

Environmental and Occupational Health and Safety Performance Data

Response to Climate Change										
Item	Scope of Data		Unit	2018/3	2019/3	2020/3	2021/3	2022/3		
Energy consumption ^{*1}	Daicel Group		thousand kL	767	753	716	689	734		
	Japan	Daicel's business sites		541	522	478	477	492		
		Domestic Group companies		436	411	383	389	382		
		Overseas Group companies		105	111	95	88	110		
		Overseas		226	231	239	212	242		
Energy intensity index (base year: FY2010/3)	Daicel's business sites		%	79	78	80	78	80		
Greenhouse gas (GHG) emissions	Scope 1 ^{*2} († third-party certification)	Daicel Group		thousand t-CO ₂	1,769	1,736	1,686	1,645	1,654	
		Japan	Daicel's business sites		1,598	1,563	1,501	1,536	1,628	
			Domestic Group companies		1,595	1,558	1,498 [†]	1,469 [†]	1,567 [†]	
			Overseas Group companies		3	5	3	66	61	
			Overseas		171	173	185	109	26	
	Scope 2 ^{*2*} ^{*3} († third-party certification)	Daicel Group		thousand t-CO ₂	628	585	543	472	693	
		Japan	Daicel's business sites		309	259	220	138	162	
			Domestic Group companies		61	47	41 [†]	38 [†]	42 [†]	
			Overseas Group companies		248	212	178	101	120	
	Overseas		319	326	323	334	532			
	Scope 1 and 2 ^{*2*} ^{*3} († third-party certification)	Daicel Group		thousand t-CO ₂	2,395	2,317	2,228	2,119	2,348	
		Japan	Daicel's business sites		1,905	1,818	1,719	1,676	1,790	
			Domestic Group companies		1,656 [†]	1,605	1,539	1,507	1,609	
Overseas Group companies			249		213	180	169	181		
Overseas		490	498	508	443	558				
Scope 3 ^{*4} († third-party certification)	Daicel Group		thousand t-CO ₂	–	–	1,264 [†]	1,121 [†]	1,335 [†]		
CO ₂ emissions intensity index (base year: FY2013/3)	Daicel's business sites		%	92	90	92	76	87		

Industrial Waste Reduction									
Item	Scope of Data		Unit	2018/3	2019/3	2020/3	2021/3	2022/3	
Consumption of raw materials	Daicel Group		thousand t	–	–	–	–	–	
	Japan	Daicel's business sites		–	–	–	–	–	
		Renewable materials		–	–	556	630	646	
		Non-renewable materials		–	–	125	139	127	
		Domestic Group companies		–	–	431	491	519	
		Overseas Group companies		–	–	–	–	–	
Overseas		–	–	–	–	–			
Total amount of industrial waste	Daicel Group		thousand t	160	161	186	147	159	
	Japan	Daicel's business sites		146	145	169	133	145	
		Hazardous waste ^{*5}		137	136	161	124	134	
		Non-hazardous waste		17	20	17	16	20	
		Waste plastics		121	116	144	108	115	
		Domestic Group companies		4	4	5	3	4	
		Overseas Group companies		9	9	9	9	10	
Overseas		14	17	17	14	14			
Amount of industrial waste recycled ^{*6}	Daicel Group		thousand t	152	154	177	141	128	
	Japan	Daicel's business sites		141	140	164	130	142	
		Domestic Group companies		133	132	156	121	131	
		Overseas Group companies		8	8	8	9	10	
		Overseas		11	14	13	11	11	
Rate of industrial waste recycling	Daicel Group		%	94.6	95.3	95.3	95.8	96.3	
	Japan	Daicel's business sites		96.5	96.7	96.7	97.6	97.7	
		Domestic Group companies		97.2	97.1	97.1	97.8	97.8	
		Overseas Group companies		89.5	88.1	87.4	97.7	98.5	
		Overseas		74.8	82.6	80.7	79.1	78.8	
Amount of industrial waste incinerated without energy recovery	Daicel Group		thousand t	5.2	4.7	4.2	3.4	3.4	
	Japan	Daicel's business sites		3.3	3.2	2.5	1.8	2.0	
		Domestic Group companies		2.4	2.1	1.4	1.6	1.8	
		Overseas Group companies		1.0	1.1	1.1	0.2	0.2	
		Overseas		1.9	1.6	1.7	1.6	1.5	
Landfill of industrial waste	Daicel Group		thousand t	3.5	2.9	4.6	2.8	2.7	
	Japan	Daicel's business sites		1.8	1.5	3.1	1.4	1.3	
		Hazardous waste ^{*5}		1.8	1.5	3.1	1.4	1.3	
		Non-hazardous waste		0.0	0.0	0.0	0.0	0.0	
		Waste plastics		1.8	1.5	3.1	1.4	1.3	
		Domestic Group companies		1.0	1.1	2.5	1.0	1.0	
		Overseas Group companies		0.0	0.0	0.0	0.0	0.0	
Overseas		1.7	1.4	1.5	1.4	1.5			
Final landfill disposal rate of industrial waste	Daicel Group		%	2.2	1.8	2.5	1.9	1.7	
	Japan	Daicel's business sites		1.3	1.1	1.8	1.1	0.9	
		Domestic Group companies		1.3	1.1	1.9	1.2	0.9	
		Overseas Group companies		0.0	0.0	0.1	0.0	0.0	
		Overseas		11.9	8.2	9.1	9.5	10.6	

