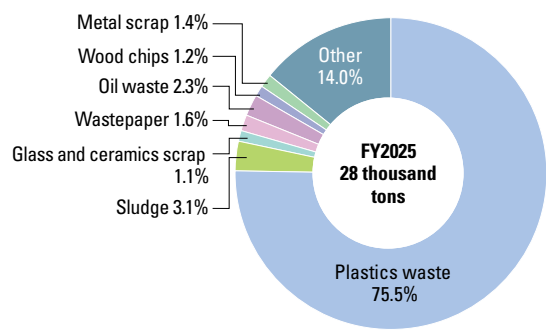


Note: Change over previous year is in () and proportion of total waste generation is in [].

Breakdown of Waste Generated at Production Sites / Japan

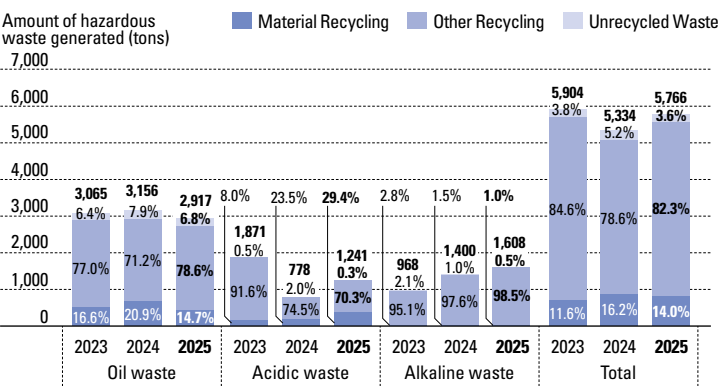


Breakdown of Waste Generated at Production Sites / Overseas



Indicator	Calculation Method
Amount of Waste Generated	Amount of waste generated = Amount of waste outsourced for disposal + Amount recycled (waste incinerated for energy recovery + waste recycled into 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, waste from the disposal of machinery and office equipment, etc., medical waste from medical treatment in in-house clinics

Amount of Hazardous Waste Generated / Recycling rate (Japan and Overseas) FY2025

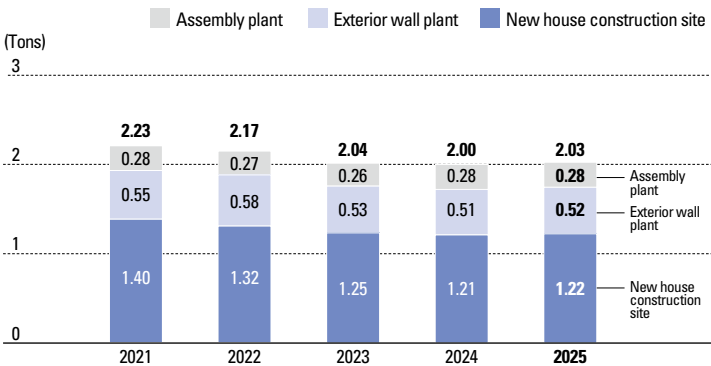


Indicator	Calculation Method
Amount of Hazardous Waste Generated and Recycling Rate	Recycling rate = Amount of recycled waste ÷ Amount of hazardous waste generated Hazardous substance: Oil waste, acidic waste, alkaline waste Recycling: Material recycling

* Because the definition of amount generated was revised, data have been restated retrospectively.

Waste generated on construction sites of new housing

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

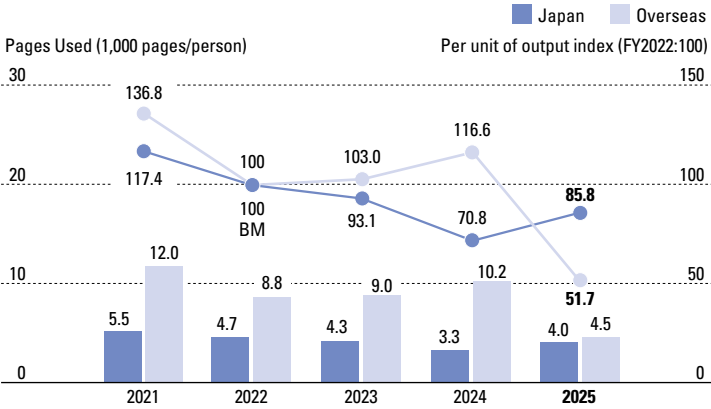


Indicator	Calculation Method
Amount of Waste Generated per Building	Amount of waste generated per building at new housing construction sites = Total amount of waste generated at new housing construction sites ÷ Number of new houses sold Note: Reference: Amount of waste generated during new housing construction = 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

* From FY2025, the measurement method has been changed at some sites.

● Waste generated in offices

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



Note: The scope has been revised, following the refinement of Japanese aggregation, effective from FY2024.

Indicator	Calculation Method
Amount of Copy Paper Used at Offices per Unit of Output	Amount of copy paper used at offices per unit= Amount of copy paper used at offices ÷ Number of office personnel

Disclosure of the Recycling Status of Waste Plastics in accordance with the Act on Promotion of Resource Circulation for Plastics
(Status of FY2025 Emissions and Recycling / Production sites and research facilities in 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)											
	Emissions (Tons)			Rate of recycling (%)			Rate of thermal recycling (%)			Rate of recycling (broad) (%)			Emissions (Tons)			Rate of recycling (%)			Rate of thermal recycling (%)			Rate of recycling (broad) (%)		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
SEKISUI CHEMICAL CO., LTD.	4,417	3,935	3,968	8.1	9.5	17.2	85.0	85.0	77.0	93.1	94.4	94.2	9,946	11,357	11,390	59.2	68.6	71.1	37.7	29.4	26.8	96.9	98.1	98.0
Hokkaido Sekisui Heim Industry Co., Ltd.	31	24	27	0.0	0.0	0.0	100.0	100.0	100.0	100.0	100.0	100.0	31	24	27	0.0	0.8	0.0	100.0	99.2	100.0	100.0	100.0	100.0
Tohoku Sekisui Heim Industry Co., Ltd.	17	45	30	0.0	0.0	1.1	100.0	100.0	98.9	100.0	100.0	100.0	31	61	34	45.1	26.7	12.9	54.9	73.3	87.1	100.0	100.0	100.0
Sekisui Heim Industry Co., Ltd.	316	246	226	1.8	6.5	7.8	97.3	93.5	92.2	99.2	100.0	100.0	430	382	383	16.2	30.4	45.4	83.2	69.6	54.6	99.4	100.0	100.0
Chushikoku Sekisui Heim Industry Co., Ltd.	54	67	55	0.0	0.0	0.0	100.0	100.0	100.0	100.0	100.0	100.0	57	71	61	5.1	5.9	10.2	94.9	94.1	89.8	100.0	100.0	100.0
Kyushu Sekisui Heim Industry Co., Ltd.	43	27	17	0.0	0.0	0.0	100.0	100.0	100.0	100.0	100.0	100.0	50	42	30	13.9	35.9	42.9	86.1	64.1	57.1	100.0	100.0	100.0
Sekisui Board Co., Ltd.	96	100	98	24.2	28.7	32.3	75.8	71.3	67.7	100.0	100.0	100.0	96	100	100	24.2	28.7	33.5	75.8	71.3	66.5	100.0	100.0	100.0
Higashinihon Sekisui Industry Co., Ltd.	1	1	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9	18	3	94.1	96.0	100.0	0.0	0.0	0.0	94.1	96.0	100.0
Nishinihon Sekisui Industry Co., Ltd.	181	208	172	0.4	0.3	0.3	99.6	99.7	99.7	100.0	100.0	100.0	181	208	173	0.4	0.3	1.4	99.6	99.7	98.6	100.0	100.0	100.0
Sekisui Chemical Hokkaido Co., Ltd.	285	304	394	74.5	87.5	91.6	25.5	12.5	8.4	100.0	100.0	100.0	309	314	394	76.5	87.9	91.6	23.5	12.1	8.4	100.0	100.0	100.0
Chiba Sekisui Industry Co., Ltd.	98	119	98	37.7	47.9	86.7	15.9	9.9	13.3	53.6	57.8	100.0	153	166	196	60.1	62.5	93.3	10.2	7.1	6.7	70.2	69.6	100.0
Toto Sekisui Co., Ltd.	311	228	189	0.0	0.0	0.0	92.0	86.9	69.6	92.0	86.9	69.6	806	688	660	61.5	66.9	71.4	35.4	28.8	19.9	96.9	95.7	91.3
Yamanashi Sekisui Co., Ltd.	158	131	78	86.5	84.3	84.0	13.5	15.7	16.0	100.0	100.0	100.0	464	340	334	95.4	94.0	96.3	4.6	6.0	3.7	100.0	100.0	100.0
Nara Sekisui Co., Ltd.	192	176	193	18.6	41.2	42.5	35.8	58.8	50.6	54.4	100.0	93.0	220	198	227	28.8	47.8	51.0	31.3	52.2	43.1	60.1	100.0	94.1
SHIKOKU SEKISUI CO., LTD.	14	5	56	0.0	0.0	0.0	100.0	100.0	100.0	100.0	100.0	100.0	307	212	278	95.3	97.5	79.7	4.7	2.5	20.3	100.0	100.0	100.0
Kyushu Sekisui Industry Co., Ltd.	107	88	85	70.1	60.6	3.3	29.9	39.4	41.1	100.0	100.0	44.4	507	457	552	93.7	92.4	85.1	6.3	7.6	6.3	100.0	100.0	91.4
Sekisui Techno Molding Co., Ltd.	71	64	86	42.5	44.0	37.1	56.1	55.1	62.9	98.6	99.1	100.0	598	487	660	87.5	84.4	84.1	12.4	15.5	15.9	99.8	99.9	100.0
Sekisui Fuller Company, Ltd.	90	94	127	0.0	0.0	0.0	84.9	90.7	78.2	84.9	90.7	78.2	145	142	216	38.1	34.0	41.1	52.6	59.9	46.1	90.7	93.9	87.1
Sekisui Medical Co., Ltd.	74	279	279	0.6	2.6	3.7	99.2	45.3	92.2	99.8	47.9	95.9	75	315	326	2.1	13.6	17.5	97.7	40.2	79.0	99.8	53.7	96.5
Sekisui Nano Coat Technology Co., Ltd.	88	76	46	0.0	0.0	0.0	100.0	100.0	100.0	100.0	100.0	100.0	88	77	65	0.0	1.2	30.2	100.0	98.8	69.8	100.0	100.0	100.0
TOKUYAMA SEKISUI CO.,LTD.	120	100	90	0.0	24.2	36.2	89.6	66.4	52.9	89.6	90.6	89.1	464	353	433	74.1	78.5	86.7	23.2	18.8	11.0	97.3	97.3	97.7
Sekisui Polymatech Co., Ltd.	229	181	178	0.0	0.0	0.0	98.7	99.2	100.0	98.7	99.2	100.0	229	181	178	0.0	0.0	0.0	98.7	99.2	100.0	98.7	99.2	100.0
Sekisui SoflanWiz Co., Ltd.	50	63	73	0.0	0.0	0.2	11.4	13.2	11.6	11.4	13.2	11.8	50	63	73	0.0	0.0	0.2	11.4	13.2	11.6	11.4	13.2	11.8
Sekisui Seikei Ltd.	152	103	97	11.7	0.0	6.0	80.9	93.7	82.0	92.6	93.7	88.1	986	1,093	933	86.4	90.5	90.2	12.4	8.9	8.5	98.9	99.4	98.8
Sekisui LB Tec Co., Ltd.	58	45	26	13.1	6.4	12.9	0.0	0.0	32.0	13.1	6.4	44.9	58	45	26	13.1	6.4	12.9	0.0	0.0	32.0	13.1	6.4	44.9
Research and Laboratory of Plastics Technology Co., Ltd.	6	8	9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6	8	9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Group Total	7,259	6,717	6,697	13.0	15.5	21.1	78.7	75.9	71.5	91.6	91.4	92.6	16,297	17,401	17,762	60.7	66.9	70.0	35.6	29.7	27.2	96.3	96.7	97.2

