

ESG Data Book

■ Environmental Data

Item		Scope	Unit	Fiscal Year		
				2021/3	2022/3	2023/3
Greenhouse gas emissions	CO ₂	Seikagaku Scope1&2*1	t-CO ₂	23,831	23,385	22,721
		Seikagaku Scope3*2	t-CO ₂	–	–	57,262
		Overseas subsidiaries Scope1&2*3	t-CO ₂ e	3,362	3,774	3,735
Energy use	Electricity	Seikagaku	1,000 kWh	32,445	32,076	32,458
		Overseas subsidiaries	1,000 kWh	10,225	9,817	10,231
	Heavy oil	Seikagaku	kL	1,392	1,145	784
	Utility gas	Seikagaku	1,000 m ³	1,612	1,602	1,620
	Liquefied natural gas (LNG)	Seikagaku	t	586	642	932
		Overseas subsidiaries*4	t	–	924	846
Water resources	Water intake (tap water)	Domestic business sites*5	1,000 m ³	273	263	274
	Water intake (industrial water)	Takahagi Plant	1,000 m ³	576	569	571
	Water pollution load (COD)	Takahagi Plant	mg/L	3.1	2.3	2.5
		Kurihama Plant	mg/L	15.0	12.5	32.8
		Laboratories	mg/L	8.2	7.9	7.9

*1 Calculated pursuant to the provisions of the Act on Rationalizing Energy Use and Shifting to Non-fossil Energy (revised Act on Rationalizing Energy Use, Act No. 49 of 1979). Scope 2 emissions are before deduction of the non-fossil certificate allocation amount.

*2 Calculated using a simple method for nine categories highly relevant to Seikagaku in accordance with the revised edition of the GHG Protocol Corporate Accounting and the Reporting Standard and Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (ver. 2.4)

*3 Calculated in accordance with the revised edition of the GHG Protocol Corporate Accounting and Reporting Standard. Emissions for prior years were recalculated in accordance with changes to the reference database.

*4 Recalculated previous years' results to improve accuracy.

*5 The term “domestic business sites” includes business sites in Japan other than the head office (Takahagi Plant, Kurihama Plant, Central Research Laboratory, and CMC Laboratory).

■ Environmental Data (Continued)

Item		Scope	Unit	Fiscal Year		
				2021/3	2022/3	2023/3
Waste, recycled amount	Total waste	Domestic business sites* ⁵	t	932	893	909
	Sludge		t	408	455	408
	Waste oil		t	15	12	13
	Waste acid, waste alkaline		t	0	3	0
	Waste plastic		t	277	202	212
	Waste metal		t	22	26	39
	Waste glass		t	1	1	2
	Other industrial waste		t	183	172	215
	General waste from business activities		t	26	22	22
	Recycled amount		t	345	336	431
	Final disposal amount		t	193	78	68
	Environmental violations and accidents		No. of serious violations	Seikagaku	Cases	0

*5 The term “domestic business sites” includes business sites in Japan other than the head office (Takahagi Plant, Kurihama Plant, Central Research Laboratory, and CMC Laboratory).

■ Social Data

Item	Scope	Unit	Fiscal Year			
			2021/3	2022/3	2023/3	
R&D	R&D expenses	Consolidated	Million yen	7,209	9,005	7,951
	As a percentage of sales (excluding royalties)	Consolidated	%	26.7	29.2	23.8
	R&D personnel	Consolidated	Persons	231	223	196
	As a percentage of all employees	Consolidated	%	25.3	23.8	20.1
Provision of growth opportunities*6	No. of career training courses per year	Non-consolidated	Courses	8	13	17
	Average participation rate		%	99.3	99.2	91.9
Employee composition	No. of employees	Non-consolidated	Persons	523	531	540
		Consolidated	Persons	913	937	976
	Average age	Non-consolidated	Years old	41.0	41.1	40.8
	Average years of service		Years	14.5	14.3	14.2
	Ratio of contract employees		%	10.7	13.0	13.6
	Ratio of temporary agency workers		%	23.0	22.5	22.3
Employee information	Average annual salary	Non-consolidated	Thousand yen	8,433	8,241	8,213
	Trade union membership rate		%	96.7	96.0	95.8
	No. of labor-management dialogues		Times	19	17	17
Employment diversity	Percentage of female recruits	Non-consolidated	%	57.7	34.2	38.6
	Percentage of female employees			29.3	29.9	31.5
	Percentage of women in managerial positions*7			16.9	14.5	18.6
	Percentage of women in senior management positions			11.8	15.8	11.1
	Pay gap between men and women*7, 8			-	-	70.2
	Percentage of mid-career recruits	Non-consolidated	%	20.0	50.0	50.0
	Percentage of mid-career hires among all employees			39.0	38.9	39.2
	Percentage of mid-career hires in managerial positions			50.7	48.0	45.1
Percentage of mid-career hires in senior management positions	70.6			70.6	63.2	