Chemical Substances								
Item	Scope of Data		Unit	2018/3	2019/3	2020/3	2021/3	2022/3
Substances subject to the PRTR	Released	Japan	t	60	77	44	34	86
		Daicel's business sites		45	66	37	28	60
		Domestic Group companies		15	11	7	6	26
	Amount released to air	Japan	t	41	37	23	19	68
		Daicel's business sites		26	26	16	13	42
		Domestic Group companies		15	11	7	6	26
	Amount released to water	Japan	t	19	40	21	15	19
		Daicel's business sites		19	40	21	15	19
		Domestic Group companies		0	0	0	0	0
	Transferred	Japan	t	74	81	84	80	99
		Daicel's business sites		58	58	47	57	64
		Domestic Group companies		16	23	37	23	35

Water Resources and Water Quality											
Item	Scope of Data		Unit	2018/3	2019/3	2020/3	2021/3	2022/3			
Water intake ^{*7}	Daicel Group	Japan	million t	103	102	98	98	96			
		Daicel's business sites		99	98	94	93	92			
		Public water		91	91	88	87	85			
		Riverwater		0	0	0	0	0			
		Riverwater		50	51	49	50	48			
		Groundwater		5	5	4	4	4			
		Groundwater		36	36	34	33	33			
		Seawater		7	7	6	6	7			
		Domestic Group companies		0	0	0	0	0			
		Public water		4	4	4	4	4			
		Riverwater		3	3	2	2	3			
		Groundwater		0	0	0	0	0			
		Seawater		5	4	4	4	4			
		Overseas		Overseas Group companies	5	4	4	4	4		
		Water discharge ^{*7}		Daicel Group	Japan	million t	96	98	97	96	94
Daicel's business sites	94		96		94		93	92			
Discharged into river	89		91		90		88	87			
Discharged into river	16		15		15		14	14			
Discharged into sea	73		75		75		74	72			
Discharged into sewer	0		0		0		0	0			
Domestic Group companies	5		5		5		5	5			
Overseas	Overseas Group companies		3		3		3	3	2		
Water usage	Daicel Group		Japan		million t		7	4	1	2	2
			Daicel's business sites				5	3	0	0	0
		Domestic Group companies	3	1		-2	-2	-2			
		Overseas	2	2		2	2	2			
		Overseas	2	2		1	2	2			
COD	Japan	Daicel's business sites	t	844	853	856	775	725			
		Domestic Group companies		800	804	823	744	686			
		Domestic Group companies		45	49	33	31	39			
Total phosphorous	Japan	Daicel's business sites	t	85	88	90	79	85			
		Domestic Group companies		81	85	88	76	84			
		Domestic Group companies		4	2	2	3	2			
Total nitrogen	Japan	Daicel's business sites	t	197	187	177	145	137			
		Domestic Group companies		183	170	170	134	125			
		Domestic Group companies		14	17	7	10	12			