Rate of recycling: Mechanical recycling and chemical recycling Rate of recycling (broad): Mechanical recycling, chemical recycling, and thermal recycling

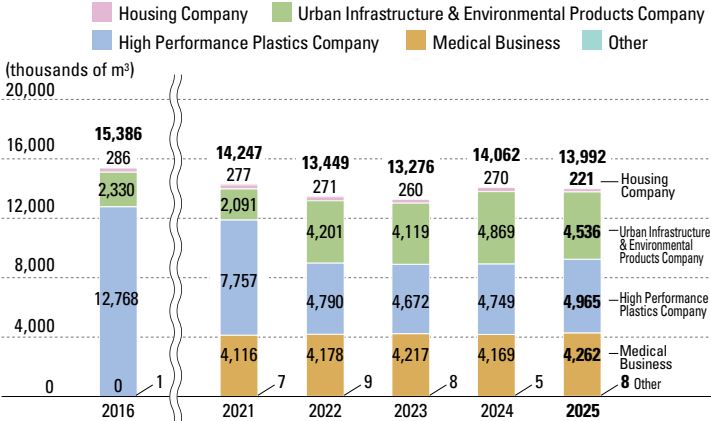
Reducing Water-related Risks

Examples of Initiatives to Minimize Water-related Risks and Criteria for Judging Minimization

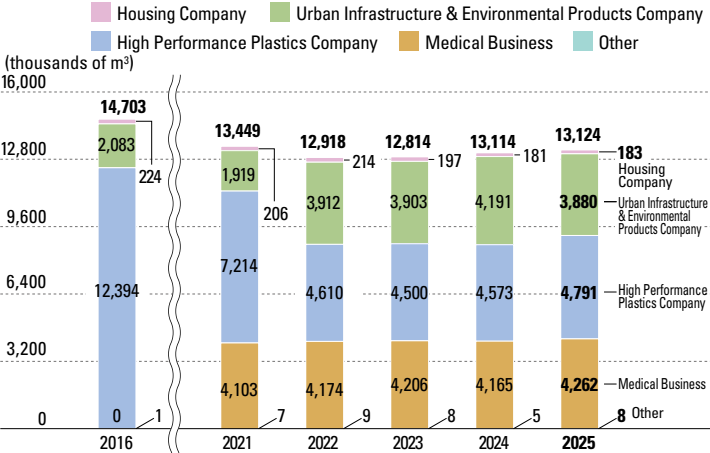
Business site		Business impact to be minimized	Example of initiative	Criterion for judging minimization	FY2025 Result
Japan	1	Risk of reduced production or suspended operations due to drought	Reuse of wastewater as production process water	Expansion (compared with FY2022)	+8.7t/hr
	2	Pressure on sales from wastewater treatment costs	Keep wastewater treatment costs from rising - Renovation of wastewater treatment equipment (optimizing treatment capacity) - Improvement of wastewater treatment capacity (introduction of a process in which microorganisms suited to treating persistent components become the dominant species) - Improved production efficiency through consolidated production (reducing water use and wastewater volume) - Use of sludge volume-reduction agents	Wastewater treatment costs at 1.0% or less of net sales	1.3%
Overseas	3	Pressure on sales from wastewater treatment costs	To prevent an increase in wastewater treatment costs, study whether to introduce hydrochloric acid waste fluid treatment equipment (confirming whether it is effective)	Complete the study on whether to introduce hydrochloric acid waste fluid treatment equipment (confirming whether it is effective)	Study completed. Decided to introduce hydrochloric acid waste fluid treatment equipment (installed in November 2025).
	4	Pressure on sales from water bills	Keep water bills from rising Monthly monitoring of water use / checking for water leaks	Water charges at 1.0% or less of net sales	0.9%

* 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

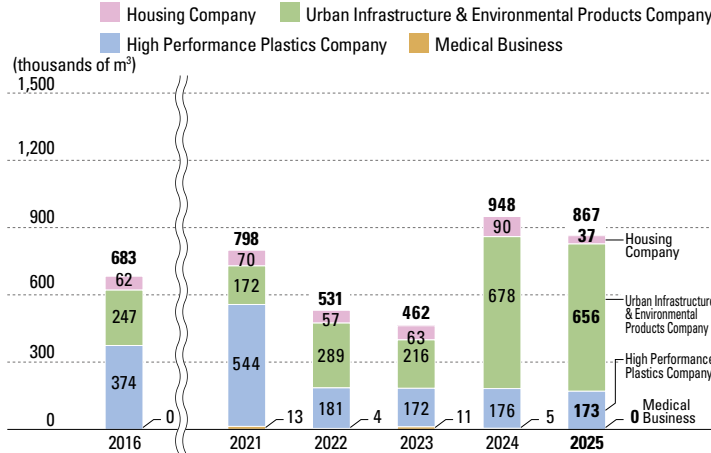


Wastewater Discharge at Production Sites / Japan



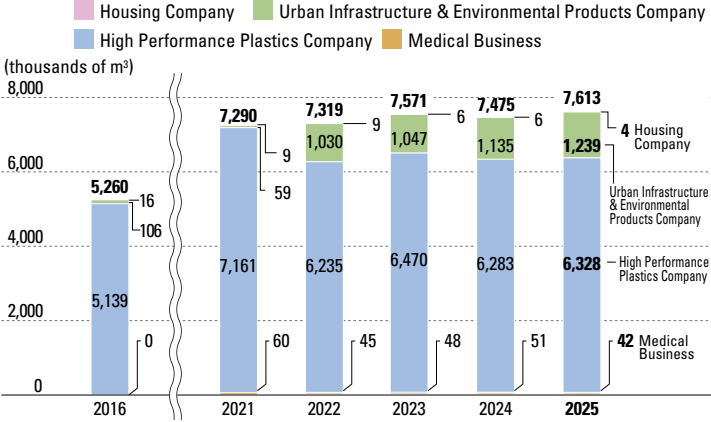
* Starting in FY2025, where wastewater volume exceeds water intake due to factors such as rainfall, the wastewater volume is adjusted to equal the water intake. Note that the total drainage volume when the FY2024 data is adjusted under the same conditions is 13,110 thousand m³.

Water Consumption at Production Sites / Japan

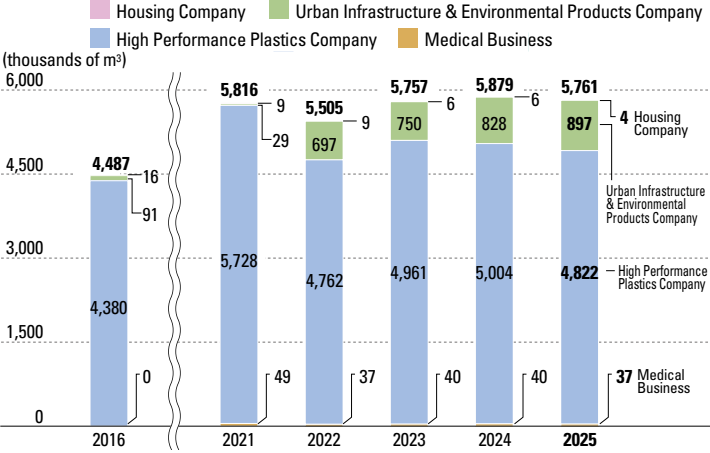


* Starting in FY2025, where wastewater volume exceeds water intake due to factors such as rainfall, the wastewater volume is adjusted to equal the water intake. Note that the total water consumption when the FY2024 data is adjusted under the same conditions is 952 thousand m³.

Water Intake Volume at Production Sites / Overseas

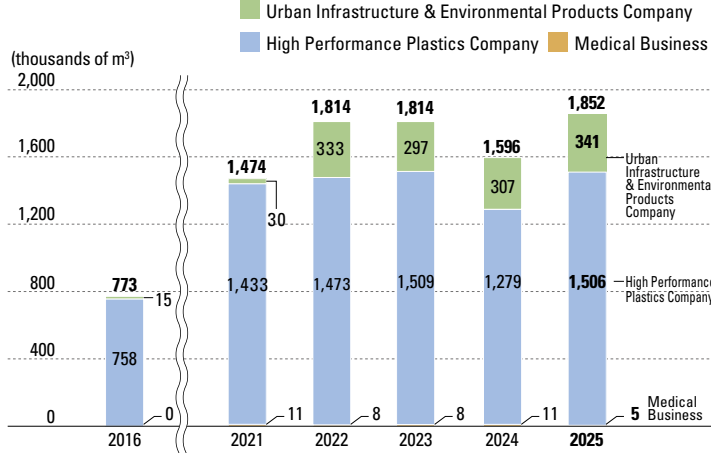


Wastewater Discharge at Production Sites / Overseas



* Starting in FY2025, where wastewater volume exceeds water intake due to factors such as rainfall, the wastewater volume is adjusted to equal the water intake. Note that the total drainage volume when the FY2024 data is adjusted under the same conditions is 5,879 thousand m³.

Water Consumption at Production Sites / Overseas



* Starting in FY2025, where wastewater volume exceeds water intake due to factors such as rainfall, the wastewater volume is adjusted to equal the water intake. Note that the total water consumption when the FY2024 data is adjusted under the same conditions is 1,596 thousand m³.

Water Intake Volume at Production Sites by Water Source (Unit: thousands of m³)

Water source	Regions	All regions						Areas in regions with water stress					
		2016	2021	2022	2023	2024	2025	2016	2021	2022	2023	2024	2025
Surface water	Japan	696	185	18	25	0	0	0	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0	0	0
	Asia / 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	696	185	18	25	0	0	0	0	0	0	0	0
Ground water	Japan	2,604	2,238	2,232	2,041	1,915	1,844	0	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0	0	0
	Asia / Oceania	103	132	125	116	109	105	25	24	29	116	109	105
	Europe	0	0	0	0	0	0	0	0	0	0	0	0
	North and Central America	4	5	21	12	80	25	0	0	0	8	78	25
	Total	2,710	2,375	2,378	2,169	2,104	1,974	25	24	29	125	187	131
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
	Asia / 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	11,824	11,199	11,210	12,147	12,148	0	0	0	0	0	0
	China	273	243	226	213	168	116	236	235	222	204	168	116
	Asia / Oceania	896	1,087	1,146	1,194	1,299	1,390	18	42	58	1,162	1,277	1,372
	Europe	1,943	2,527	2,603	2,705	2,873	2,935	1,857	2,444	2,527	2,679	2,843	2,905
	North and Central America	2,042	3,297	3,198	3,331	2,945	3,042	10	121	132	1,920	1,561	1,664
	Total	17,241	18,977	18,372	18,653	19,433	19,631	2,121	2,842	2,938	5,965	5,850	6,056
Total volume of water withdrawn	Japan	15,386	14,247	13,449	13,276	14,062	13,992	0	0	0	0	0	0
	China	273	243	226	213	168	116	236	235	222	204	168	116
	Asia / Oceania	999	1,219	1,271	1,310	1,408	1,495	44	65	86	1,279	1,387	1,477
	Europe	1,943	2,527	2,603	2,705	2,873	2,935	1,857	2,444	2,527	2,679	2,843	2,905
	North and Central America	2,046	3,301	3,219	3,343	3,025	3,067	10	121	132	1,928	1,639	1,689
	Total	20,646	21,537	20,768	20,847	21,537	21,605	2,146	2,866	2,967	6,090	6,037	6,187

* Third-party water: Water withdrawn from local government water suppliers (public water supply and industrial water supply)
* Share of water intake in regions where Baseline Water Stress is High or Extremely High, relative to total water intake: 28.6%

Wastewater Discharge at Production Sites by Discharge Destination

(Unit: thousands of m³)