*6 Career training included in the training system, excluding professional education, mental health training, compliance training, and investment education

*7 Calculated pursuant to the provisions of Act on Promotion of Women's Participation and Advancement in the Workplace (Act no. 64 of 2015)

*8 The scope of data aggregation is all workers except temporary agency workers

■ Social Data (Continued)

Item	Scope	Unit	Fiscal Year			
			2021/3	2022/3	2023/3	
Employment diversity (Continued)	Percentage of persons with disabilities employed	Non-consolidated	%	2.2	2.0	2.3
	Percentage of senior employees	Non-consolidated	%	3.9	3.6	4.0
	Percentage of reemployed employees	Non-consolidated	%	2.8	2.6	2.5
	Reemployment rate			50.0	80.0	63.0
Attrition rate, retention rate	Three-year retention rate of new graduate recruits	Non-consolidated	%	94.4	100.0	92.3
	Attrition rate (voluntary)			3.4	4.7	3.5
Working environment	Average no. of overtime hours	Non-consolidated	Hours /month	22.1	21.9	23.7
	Average no. of days of paid leave taken	Non-consolidated	Days	13.1	14.3	15.2
	Average paid leave utilization rate	Non-consolidated	%	70.2	80.7	83.0
	No. of persons taking childcare/nursing care leave (female)	Non-consolidated	Persons	11	8	1
	No. of persons taking childcare/nursing care leave (male)	Non-consolidated	Persons	2	0	4
	Childcare leave utilization rate for men* ⁹	Non-consolidated	%	–	–	26.7
	Return-to-work rate after taking leave	Non-consolidated	%	100	100	100
Health and safety	No. of training courses	Non-consolidated	Courses	8	24	50
	No. of occupational injuries	Non-consolidated	Cases	5	3	4
Health management	Health insurance enrollment rate	Non-consolidated	%	100	100	100
	Stress check participation rate	Non-consolidated	%	89.0	93.6	93.5

*⁹ The percentage of employees taking childcare leave, etc. in Article 71-4, item 1 of the Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (MHLW Ministerial Ordinance No. 25 of 1991) was calculated pursuant to the provisions of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Act no. 76 of 1991).

■ Governance Data

Item		Scope	Unit	Fiscal Year		
				2021/3	2022/3	2023/3
Capital structure	Shareholders' equity ratio	Consolidated	%	91.0	88.2	88.9
		Non-consolidated	%	92.7	89.7	89.9
	Treasury stock	Non-consolidated	%	0.68	1.00	4.00
	Percentage of shares held by foreign investors	Non-consolidated	%	15.3	15.8	13.0
Board of Directors composition	Members of the Board of Directors	Non-consolidated	Persons	6	6	5
	Of whom, outside members of the Board	Non-consolidated	Persons	2	2	2
	Of whom, female members of the Board	Non-consolidated	Persons	1	1	1
	No. of Board of Directors meetings	Non-consolidated	Times	14	14	14
	Board of Directors meeting attendance rate	Non-consolidated	%	100	100	100
	Remuneration for members of the Board of Directors	Non-consolidated	Millions of yen	228	230	231
Audit & Supervisory Board composition	Audit & Supervisory Board members	Non-consolidated	Persons	5	5	5
	Of whom, outside Audit & Supervisory Board members	Non-consolidated	Persons	3	3	3
	Of whom, female Audit & Supervisory Board members	Non-consolidated	Persons	1	1	2
	No. of Audit & Supervisory Board meetings	Non-consolidated	Times	15	15	14
	Audit & Supervisory Board meeting attendance rate	Non-consolidated	%	100	100	100
	Remuneration for Audit & Supervisory Board members	Non-consolidated	Millions of yen	68	69	69
Holding of other meetings	No. of Nomination and Remuneration Committee meetings	Non-consolidated	Times	3	4	3
	No. of Management Committee meetings	Non-consolidated	Times	40	36	42
Provision of information to stakeholders	No. of dialogues with shareholders and investors	Non-consolidated	Times	86	99	70
	No. of voluntary recalls	Non-consolidated	Cases	0	0	0
Compliance	No. of training courses	Non-consolidated	Courses	4	7	6
	No. of serious violations	Non-consolidated	Cases	0	0	0