Atmospheric Emissions								
Item	Scope of Data		Unit	2018/3	2019/3	2020/3	2021/3	2022/3
SOx emissions	Japan	Daicel's business sites	t	210	250	230	348	325
		Domestic Group companies		187	248	229	347	325
		Domestic Group companies		23	2	1	1	0
NOx emissions	Japan	Daicel's business sites	t	670	642	636	610	658
		Domestic Group companies		577	601	592	576	599
		Domestic Group companies		94	41	44	34	59
Soot and dust emissions	Japan	Daicel's business sites	t	46	31	24	33	32
		Domestic Group companies		32	28	22	32	31
		Domestic Group companies		14	3	1	1	1
VOCs emissions	Japan	Daicel's business sites	t	1,438	1,072	903	954	1,002
		Domestic Group companies		1,430	1,065	900	951	981
		Domestic Group companies		8	7	3	4	21
Emissions of ozone-depleting substances (ODS)	Trichlorofluoromethane (CFC-11)	Japan	t	-	-	-	-	-
		Daicel's business sites		0.0	0.1	0.4	0.0	0.0
		Domestic Group companies		-	-	-	-	-
	Dichlorodifluoromethane (CFC-12)	Japan	t	-	-	-	-	-
		Daicel's business sites		0.1	0.7	1.1	2.3	9.3
		Domestic Group companies		-	-	-	-	-

Environmental Accounting								
Item	Scope of Data	Unit	2018/3	2019/3	2020/3	2021/3	2022/3	
Environmental preservation cost	Investment	Daicel's business sites	100	15	40	49	64	56
	Expenses	Daicel's business sites	millions	14	67	61	54	39
Economic benefit associated with environmental preservation activities	Daicel's business sites	of yen		3	25	11	18	17

Occupational Health and Safety									
Item	Scope of Data	Unit	2018/3	2019/3	2020/3	2021/3	2022/3		
Number of occupational accidents	Number of accidents without lost workdays	Daicel Group	Cases	23	26	43	25	15	
		Japan		Daicel's business sites and onpremise partner companies	8	12	13	13	8
				Domestic Group companies	1	3	7	3	4
		Overseas		Overseas Group companies	14	11	23	9	3
	Number of lost-time accidents	Daicel Group	Cases	20	29	33	28	25	
		Japan		Daicel's business sites and onpremise partner companies	4	5	10	6	8
				Domestic Group companies	2	6	6	5	6
		Overseas		Overseas Group companies	14	18	17	17	11
	Number of fatalities	Daicel Group	Cases	0	0	0	0	0	
		Japan		Daicel's business sites and onpremise partner companies	0	0	0	0	0
				Domestic Group companies	0	0	0	0	0
		Overseas		Overseas Group companies	0	0	0	0	0
Occupational accident frequency rate ^{*8}	Daicel Group	-	1.73	1.89	2.71	2.03	1.54		
	Japan		Daicel's business sites and onpremise partner companies	1.76	1.56	2.19	1.85	1.57	
			Domestic Group companies	1.03	3.00	4.20	2.63	3.17	
	Overseas		Overseas Group companies	1.86	1.91	2.77	2.04	1.11	
Occupational accident severity rate	Daicel's business sites and onpremise partner companies	-	0.000	0.017	0.054	0.018	0.039		

*1 Non-renewable energy (natural gas and petroleum derived energy)(crude oil equivalent)

*2 It is calculated according to the emissions coefficients established in the Act on Promotion of Global Warming Countermeasures.