Discharge destination	Regions	All regions						Areas in regions with water stress					
		2016	2021	2022	2023	2024	2025	2016	2021	2022	2023	2024	2025
Surface water	Japan	11,219	10,623	10,183	9,998	9,808	10,029	0	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0	0	0
	Asia / Oceania	22	13	16	15	21	18	2	1	2	15	21	18
	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	10,636	10,199	10,012	9,829	10,048	2	1	2	15	21	18
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
	Asia / 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	2,205	2,149	2,303	2,776	2,555	0	0	0	0	0	0
	China	0	0	0	0	0	0	0	0	0	0	0	0
	Asia / 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	2,205	2,149	2,303	2,776	2,555	0	0	0	0	0	0
Third-party water*	Japan	591	622	586	513	530	541	0	0	0	0	0	0
	China	272	233	218	205	161	71	235	226	214	198	161	71
	Asia / Oceania	679	881	860	908	992	1,043	26	37	36	888	980	1,032
	Europe	1,930	2,511	2,592	2,696	2,859	2,912	1,857	2,439	2,521	2,674	2,833	2,885
	North and Central America	1,585	2,177	1,819	1,934	1,847	1,716	9	62	73	704	605	586
	Total	5,057	6,424	6,075	6,256	6,388	6,283	2,127	2,764	2,844	4,464	4,579	4,575
Total volume of wastewater	Japan	14,703	13,449	12,918	12,814	13,114	13,124	0	0	0	0	0	0
	China	272	233	218	205	161	71	235	226	214	198	161	71
	Asia / Oceania	701	895	876	922	1,012	1,062	29	38	38	902	1,000	1,051
	Europe	1,930	2,511	2,592	2,696	2,859	2,912	1,857	2,439	2,521	2,674	2,833	2,885
	North and Central America	1,585	2,177	1,819	1,934	1,847	1,716	9	62	73	704	605	586
	Total	19,190	19,265	18,423	18,571	18,993	18,885	2,129	2,765	2,846	4,478	4,600	4,593

* Third-party water: Wastewater (sewer systems) discharged to wastewater treatment facilities operated by local governments, etc.
* Starting in FY2025, where wastewater volume exceeds water intake due to factors such as rainfall, the wastewater volume is adjusted to equal the water intake. In addition, the total wastewater volume for all regions when the FY2024 data is adjusted under the same conditions is 18,989 thousand m³. Furthermore, the total wastewater volume in regions with water stress is 4,600 thousand m³.

Water Consumption at Production Sites

(Unit: thousands of m³)

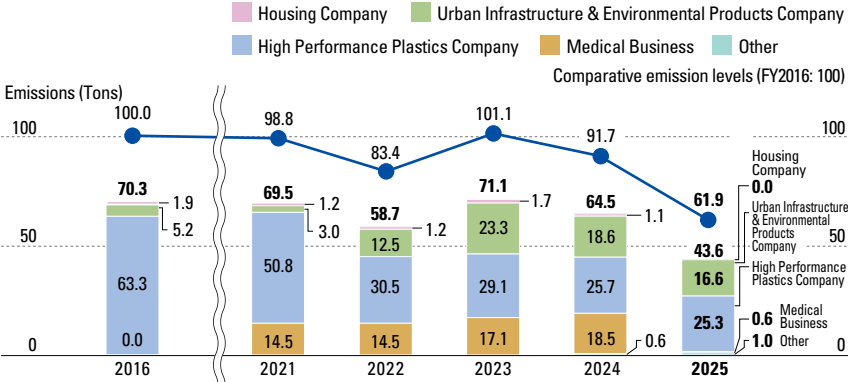
Regions	All regions						Areas in regions with water stress					
	2016	2021	2022	2023	2024	2025	2016	2021	2022	2023	2024	2025
Japan	683	798	531	462	948	867	0	0	0	0	0	0
China	1	9	8	8	7	44	1	9	8	6	7	44
Asia / Oceania	298	324	395	388	396	433	15	27	48	376	386	427
Europe	13	16	11	9	15	24	0	6	6	5	10	19
North and Central America	461	1,125	1,400	1,409	1,178	1,351	1	59	59	1,225	1,034	1,103
Total	1,456	2,272	2,345	2,276	2,544	2,720	17	101	121	1,612	1,437	1,594

* Starting in FY2025, where wastewater volume exceeds water intake due to factors such as rainfall, the wastewater volume is adjusted to equal the water intake. Note that the total water consumption for all regions when the FY2024 data is adjusted under the same conditions is 2,548 thousand m³. In addition, the total water consumption in regions with water stress is 1,437 thousand m³.

* Share of water consumption in regions where Baseline Water Stress is High or Extremely High, relative to total water consumption: 58.6%

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) (Including some figures that are based on estimates)
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



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

* Scope of aggregation for FY2025: Production sites and research facilities in Japan that are required to conduct regular measurement under laws, ordinances, and agreements (11 sites). Where measurement is required, the site is included in the aggregation regardless of whether the discharge destination is the sea, a river, a sewer system, or elsewhere.

* Up to FY2024, voluntarily measured values are also included. When the FY2024 data is adjusted under the same conditions as FY2025, the COD emissions will be 45.7 tons.

Addressing Biodiversity

Trends in Return Rates to Biodiversity and Plant Biomass (Unit: %)

	2017	2018	2019	2020	2021	2022	2023	2024	2025
Biodiversity aspects	38.3	39.4	43.1	40.8	49.7	38.0	30.5	29.6	35.8
Plant biomass aspects	35.0	35.1	34.9	38.2	41.0	67.8	50.4	57.2	70.5

Results from the “JBIB Land Use Score Card”

	FY2025
“JBIB Land Use Score Card”	Up 3.5 points (compared with FY2022)

Indicator	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.

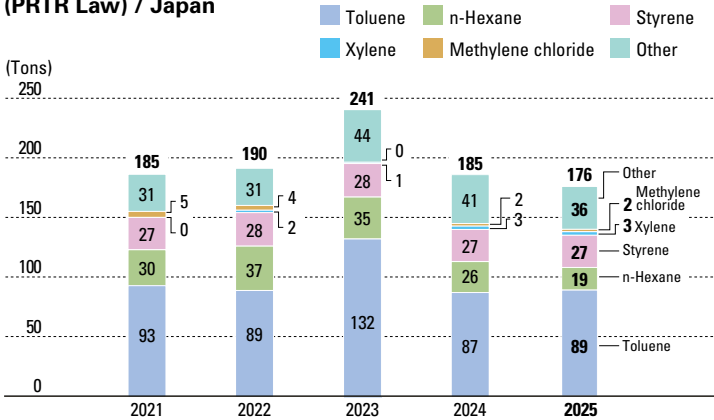
Chemical Substance Management

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, the data for FY2022 and earlier has not been retroactively revised.

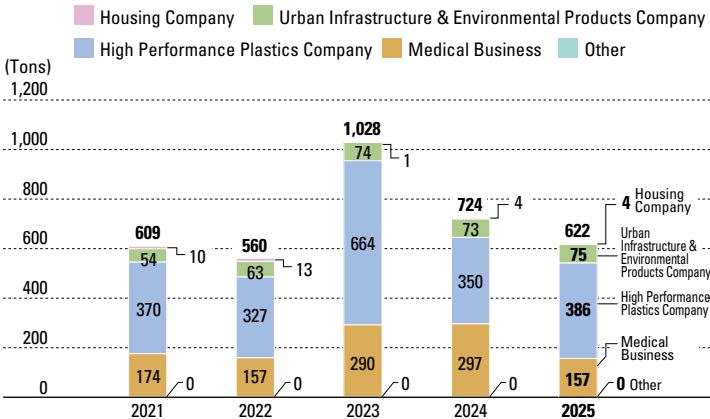
Amount of Chemical Substance Emission and Transfer (PRTR Law) / Japan



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

Indicator	Calculation Method
Chemical Substance 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 Amount transferred = Amount transferred to sewers + Amount transferred as waste material Scope: Covers production sites and research facilities in Japan

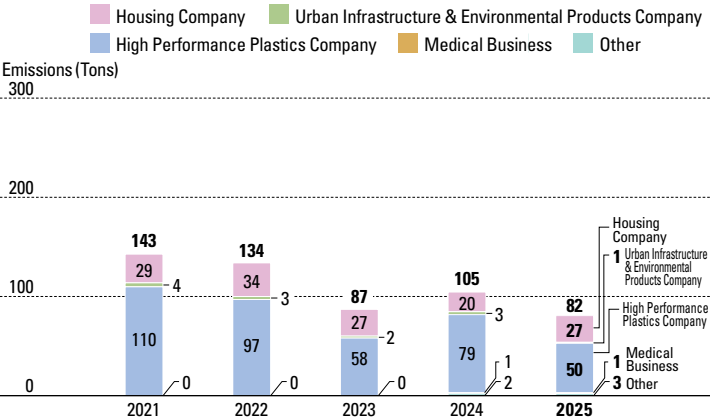
Discharge of Volatile Organic Compounds (VOCs) into the Atmosphere / Japan



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

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

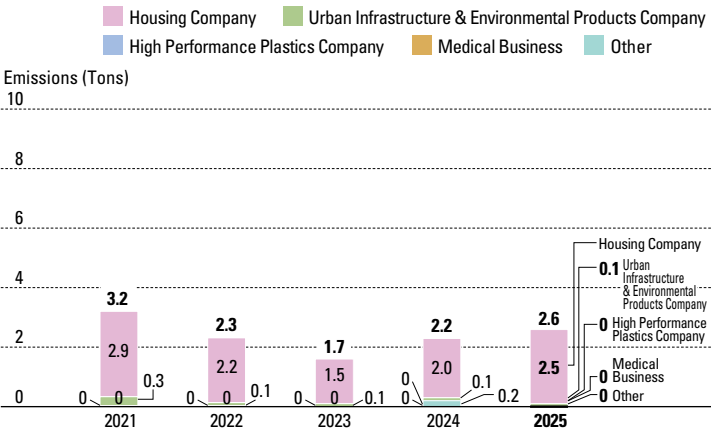
NO_x Emissions / Japan



Indicator	Calculation Method
NO _x Emissions	NO _x emissions = Σ(Amount of exhaust gas airflow per year × NO _x concentration × 46 / 22.4)

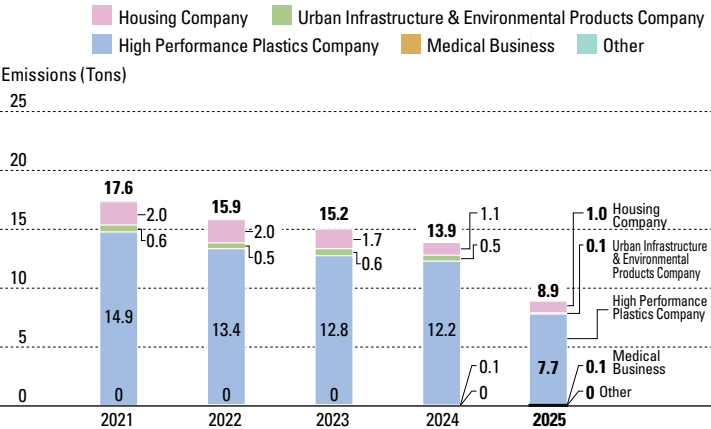
* Emissions have decreased in FY2025 due to a revision of the calculation method.

SO_x Emissions / Japan



Indicator	Calculation Method
SO _x Emissions	SO _x emissions = Σ(amount of exhaust gas airflow per year × SO _x concentration × 64 / 22.4)

Soot and dust Emissions / Japan



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

* Emissions have decreased in FY2025 due to a revision of the calculation method.

Human Capital - Strategy

Added-value productivity (SEKISUI CHEMICAL Group/Japan and Overseas)

	FY2023	FY2024	FY2025
Added-value productivity (%)	159.3	163.1	163.3

・ Value added (operating profit + depreciation + labor costs) [result] ÷ Human capital cost (labor costs + welfare expenses + hiring expenses + training expenses) [investment]

Fostering a Culture That Embraces Challenge

Challenge action rate (SEKISUI CHEMICAL Group/Japan and Overseas)

	FY2021	FY2022	FY2023	FY2024	FY2025
Challenge action rate (%)	51	47	48	56	62
Response rate (%)	62	81	88	89	90

・ A questionnaire was conducted to survey whether the employees expressed challenge action toward the realization of the long-term Vision
・ Including some unconsolidated subsidiaries and entities accounted for using the equity method

Intra-Group Job Postings Results

	FY2021	FY2022	FY2023	FY2024	FY2025
Number of postings	44	54	75	90	120
Number of people to be recruited	65	88	132	144	232
Number of applicants	236	188	188	178	239
Number of employee transfers	55	54	53	46	83

・The figures have been revised due to recalculation based on transfer dates, including FY2021 to FY2024.

Career Path Support Results (SEKISUI CHEMICAL)

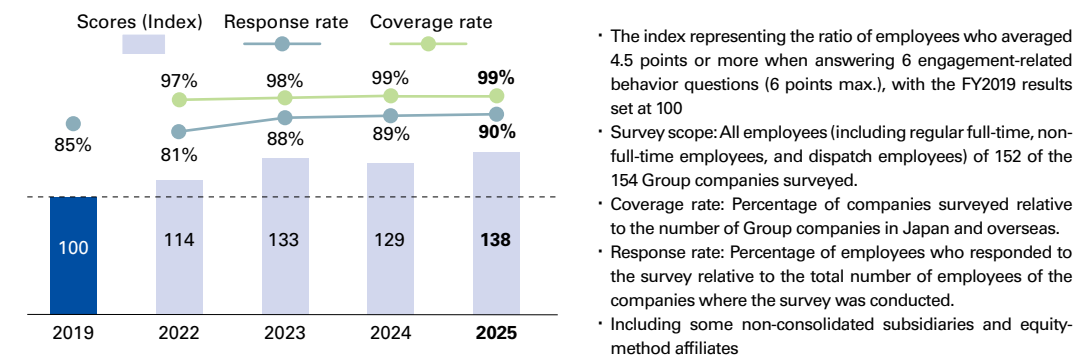
		FY2021	FY2022	FY2023	FY2024	FY2025
Number of employees who have changed career courses	Male (persons)	2	6	6	7	14
	Female (persons)	4	3	1	2	2
Number of employees who have converted to permanent, full-time employment	Male (persons)	4	3	0	0	1
	Female (persons)	10	11	4	6	4

Results of the Recruitment-Type Training Programs for Major Subsidiary Companies in Japan

Training name	FY2021	FY2022	FY2023	FY2024	FY2025
Number of participants in global engineer dispatch program	Not implemented*	Not implemented*	1	3	3
Innovation School (persons)	102	102	54	63	76

* No dispatch due to COVID-19 measures

Engagement Survey (SEKISUI CHEMICAL Group / Japan and Overseas)



Career Training Attendance Results (SEKISUI CHEMICAL)

Training name	FY2021	FY2022	FY2023	FY2024	FY2025
Career autonomy supervisor training (persons)	393	252	134	113	75
Career plan basic training (persons)	—	77	62	30	42
Newly appointed management career planning training (persons)	—	203	204	199	213
New employee career planning training (persons)	—	78	95	111	122

Achieving the Right Talent in the Right Position

Rate of Successor Candidate Preparation (SEKISUI CHEMICAL Group/Japan and Overseas)

	FY2021	FY2022	FY2023	FY2024	FY2025
Rate of successor candidate preparation (%)	50.5	67.7	92.4	88.1	104.1

・ Number of succession candidates for G1 posts (business leaders in the highest posts) ÷ number of available posts
Succession candidates for G1 posts are appointed by the Human Resources Committee.

Common Training Results (SEKISUI CHEMICAL Group/Japan)

	FY2021	FY2022	FY2023	FY2024	FY2025
Newly appointed manager training (persons)	199	213	210	185	222

Hours of Training per Full-time Employee (SEKISUI CHEMICAL)

	FY2021	FY2022	FY2023	FY2024	FY2025
Training hours (hours)	7.1	6.1	6.2	6.8	8.3

・ Number of hours for training per employee during the fiscal year
This is an aggregation of the training hours registered in the relevant systems (the number of training types that can be managed in company-wide shared systems having been expanded, beginning in FY2025)

Evaluator Training Results (SEKISUI CHEMICAL)

Training name	FY2021	FY2022	FY2023	FY2024	FY2025
Evaluator training (understanding the evaluation system) (persons)	941	75	164	121	84
Training to strengthen evaluation skills (1) (basic of evaluation + goal setting) (persons)	—	146	62	53	40
Training to strengthen evaluation skills (2) (daily management + interview training) (persons)	—	148	64	50	51

・ In FY2021, in line with the introduction of a new evaluation system, we widely conducted training on understanding the evaluation system.
・ 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 FY2022.

Specialty Positions fulfillment ratio (SEKISUI CHEMICAL Group/Japan and Overseas)

	FY2021	FY2022	FY2023	FY2024	FY2025
Number of specialized areas across the company (posts)	29	29	26	28	30
Number of specialized areas certified for Specialty positions (posts)	18	19	22	21	22
Specialty Positions fulfillment ratio* (%)	62.1	65.5	84.6	75.0	73.3
Number of Specialty Position personnel (persons)	38	39	39	41	43

* Number of specialty domains with Specialty Position personnel assigned ÷ total number of specialty domains

Number of Japanese Employees Stationed Overseas
(SEKISUI CHEMICAL Group) (FY2025)

Breakdown by region (persons)	
North America / Latin America	53
Europe	37
Asia / Oceania	121

Achieving Diversity

Retention Rate (SEKISUI CHEMICAL)

Retention Rate (%)		FY2021	FY2022	FY2023	FY2024	FY2025
	Male	97.6	97.2	97.6	97.8	98.4
	Female	96.8	96.1	97.2	97.7	98.3
	Total	97.5	97.0	97.5	97.8	98.4

・ $(1 - (\text{Number of retirees in a year} \div \text{number of employees as of April 1 of that fiscal year})) \times 100$
The number of retirees does not include those whose contract period has expired, those who have become executives, those who have retired at retirement age, or those who have transferred within the Group.
The number of employees as of April 1 of that fiscal year includes only those employed without a fixed term.

Retention Rate (SEKISUI CHEMICAL Group/Japan)

Retention Rate (%)		FY2021	FY2022	FY2023	FY2024	FY2025
	Male	95.9	95.4	94.8	94.7	95.5
	Female	94.2	94.3	93.9	93.2	95.9
	Total	95.5	95.1	94.6	94.4	95.6

Composition, Number, and Ratio of Female Directors and Audit and Supervisory Board Members
(SEKISUI CHEMICAL) (FY2025)

	Directors		Audit and Supervisory Board Members		Total Officers	Executive Officers
	Internal Directors	Outside Directors	Full-time Audit and Supervisory Board Members	Outside Audit and Supervisory Board Members		
Male (persons)	7	2	2	3	14	30
Female (persons)	0	3	0	0	3	2
Ratio of Female (%)	—	60.0	—	—	17.6	6.3

Number of Female Directors and Female Managers (SEKISUI CHEMICAL Group/Japan)
Number of Officers Excluding SEKISUI CHEMICAL

	FY2021	FY2022	FY2023	FY2024	FY2025
Number of Female Directors (persons)*	2	3	4	1	2
Number of Females Managers* (persons)	195	206	240	260	288

* Including non-consolidated companies until FY2023, but excluding non-consolidated companies from FY2024

Composition of Personnel (SEKISUI CHEMICAL)

		FY2021	FY2022	FY2023	FY2024	FY2025
Employees*1	Male (persons)	3,250	3,226	3,270	3,314	3,405
	Female (persons)	652	661	705	748	816
	Ratio of Female (%)	16.7	17.0	17.7	18.4	19.3
Regular Full-time Employees*2	Male (persons)	3,023	3,032	3,119	3,214	3,347
	Female (persons)	607	627	668	718	788
	Ratio of Female (%)	16.7	17.1	17.6	18.3	19.1
Average Years of Continuous Employment*2	Male (years)	17.6	17.9	17.1	17.1	17.0
	Female (years)	12.9	13.1	12.2	12.0	12.2
Managerial Positions (Managers)	Male (persons)	700	790	801	831	885
	Female (persons)	45	47	57	64	73
	Ratio of Female (%)	6.0	5.6	6.6	7.2	7.6
Managerial Positions (Department manager level or above)	Male (persons)	635	558	577	571	565
	Female (persons)	15	17	14	15	14
	Ratio of Female (%)	2.3	3.0	2.4	2.6	2.4
All Managerial Positions	Male (persons)	1,335	1,348	1,378	1,402	1,450
	Female (persons)	60	64	71	79	87
	Ratio of Female (%)	4.3	4.5	4.9	5.3	5.7
Employees Newly Appointed to Managerial Positions	Male (persons)	54	70	53	56	48
	Female (persons)	3	6	5	6	7
	Ratio of Female (%)	5.3	7.9	8.6	9.7	12.7
Deputy (Assistant) Manager / Supervisor Level*3	Male (persons)	795	827	880	928	972
	Female (persons)	113	127	145	163	194
	Ratio of Female (%)	12.4	13.3	14.1	14.9	16.6

*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/Japan)

		FY2021	FY2022	FY2023	FY2024	FY2025
Employees	Male (persons)	15,857	15,822	15,767	15,738	15,609
	Female (persons)	5,069	5,195	5,202	5,209	4,995
	Ratio of Female (%)	24.2	24.7	25.0	24.9	24.2
New Graduate Recruitment	Male (persons)	405	448	508	489	433
	Female (persons)	150	183	180	160	142
	Ratio of Female (%)	27.0	29.0	26.0	24.7	24.7
Managerial Positions (Managers)	Male (persons)	2,865	3,031	3,110	3,073	3,146
	Female (persons)	168	178	204	224	254
	Ratio of Female (%)	5.5	5.5	6.0	6.8	7.5
Managerial Positions (Department manager level or above)	Male (persons)	1,533	1,400	1,398	1,504	1,427
	Female (persons)	27	28	26	36	34
	Ratio of Female (%)	1.7	2.0	2.0	2.3	2.3
All Managerial Positions	Male (persons)	4,398	4,431	4,508	4,577	4,573
	Female (persons)	195	206	230	260	288
	Ratio of Female (%)	4.2	4.4	4.9	5.4	5.9
New Managers*4	Male (persons)	191	191	194	137	182
	Female (persons)	22	22	23	18	32
	Ratio of Female (%)	10.3	10.3	10.6	11.6	15.0

*4 Including non-consolidated companies until FY2023, but excluding non-consolidated companies from FY2024

Age Composition of Permanent, Full-time Employees (SEKISUI CHEMICAL) (FY2025)

	Under 30	30-39 years old	40-49 years old	50-59 years old	60 or older
Male (persons)	405	768	656	1,155	363
Female (persons)	179	243	129	189	48
Ratio of Female (%)	30.7	24.0	16.4	14.1	11.7

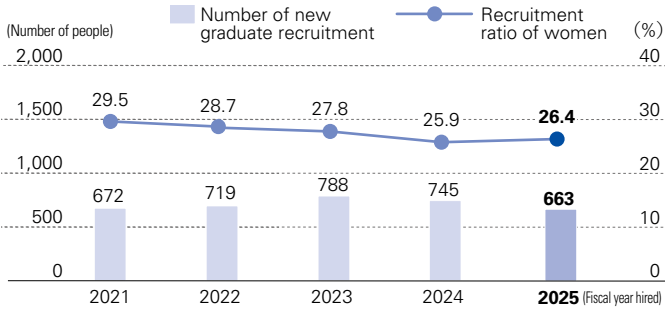
•Employees with no determined period of employment (including workers on loan from the Group to other companies but excluding workers on loan from other companies to the Group)

Recruitment (SEKISUI CHEMICAL)

		FY2021	FY2022	FY2023	FY2024	FY2025
New Graduate Recruitment *1	Male (persons)	63	64	83	92	84
	Female (persons)	18	25	38	36	39
	Ratio of Female (%)	22.2	28.1	31.4	28.1	31.7
Mid-career Recruitment	Male (persons)	19	50	75	90	91
	Female (persons)	3	9	15	26	22
	Ratio of Female (%)	13.6	15.3	16.7	22.4	19.5
	Ratio of Mid-career Employees Hired*2 (%)	21.4	39.9	42.7	47.5	47.9

*1 Employees who joined the Company for the first time after graduation (undergraduate degree, graduate school, etc.) with no working experience
*2 Mid-career recruitment (experienced personnel hires) ratio: Ratio of mid-career hires to all hires

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



•Including some equity-method affiliates

Training Results Common throughout the Group (SEKISUI CHEMICAL Group/Japan)

	FY2021	FY2022	FY2023	FY2024	FY2025
New Employee Induction Training (persons)	150	152	158	190	194

Mid-career Hires Training (SEKISUI CHEMICAL)

	FY2021	FY2022	FY2023	FY2024	FY2025
Number of Participants (persons)	35	58	74	131	119

•Held once every six months until the first half of FY2024. Changed to holding it every month from September 2024.