*3 Market-based

*4 It is calculated according to the "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain" issued by Ministry of the Environment.

*5 Waste oil, waste alkali, waste acid

*6 The amount of industrial waste recycled includes thermal recycle the amount of thermally recycled materials as well as that of recycled materials.

*7 No water-related risk is confirmed in Daicel's business sites and domestic Group companies.

*8 Occupational Accident Frequency Rate = (number of people involved in an occupational accident / total actual working hours) × 1 million hours

Please see the "Scope of Data Calculation for Environmental and Occupational Safety Performance" in the link below for more information.

<https://www.daicel.com/en/sustainability/other/responsible.html>

Environmental Load Data

The environmental load data from Daicel's business sites, Domestic Group Companies and Overseas Group companies for FY2022/3 are as follows.

1) Daicel's business sites

Item	Energy consumption (Crude oil equivalent kL)	Greenhouse gas emissions (thousand t-CO ₂)	Landfill of industrial waste (t)	PRTR substances		Water intake (thousand t)	COD emissions (t)	SOx emissions (t)	NOx emissions (t)	Soot and dust emissions (t)
				Released (t)	Transferred (t)					
Aboshi Plant	208	600	335	14	3	29,154	252	245	213	18
Ohtake Plant	122	906	206	16	8	40,149 ^{*1}	352	61	331	12
Arai Plant	22	49	182	1	2	14,444	74	14	43	1
Harima Plant	10	18	1	0	1	270	0	4	7	0
Hirohata Plant	11	20	15	8	1	368	1	0	1	0
Kanzaki Plant	8	14	530	22	49	233	7	0	4	0
Innovation Park	1	2	0	0	0	33	0	0	0	0

*1 Includes 32,862 thousand tonnes of seawater

2) Domestic Group companies

Item	Energy consumption (Crude oil equivalent kL)	Greenhouse gas emissions (thousand t-CO ₂)	Landfill of industrial waste (t)	PRTR substances		Water intake (thousand t)	COD emissions (t)	SOx emissions (t)	NOx emissions (t)	Soot and dust emissions (t)
				Released (t)	Transferred (t)					
Polyplastics Co., Ltd. Fuji Site	105	173	2	25	3	6,232	38	0	57	1
Dainichi Chemical Corp.	1	3	0	1	32	431	0	0	1	0
DM Novafoam Ltd.	0	4	0	0	0	59	0	0	0	0
Daicel Pack Systems Ltd.	1	1	2	0	0	177	0	0	0	0
Daicel Pyrotechnics Ltd.	0	0	0	0	0	2	0	0	0	0
Daicel Logistics Service Co., Ltd.	0	0	0	0	0	3	0	0	0	0

3) Overseas Group companies (From January 2021 to December 2021)

Item	Greenhouse gas emissions (thousand t-CO ₂)	Water intake (thousand t)
Daicel Nanning Food Ingredients Co., Ltd.	10	172
Shanghai Daicel Polymers, Ltd.	3	14
Daicel Safety Systems (Thailand) Co., Ltd. / Daicel Safety Technologies (Thailand) Co., Ltd.	17	153
Special Devices (Thailand) Co., Ltd.	1	11
Daicel Safety Systems (Jiangsu) Co., Ltd.	20	88
Daicel Safety Systems Americas, Inc.	20	45
Daicel Safety Systems Europe Sp. z o. o.	3	3
Daicel Safety Systems Korea, Inc.	1	6
Chiral Technologies, Inc.	0	0
Chiral Technologies Europe S.A.S.	1	0
Daicel Chiral Technologies (China) Co., Ltd.	1	4
Daicel Chiral Technologies (India) Private Ltd.	2	12
Polyplastics Taiwan Co., Ltd. ^{*2}	132	699
Polyplastics Asia Pacific Sdn. Bhd. ^{*2}	171	1,891
PTM Engineering Plastics (Nantong) Co., Ltd. ^{*2}	143	775
Polyplastics (Nantong) Ltd. ^{*2}	4	33
LCP Leuna Carboxylation Plant GmbH ^{*2}	6	483
TOPAS Advanced Polymers GmbH ^{*2}	21	3
Lomapharm GmbH	2	38