Turnover Rate (SEKISUI CHEMICAL)

		FY2021	FY2022	FY2023	FY2024	FY2025
Employee Turnover (Number of People Who Left Employment) (persons)	Male	74	85	76	69	54
	Female	20	25	19	16	13
	Total	94	110	95	85	67
Turnover Rate (%)	Male	2.4	2.8	2.4	2.2	1.6
	Female	3.2	3.9	2.8	2.3	1.7
	Total	2.5	3.0	2.5	2.2	1.6

•Calculation Method: (Employee turnover in the relevant fiscal year ÷ Number of employees as of April 1 of the fiscal year) × 100

Turnover Rate (SEKISUI CHEMICAL Group/Japan)

		FY2021	FY2022	FY2023	FY2024	FY2025
Turnover Rate (%)	Male	4.1	4.6	5.2	5.3	4.5
	Female	5.8	5.7	6.1	6.8	4.1
	Total	4.5	4.9	5.4	5.6	4.4

Retention Rate After Three Years (SEKISUI CHEMICAL)

	Hired in FY2019	Hired in FY2020	Hired in FY2021	Hired in FY2022	Hired in FY2023
Retention Rate Three Years After Employment (%)	93.1	89.6	89.0	95.5	90.7

•Calculation Method: Percentage of new employees in fiscal year X-2 who remained employed as of the end of fiscal year X

Training Results for Women (SEKISUI CHEMICAL Group/Japan)

		FY2021	FY2022	FY2023	FY2024	FY2025
Women's CDP Training (selected participants)	Women (persons)	58	49	48	55	55
	Supervisors (persons)	55	46	46	52	53
Women's Career Seminar (open participation)	Young employees (persons)	—	55	36	19	27
	While raising children (persons)	—	73	34	23	21
	All levels (persons)	—	67	37	—	—

Gender Wage Gap (SEKISUI CHEMICAL) (FY2025)

Regular full-time employees (%)	Non-permanent, non-full-time employees (%)	Overall (%)
71.8	107.4	71.8

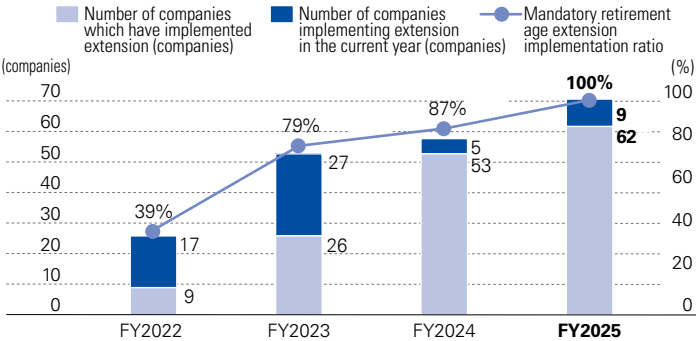
• The gap in wages is due to the composition of workforce (including age and certification) and is not due to the personnel system
Calculation formula: Average annual wage of women ÷ Average annual wage of men
Scope of aggregation: All employees (full-time employees, part-time employees, and fixed-term employees) are included.
Full-time employees: Includes those seconded from the Company to other companies
Part-time or fixed-term employees: Includes contract employees, temporary employees, and part-time employees
Scope of wages: Excludes commuting allowances, etc.

Employment Ratio of People with Disabilities (SEKISUI CHEMICAL)

	FY2021	FY2022	FY2023	FY2024	FY2025
Employment Ratio of People with Disabilities (%)	2.5	2.3	2.4	3.1	2.7

• In accordance with the Report on Employment Status of Persons with Disabilities (Reference date: June 1, 2025)
• Including special subsidiaries

Status of Implementation of Mandatory Retirement Age Extension



Training Results for Seniors

	FY2022	FY2023	FY2024	FY2025
Employees in management positions who took career training after selecting to extend their mandatory retirement age (persons)	35	55	42	57
General employees who took career training after selecting to extend their mandatory retirement age (persons)	34	11	27	43
Employees of Group companies who took career training after selecting to extend their mandatory retirement age (persons)	50	127	55	106
Required: Employees at age 57 who took the required career training before selecting to extend their mandatory retirement age (persons)	94	69	326	185
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		

• Career training before selecting to extend the mandatory retirement age was only for SEKISUI CHEMICAL CO., LTD. until FY2023.
• As a consequence of rolling out the mandatory retirement age extension system to the Group companies, from FY2024 we expanded the target of the career training before selecting to extend the mandatory retirement age to all of the Group companies.

Breakdown of the Number of Employees (SEKISUI CHEMICAL Group) (FY2025)

Item	Number of people
Total number of employees	26,752
Japan	19,906
North America/ Latin America	2,251
Europe	1,052
Asia / Oceania	3,543

Use of Childcare-related Systems (SEKISUI CHEMICAL)

		FY2021	FY2022	FY2023	FY2024	FY2025
Ratio of those who took childcare leave (%) ^{*1}	Male	47.3	68.1	69.8	90.1	93.3
	Female	100	100	97.1	92.9	100
Average number of childcare leave acquisition days (days) ^{*2}	Male	38.8	29.1	47.3	59.9	79.1
	Female	293.8	358	371.7	322.1	398.8
Ratio of those who returned to work after childcare leave (%)	Male	100	100	100	100	100
	Female	91.7	100	96.0	100	100

^{*1} Excludes those who are taking maternity leave. From FY2024, those who had children before joining the Company and workers on loan from other companies are excluded from the calculation.
^{*2} From FY2022, 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

Usage Results for the Balanced Support Policies 1 (SEKISUI CHEMICAL) (Number of people)

Policy	Main content		FY2021	FY2022	FY2023	FY2024	FY2025
Shortened working hours for childcare	Can be taken until the child enters junior high school. (The statutory end date is until the child reaches three years of age.)	Male	0	0	2	2	6
		Female	64	70	78	65	111
		Total	64	70	80	67	117
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.	Male	3	1	1	3	3
		Female	4	0	3	0	2
		Total	7	1	4	3	5
Family leave	Three days of special care leave per year granted until the child or grandchild starts high school.	Male	156	152	174	208	300
		Female	54	68	77	86	102
		Total	210	220	251	294	402
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.)	Male	2	1	2	4	2
		Female	1	1	1	0	0
		Total	3	2	3	4	2
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.	Male	1	1	0	1	1
		Female	0	2	2	1	0
		Total	1	3	2	2	1

Usage Results for the Balanced Support Policies 2 (SEKISUI CHEMICAL) (Number of people)

Policy	Main content		FY2021	FY2022	FY2023	FY2024	FY2025
Accumulated annual leave (for raising children)	Acquired on an hourly basis for children up to the age of 18	Male	13	32	43	52	48
		Female	37	52	52	54	64
		Total	50	84	95	106	112
Accumulated annual leave (for personal injury or illness)	Acquired on a daily basis (10 or more consecutive business days) or hourly basis	Male	35	58	71	64	60
		Female	13	46	40	42	38
		Total	48	104	111	106	98
Accumulated annual leave (for care giving)	Acquired for care giving on a daily or hourly basis for spouses, parents, children, etc.	Male	2	10	28	36	40
		Female	12	20	17	14	11
		Total	14	30	45	50	51
Accumulated annual leave (for health nursing)	Acquired for health nursing on a daily or hourly basis for spouses, parents, children, etc.	Male	11	37	58	70	74
		Female	24	38	45	39	45
		Total	35	75	103	109	119
Accumulated annual leave (for fertility treatment)	Acquired on a daily or hourly basis	Male	0	0	2	1	1
		Female	1	4	5	4	0
		Total	1	4	7	5	1
Accumulated annual leave (for volunteering)	Acquired on a daily or hourly basis	Male	0	1	6	10	11
		Female	0	0	3	6	4
		Total	0	1	9	16	15

· 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

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

Training name	FY2022	FY2023	FY2024	FY2025
Training for managers to coach employees' self-support (persons)	202	74	113	98

Hours Worked and Paid Leave Taken (SEKISUI CHEMICAL)

	FY2021	FY2022	FY2023	FY2024	FY2025
Monthly average number of overtime hours per employee (hours)*1	18.2	19.0	18.7	19.3	20.3
Annual average number of total hours worked per person (hours)*2	1,925	1,932	1,919	1,929	1,944
Percentage of paid leave taken per employee (%)*3	64.9	66.6	74.7	71.8	68.4
Average number of paid leave days taken per employee (days)	12.5	12.8	14.1	13.6	13.2

• Excluding managers and workers on loan from other companies
*1 The average number of overtime hours per employee per month is calculated based on the prescribed working hours of 7.5 hours
*2 Prescribed working hours (7.5 hours) + overtime hours - paid leave hours taken
*3 Percentage of paid leave taken per employee = Number of paid leave taken ÷ Available paid leave days

Health Checkups and Measures to Prevent Lifestyle-related Diseases (SEKISUI CHEMICAL Group/Japan)

	FY2020	FY2021	FY2022	FY2023	FY2024
Percentage of employees receiving health checkups (%)	99.5	99.7	99.6	99.8	99.8
Percentage of employees receiving a secondary medical examination (%)	70.6	69.7	68.5	70.0	72.9
Percentage of employees at a healthy weight (%)*1	64.8	65.1	64.9	64.6	63.9
Percentage of employees with abnormal results in health checkups (%)*2	60.6	59.8	58.7	59.0	58.9
Percentage of employees who have lifestyle-related diseases (%)*3	50.0	49.7	48.9	48.5	49.2
Percentage of high-risk employees (%)*4	1.18	0.98	0.94	1.08	1.04
Percentage of confirmations of high-risk employees' management status (%)*5	98.0	—	100	100	100
Percentage of smokers (%)	29.8	28.9	28.2	27.7	27.3
Percentage of employees with a drinking habit (%)*6	18.7	17.1	18.1	18.9	26.6
Percentage of employees with an exercise routine (%)*7	22.0	22.6	24.5	25.2	26.0
Percentage of employees who eat breakfast (%)*8	68.9	69.0	68.5	68.1	68.6
Percentage of employees who eat snacks appropriately (%)*9	82.9	83.1	82.5	82.1	81.5
Percentage of employees who sleep sufficiently (%)*10	68.9	68.0	67.4	66.7	65.2

*1 Percentage of employees at a healthy weight: the percentage of employees with a BMI between 18.5 and 25.0
*2 Percentage of employees with abnormal results in health checkups: the percentage of employees to whom at least one item among the five standard items of the SEKISUI CHEMICAL Group (blood pressure, glucose metabolism, lipids, liver function, and anemia) applied in the regular health checkup
*3 Percentage of employees who have lifestyle-related diseases: the percentage of employees to whom at least one of the four standard items of the SEKISUI CHEMICAL Group (BMI, blood pressure, glucose metabolism, and lipids) applied in the regular health checkup
*4 Percentage of high-risk employees: the percentage of employees to whom the standard high-risk value of the SEKISUI CHEMICAL Group applied in the regular health checkup
*5 Percentage of confirmations of high-risk employees' management status: confirmation of the appropriate health management implementation status of employees to whom the standard high-risk value of the SEKISUI CHEMICAL Group applied in the regular health checkup
*6 Percentage of employees with a drinking habit: until FY2023, the percentage of employees who drink sometimes or every day and consume 360 ml or more on the days they drink; due to a change in the standard questionnaire, from FY2024 onward, the percentage of employees who drink three or more days a week and consume 180 ml or more on the days they drink
*7 Percentage of employees with an exercise routine: the percentage of employees who have been exercising to the extent that they sweat lightly for at least 30 minutes per time at least two times a week for at least one year
*8 Percentage of employees who eat breakfast: the percentage of employees who eat breakfast at least five times a week
*9 Percentage of employees who eat snacks appropriately: the percentage of employees who sometimes consume or almost never consume snacks or sweet drinks outside the three meals of breakfast, lunch, and dinner
*10 Percentage of employees who sleep sufficiently: the percentage of employees who get sufficient rest and recuperation from sleep
· Data for FY2025 is being compiled as of July 2026
· Some past figures have been revised due to improvements in precision

Seven Health Habits Support Program (SEKISUI CHEMICAL Group/Japan)

	FY2021	FY2022	FY2023	FY2024	FY2025
Percentage of employees aware of the seven health habits (%)	69.7	75.9	83.4	85.0	88.2
Percentage of employees participating in the Seven Crown App (%)	11.8	16.0	16.4	17.1	18.2

・ Percentage of employees participating in the Seven Crown App: the percentage of employees participating in the Seven Health Habits (habits considered to be related to average life expectancy) Support Program utilizing the health support app, including affiliated companies' employees and dispatch employees

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

Stress-check (SEKISUI CHEMICAL Group/Japan)

	FY2021	FY2022	FY2023	FY2024	FY2025
Stress-check Assessment Rate (%)	95.2	95.5	96.4	97.0	96.9
Percentage of Employees with a High Level of Stress (%)	16.4	17.2	16.5	16.2	15.8

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

・ Percentage of Employees with a High Level of Stress: calculated for companies subject to stress check (excluding some affiliated companies)

Participation in Mental Health Training (SEKISUI CHEMICAL Group/Japan)

Training name	FY2021	FY2022	FY2023	FY2024	FY2025
Self-care training participation rate for all employees (%)	74.8	83.5	84.7	86.7	85.1
Line care training for managers participation rate (%)	91.0	90.8	57.9*	67.5*	92.5
Training participation rate for new employees(%)	—	—	94.5	95.9	95.7

* Line care training for managers participation rate: only line managers were required to participate in FY2023 and FY2024.

Status of participation in policies concerning women's health issues (SEKISUI CHEMICAL Group/Japan)

	FY2021	FY2022	FY2023	FY2024	FY2025
Rate of participation in the women's health seminar for all employees (%)	74.4	67.1	—	70.8	70.1
Rate of participation in the women's health seminar for managers (%)	—	91.7	76.9	78.3	79.1
Rate of participation in the women's health seminar for female employees (%)*	—	65.0	67.7	4.6	52.7

* Rate of participation in the women's health seminar for female employees, representing the participation rate in the e-learning for FY2022, FY2023, and FY2025, and the participation rate on the day the webinar was held for FY2024.

Major KPIs (7 Indicators) (SEKISUI CHEMICAL Group/Japan)

	FY2021	FY2022	FY2023	FY2024	FY2025
Rate of long-term leave due to mental health problems (%) *5 *6	1.02	1.13	1.14	1.28	1.25
Implementation of 4 or more of the Seven Health Habits (%) *5	54.0	63.9	63.5	64.5	65.0
Implementation ratio of workplace environment improvements (%) *5	64.9	57.3	63.0	69.1	64.8
Presenteeism (%) *1 *5	64.7	57.6	57.6	58.3	58.9
Absenteeism (days) *2 *5	1.31	2.34	3.05	2.88	2.77
Employees in an ideal health condition (%) *3	—	33.1	31.9	33.3	33.6
Work engagement *4	—	3.05	3.01	3.04	3.05

*1 Presenteeism is a condition in which a person is working but is unable to perform at full capacity due to health problems. The calculation employs a self-assessed value for overall performance on working days over the past four weeks (28 days) on a scale of 0 to 10, with a higher score indicating a smaller loss. The survey uses WHO-HPO. FY2025 survey target: 19,883 people, response rate: 96.8%

*2 Absenteeism: Absent from work due to injury or illness. Actual calculation from FY2022. FY2025 survey target: 19,883 people, response rate: 96.8%

*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. FY2025 survey target: 19,883 people, response rate: 96.8%

*5 Some figures have been retrospectively revised to improve accuracy.

*6 The ratio of employees who took more than one month of leave due to mental health issues in that year

Safety Issues

Incidents 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 FY2025, there were 5 incidents of injuries attributable to machines and equipment.

Major implementation measures	Management indicators	Final fiscal year (FY2025) targets of the current Medium-term Management Plan	Number of incidents in FY2025
Safety audits, mutual on-site inspections, and comments and sound improvements through on-site risk assessment	Zero incidents of injuries attributable to machines and equipment	0	5 cases

* Injuries attributable to machines and equipment: Injuries directly inflicted on a person due to the energy of machines and equipment in operation at a plant, or the accumulated energy thereof.

Environment-Related Complaints and Accidents

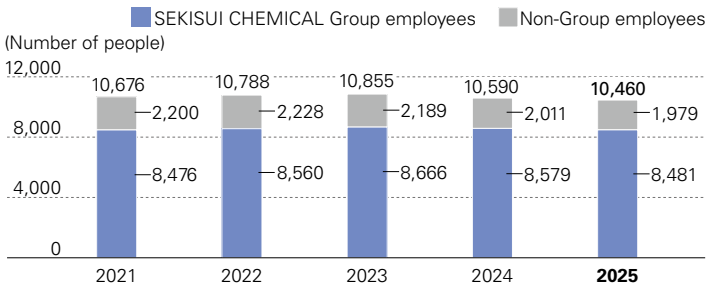
Environment-Related Complaints and Accidents (FY2025)

Category				Indicator	Calculation method
Accidents	Fires	0	—	Fires	Number of fire incidents involving firefighting activities by public fire departments that occurred during the fiscal year
	Leakage	0	—	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				Complaints	Number of complaints that could significantly affect the living environment of neighborhood residents that occurred during the fiscal year

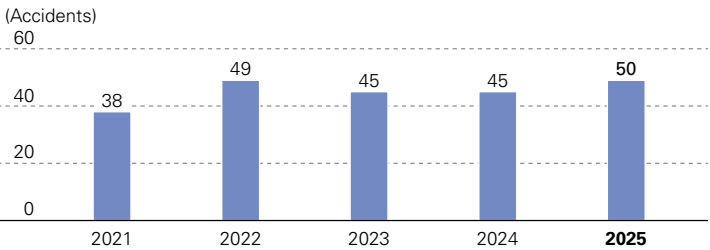
Safety Performance

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

Number of People Working at Our Sites

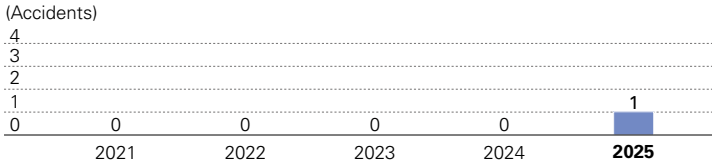


Number of Occupational Accidents



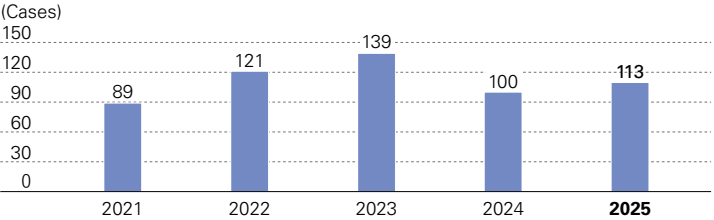
Indicator	Calculation method
Number of occupational accidents	The number of occupational accidents (both those resulting in lost time and those not) occurring during a given fiscal year (April through the following March)

Number of Major Facility Accidents



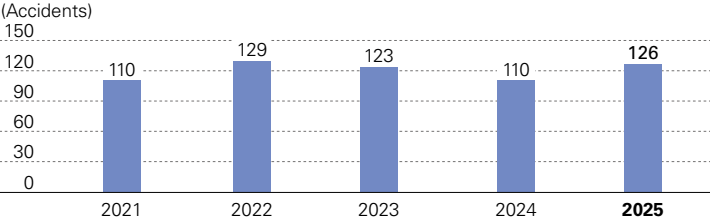
Indicator	Calculation method
Number of major facility accidents	The number of incidents where facilities malfunctioned (fires, leaks, etc.) that fulfill at least one of the following criteria (SEKISUI CHEMICAL Group criteria), from (1) to (3), occurring during a given fiscal year (April through the following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

Number of Cases of Long-term Sick Leave



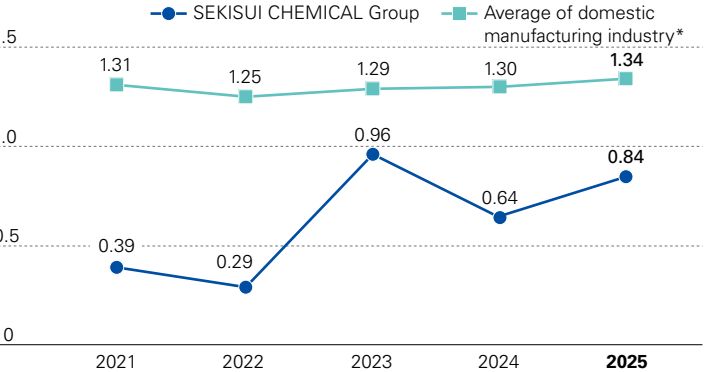
Indicator	Calculation method
Number of cases of long-term sick leave	Describes leave of 30 days or more consecutively for sickness or injury occurring in a Japanese production site or research institute during the given fiscal year (April through the following March), and which is newly occurring. Recurrences 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 through the following March); counting assault, damage, self-inflicted injury, and accidents; includes accidents while walking

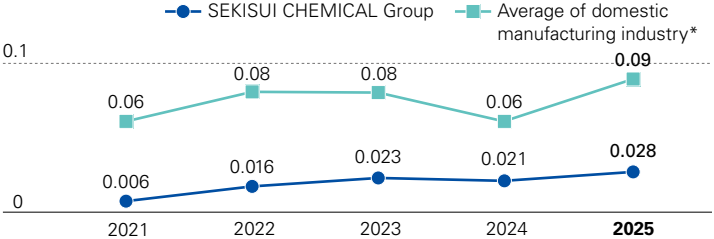
Frequency Rate Over Time



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

Indicator	Calculation method
Frequency rate	The total number of injuries, illnesses, 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, illnesses, and fatalities in occupational accidents with lost time ÷ Total number of man-hours worked) × 1,000,000

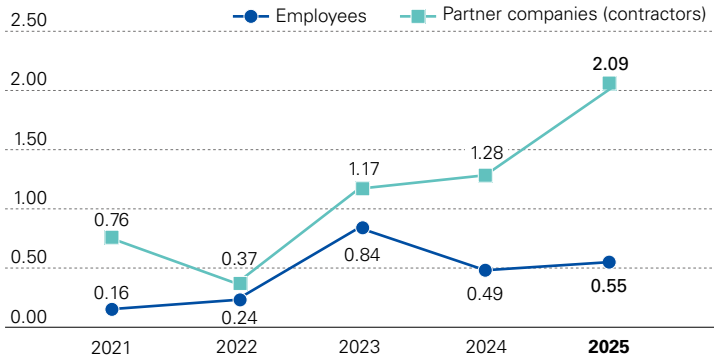
Severity Rate Over Time



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

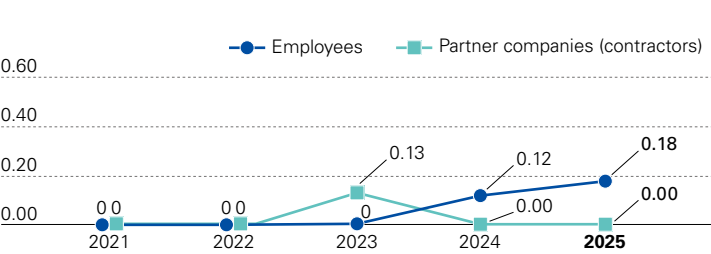
Indicator	Calculation method
Severity rate	The total number of days of work lost per 1,000 hours of total time worked during a given fiscal year (April through the following March). Formula for calculation: (Number of days of work lost ÷ Total number of man-hours worked) × 1,000

Lost Time Injury Frequency Rate (LTIFR)



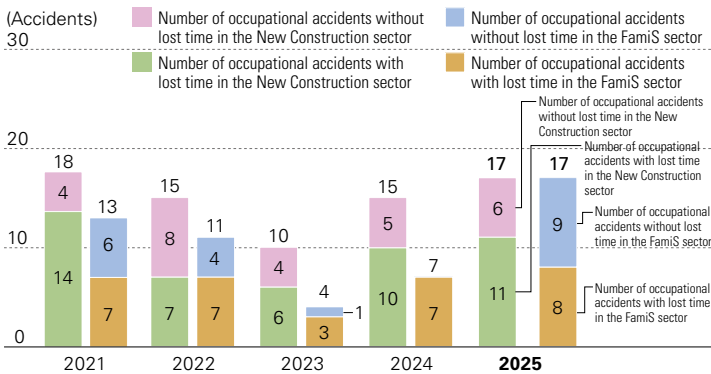
Indicator	Calculation method
Lost time injury frequency rate	(Number of accidents causing sick leave ÷ Total number of man-hours worked) × 1,000,000

Occupational Illness Frequency Rate (OIFR)



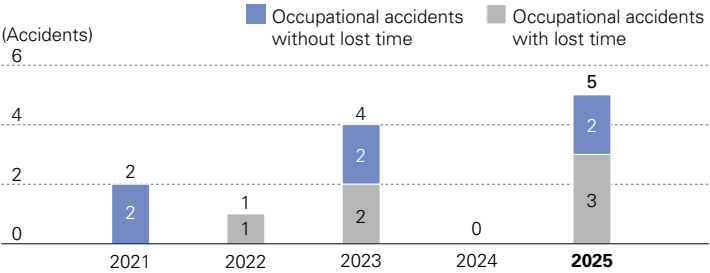
Indicator	Calculation method
Occupational illness frequency rate	(Occupational illnesses ÷ Total number of man-hours worked) × 1,000,000 Occupational illnesses as defined by the Ministry of Health, Labour and Welfare, including heat stroke, lower back pain, and intoxication by chemical substances

Safety Performance on 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)

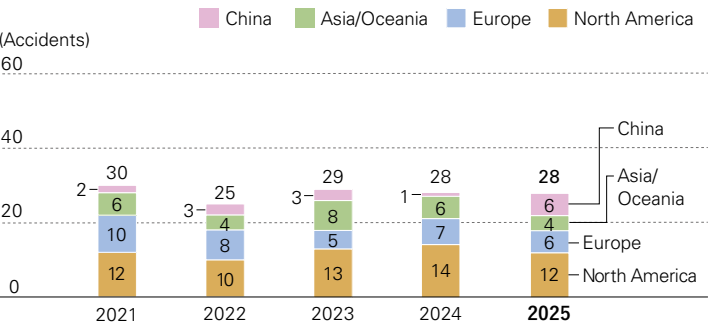
Safety Performance with Respect to Construction Sites in the UIEP Company



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	The number of occupational accidents (both those resulting in lost time and those not) occurring at overseas production sites 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)				
	FY2021	FY2022	FY2023	FY2024	FY2025
Employees	0	0	0	0	0
Japan	0	0	0	0	0
Overseas	0	0	0	0	0
Partner companies (contractors)	0	0	0	0	0
Japan	0	0	0	0	0
Overseas	0	0	0	0	0
Total	0	0	0	0	0

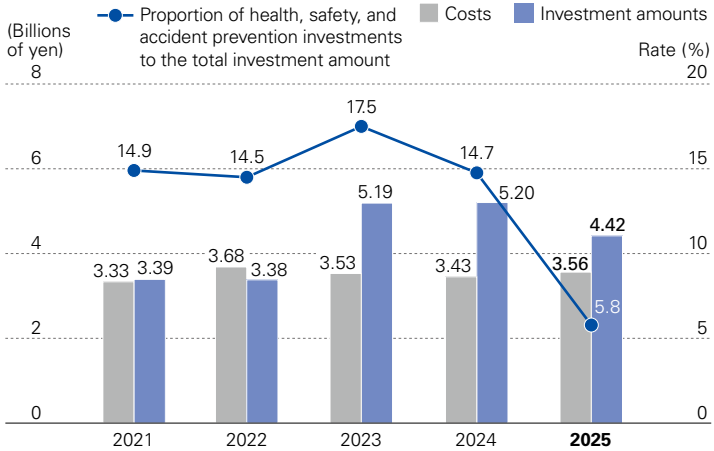
Health and Safety / Accident Prevention Costs

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

Accident Prevention Costs (FY2025)

Item		(Millions of yen)	
Classification	Disclosure	Costs	Investment amounts
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.	1,397	4,422
2 Administrative costs	Establishment and implementation of OHSMS, safety education, personnel costs, etc.	2,157	0
3 Other	Safety awards, etc.	6	0
Total		3,561	4,422

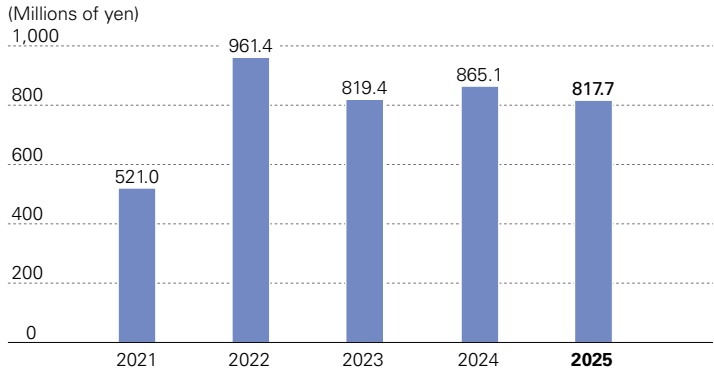
Costs and Investments Over Time



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

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

Loss Costs Over Time



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

Stakeholder Engagement

Direct Dialogue with Investors to Promote Mutual Understanding

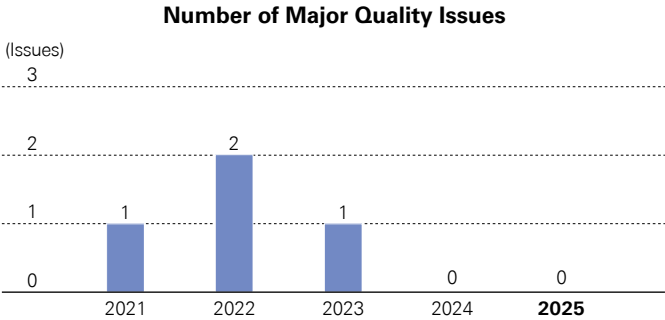
Number of Times Active Engagement Conducted Between Investors and Management

	FY2021 results	FY2022 results	FY2023 results	FY2024 results	FY2025 results
Number of engagements*	82	74	80	73	65

* The number represents the number of times the directors and executive officers engaged in dialogue with investors.

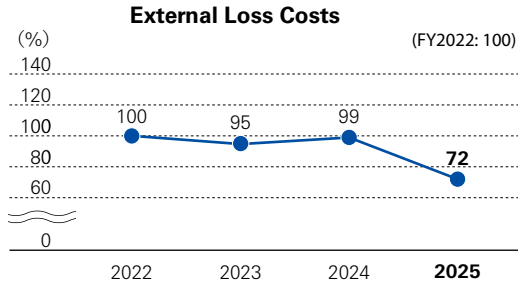
CS & Quality

Data concerning 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 - Incidents that caused harm to users' life or body that is serious in nature - Incidents involving product loss or destruction that may cause serious harm to users' life or body (2) Problems which have serious impacts on (cause serious losses to) customers, users, or society (3) Compliance (such as with related laws and regulations) problems related to product or service quality (4) Product recall problems

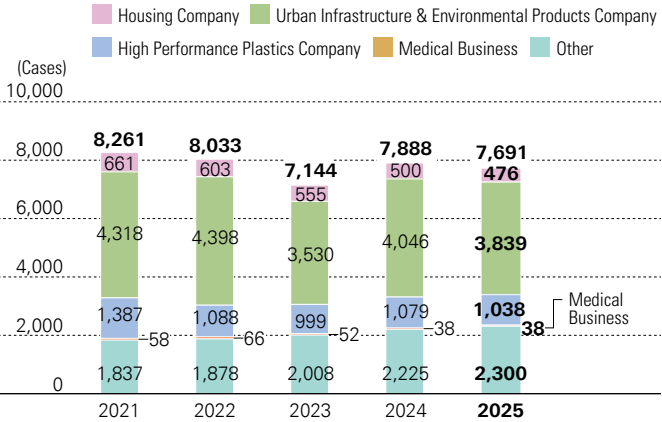
Data concerning external loss costs



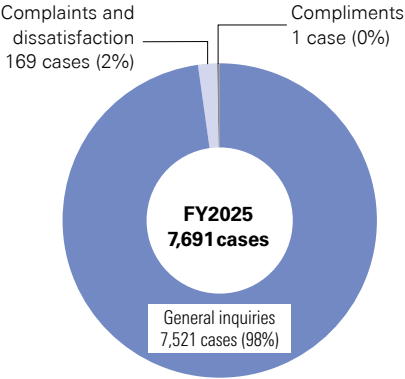
Indicator	Calculation method
External loss costs	Costs arising from responding to product-related complaints

Data on incoming contacts to the Customer Consultation Office (SEKISUI CHEMICAL)

Breakdown of Incoming Contacts (by Divisional Company)



Breakdown of Incoming Contacts (FY2025, by Content)



Indicator	Calculation method
Breakdown of incoming contacts (by divisional company)	Number of inquiries by telephone, e-mail, letters, and other means
Breakdown of incoming contacts (by content)	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 * Insider Net: A SEKISUI CHEMICAL Group intranet site on which details of incoming contacts to the Customer Consultation Office are released in real time.

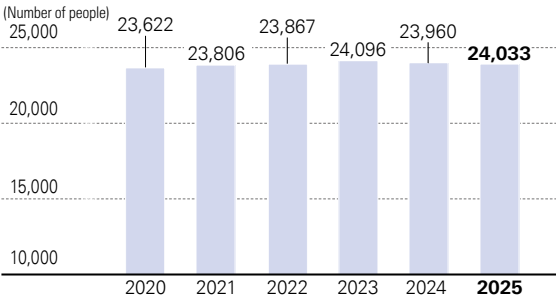
● Business sites that have received third-party certification for their quality management systems

Of all SEKISUI CHEMICAL Group production sites, 87% are certified to ISO 9001.
When sites certified to ISO 13485, IATF 16949, and AS9100D are also included, the percentage is 99%.

Housing Company	Urban Infrastructure & Environmental Products Company	High Performance Plastics Company		Headquarters
Housing Company (Related business sites)	SEKISUI CHEMICAL CO., LTD. Shiga-Ritto Plant	SEKISUI CHEMICAL CO., LTD. Musashi Plant	Sekisui Specialty Chemicals America, LLC.	Sekisui LB Tec Co., Ltd.
Technology & CS Division	SEKISUI CHEMICAL CO., LTD. Gunma Plant	SEKISUI CHEMICAL CO., LTD. Shiga-Minakuchi Plant	Sekisui Polymatech America, LLC.	SEKISUI CHEMICAL CO., LTD. Life Science
Technology Department	Sekisui Aqua Systems Co., Ltd.	Fine Chemicals Production Department	Sekisui Specialty Chemicals Europe, S.L.	Business Development Department
Construction Innovation Department	Sekisui Home Techno Co., Ltd.	Specialty Chemicals Production Department	Sekisui DLJM Molding Private Limited-Chennai-1	
Safety & Environment Department	Sekisui Chemical Hokkaido Co., Ltd.	SEKISUI CHEMICAL CO., LTD. Shiga-Minakuchi Plant	Sekisui DLJM Molding Private Limited-Chennai-2	
CS Promotion & Quality Assurance	NIPPON INSIEK CO., LTD.	S-lec (Interlayer Film) Production Department	Sekisui DLJM Molding Private Limited-Greater Noida	
External Relations & Purchasing Division	Sekisui SoflanWiz Co., Ltd.	SEKISUI CHEMICAL CO., LTD. Taga Plant	Sekisui DLJM Molding Private Limited-Tapukara	
Purchasing Department	Yamanashi Sekisui Co., Ltd.	Sekisui Techno Molding Co., Ltd. Mie Plant	Sekisui DLJM Molding Private Limited-Gujarat	
Sekisui Global Trading Co., Ltd.	Toto Sekisui Co., Ltd. Head Office and Plant	Sekisui Techno Molding Co., Ltd. Aichi Plant	Sekisui Polymatech (Thailand) Co., Ltd.	
Development Division	Chiba Sekisui Industry Co., Ltd.	Sekisui Techno Molding Co., Ltd. Tochigi Plant	PT. Sekisui Polymatech Indonesia	
Housing Development Department	SHIKOKU SEKISUI CO., LTD.	Sekisui Material Solutions Co., Ltd.	Sekisui Polymatech (Shanghai) Co., Ltd.	
Housing Technology Institute	Kyushu Sekisui Industry Co., Ltd.	Sekisui Nano Coat Technology Co., Ltd.	Sekisui Polymatech Europe B.V.	
Planning and Administration Department	TOKUYAMA SEKISUI CO., LTD.	Sekisui Fuller Co., Ltd. Tokyo Head Office	Sekisui Aerospace Corporation Orange City	
Housing Renovation R&D Department	TOKUYAMA SEKISUI CO., LTD. Piping Plant	Sekisui Polymatech Co., Ltd.	Sekisui Aerospace Corporation Renton/Sumner	
Hokkaido Development Office	SEKISUI ESLON B.V.	Sekisui Seikei, Ltd. Head Office	SEKISUI KYDEX, LCC. Bloomsburg	
Hokkaido Sekisui Heim Industry Co., Ltd.	Sekisui Chemical G.m.b.H.	Sekisui S-Lec Mexico S.A. de C.V.	SEKISUI KYDEX, LCC. Holland	
Tohoku Sekisui Heim Industry Co., Ltd.	Sekisui Rib Loc Australia Pty. Ltd.	Sekisui S-Lec B.V. Resin Plant		
Sekisui Heim Industry Co., Ltd.	Sekisui (Wuxi) Plastics Technology Co., Ltd.	Sekisui S-Lec B.V. Film Plant		
Kanto Site	Sekisui Industrial Piping Co., Ltd.	Sekisui S-Lec Thailand Co., Ltd.		
Tokyo Site	Sekisui Specialty Chemicals (Thailand) Co., Ltd.	Sekisui S-LEC (Suzhou) Co., Ltd.		
Chubu Site	S and L Specialty Polymers Co., Ltd.	Sekisui S-Lec America, LLC.		
Kinki Site		Sekisui Alveo AG		
Chushikoku Sekisui Heim Industry Co., Ltd.		Sekisui Alveo BS G.m.b.H.		
Kyushu Sekisui Heim Industry Co., Ltd.		Sekisui Alveo B.V.		
Sekisui Heim Industry Co., Ltd. Head Office		Thai Sekisui Foam Co., Ltd.		
East Japan Administration Department		Sekisui Voltek, LLC.		
Supply Division		Sekisui Pilon Pty. Ltd.		
West Japan Administration Department		Youngbo Chemical Co., Ltd.		
Sekisui Board Co., Ltd.		Sekisui Youngbo Hpp (Wuxi) Co., Ltd.		
Minakuchi Site				
Gunma Site				

Legal and Ethical Issues

● Employees using the e-learning system over time



*Average values for four sessions conducted in each year. However, the fourth session was underway during FY2025 when this chart was created, so the average values for the first, second, and third sessions are provided for that year.
*With the exception of certain overseas local hires, all employees of the SEKISUI CHEMICAL Group are required to participate in e-learning programs.

● List of results related to compliance training

FY2025 List of Results Relating to Compliance Training

Training	Training content	Trainees			Attendance
		SEKISUI CHEMICAL Co., Ltd.	Group companies		
			Japan	Overseas	
Employee rank-based training	New employee training	✓	✓		382
	Compliance training		✓		141
	Training for Secretariat to the Board of Directors	✓	✓		48
	Training for directors of affiliated companies		✓		34
Area-specific training	Export controls training	✓	✓		14
	Compliance training	✓	✓		542
	Harassment prevention training	✓	✓		858
	Labor training	✓			150
	Export controls training	✓	✓		1,305
	Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors training	✓	✓		292
	Anti-trust law training	✓	✓		1,543
	Labeling regulations training		✓		8
	Information management training	✓	✓		325
	Contract fundamentals training		✓		16
	New employee training		✓		94
	Training for legal department staff	✓			43
Global training	Overseas transfer training	✓	✓		28
	Compliance training			✓	28
	Information management training			✓	30
Compliance Reinforcement Month	Domestic training	✓	✓		30,465
	North America training			✓	4,213
	China training			✓	553
	Training for APAC region			✓	690
	Training for Europe			✓	51
	Global e-learning	✓	✓	✓	20,490

■ Number of Whistle-Blowing Cases and Consultations

FY2025 Number of Whistle-Blowing Cases and Consultations

Reports/Consultations	Number of cases
Power harassment	51
Working conditions	60
Sexual harassment	13
Workplace environmental concerns	17
Misuse of expenses	6
Sales method related	5
Misrepresentation of work performance	2
Collusive relationship with business partners	10
Other	34
Total number of reports	198

■ Donations to Political Organizations

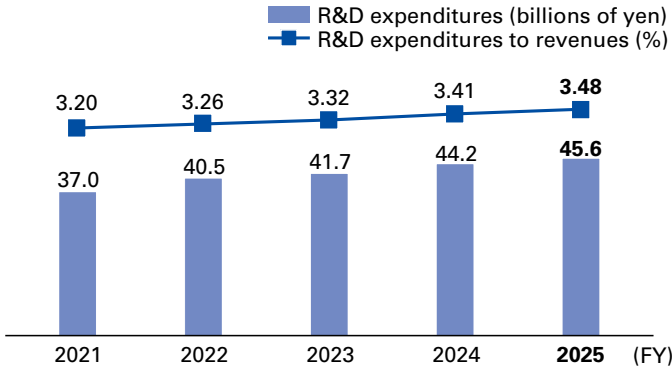
The Group does not make illegal political contributions. In addition, donations to political organizations that promote the formulation of public policies that benefit society as a whole are managed appropriately based on the Company's decision-making standards. The amounts of donations to these political organizations (SEKISUI CHEMICAL on a consolidated basis) are as shown below.

(Unit: Thousands of yen)

(FY)	Amount
FY2021	10,690
FY2022	12,562
FY2023	9,856
FY2024	7,970
FY2025	8,985

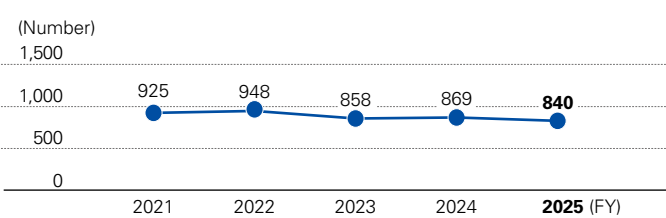
Innovation

R&D Expenditures / R&D Expenditures to Revenues

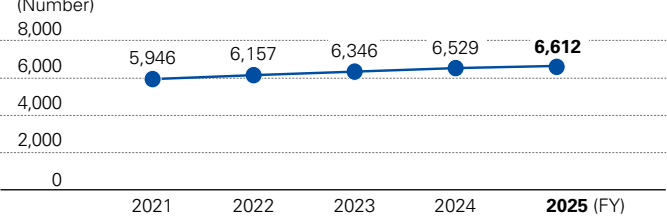


Intellectual Property Management

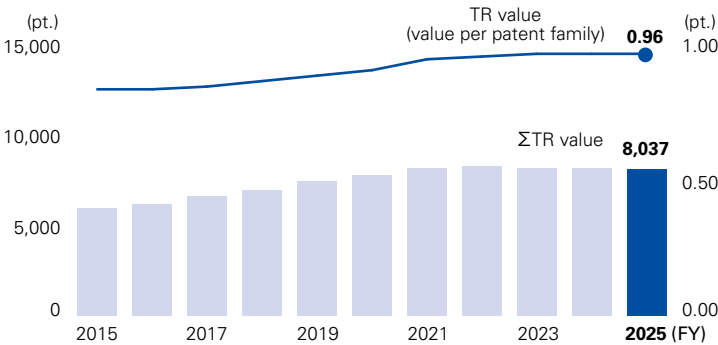
Number of Patent Application Filings



Number of Patents Held



Trend of Patent Asset Value (Technical Value*)



・ Since 2020, patent applications have been more selectively filed, resulting in a temporary decrease in ΣTR, but continuous improvement in patent quality is being pursued.
* Based on the number of citations from LexisNexis's patent analysis tool "PatentSight," the TR (Technology Relevance) index is calculated for the total value (ΣTR value) and average value (TR value) of our entire portfolio, which is referred to as "technical value."

Patent Asset Scope Ranking (FY2024)

Ranking	Company name	Patent asset scope (points)	Number of patent citations
1	Fujifilm	64,597.2	1,386
2	LG ENERGY SOLUTION	21,918.0	750
3	Kao	19,773.8	613
4	DIC	19,661.1	373
5	Resonac	19,394.9	599
6	Mitsubishi Chemical	18,565.7	508
7	SEKISUI CHEMICAL	18,134.8	559
8	Nitto Denko	17,936.9	530
9	Sumitomo Chemical	17,383.1	519
10	ARTIENCE	14,951.0	300

Source: Patent Result Co., Ltd. Chemical Industry: Patent Asset Scope Ranking 2024

Ability to Restrain Other Companies Ranking (FY2024)

Ranking	Company name	Number of cited patents
1	Fujifilm	3,110
2	Mitsubishi Chemical	1,591
3	Kao	1,267
4	Resonac	1,219
5	SEKISUI CHEMICAL	1,007
6	Nitto Denko	887
7	Asahi Kasei	832
8	Sumitomo Chemical	819
9	Shin-Etsu Chemical	677
10	Kaneka	596

Source: Patent Result Co., Ltd. Chemical Industry: Ability to Restrain Other Companies Ranking 2024

SEKISUI CHEMICAL CO., LTD.

2-10-4 Toranomom, Minato-ku, Tokyo 105-8566 Japan
<https://www.sekisuichemical.com/>