*2 Reporting Period: April 2021 to March 2022

Environmental Accounting

1) Basic Elements of Environmental Accounting

Target period	April 2021 to March 2022
Scope of data	Daicel's business sites
Calculation method	Calculated according to the Environmental Accounting Guidelines, Year 2005 Edition, published by the Ministry of the Environment of Japan and the Environmental Accounting Guidelines for the Chemical Industry, published by the Japan Chemical Industry Association (JCIA)
Amounts invested	Actual sums for capital investment in environmental conservation in FY2022/3.
Cost amounts	The totals for actual expenses of equipment depreciation, maintenance, management and labor related to environmental conservation.
Economic benefits associated with environmental conservation activities	Indicated as monetary benefits only and do not include risk avoidance effects or de facto effects. Economic effects attributable to reductions in energy costs are resented as the effects of energy cost reductions over a 12-month period realized through energy-saving initiatives.

2) Environmental Conservation Costs

2022/3 Environmental Conservation Costs				
Classifications		Amounts invested (Millions of yen)	Cost (Millions of yen)	Classifications
(1) Business area costs		3,872	4,256	Environmental conservation costs of controlling the environmental impact of our production and service operations that occur within business areas (business area costs)
Breakdown	① Pollution prevention costs	117	1,749	Investments and costs associated with the prevention of air and water pollution, control of harmful substances Levies for pollution-related health damages
	② Global environmental conservation costs	259	617	Costs associated with the introduction of energy-saving facilities (such as new boilers and freezers), capital expenditures for fuel conversion and depreciation costs associated with these facilities Costs associated with thermal pinch analysis and other energy-saving initiatives
	③ Resource recycling costs	3,496	1,890	Costs associated with resource-saving initiatives, recycling and the appropriate treatment and disposal of industrial waste, etc.
(2) Upstream and downstream costs		0	328	Costs associated with initiatives to curb the environmental impact of upstream or downstream operations supporting our production and service activities (such as costs for the disposal of automobile airbag inflators)
(3) Administrative costs		0	795	Costs for maintaining the environmental management systems, performing environmental measurements and providing environmental education in addition to costs associated with divisions in charge of environmental management, etc.
(4) R&D costs		23	161	Costs associated with R&D work for reducing the environmental impact of products and technologies (such as the development of eco-friendly products)
(5) Community activities costs		47	54	Costs attributable to environmental promotion activities, participation in community events and payments of association fees, etc.
(6) Environmental damage costs		0	3	Costs for environmental conservation related to environmental damage and environmental remediation costs, etc.
Total		3,942	5,598	

Items	Amount (Millions of yen)	Environmental Rate (%)	Remarks
Capital expenditures in the applicable period	23,931	16.5	Ratio of environmental investment
R&D expenditures in the applicable period	14,315	1.3	Ratio of environmental protection research and development expenses

3) Economic Effects (Monetary Benefits) Resulting from Environmental Conservation Activities

FY2022/3 Environmental Conservation Benefits		
Items		Amount (Millions of yen)
Economic effect	① Cost reduction through energy conservation	633
	② Cost reduction through resource conservation	548
	③ Benefits obtained by recycling	436
	④ Reduction of expenses for waste treatment or disposal	49
	Total	1,666

Social Performance Data

Employees								
Item		Scope of Data	Unit	2018/3	2019/3	2020/3	2021/3	2022/3
Number of employees ^{*1}	Male	Daicel Corporation and consolidated companies	Persons	–	–	–	7,788	8,121
	Female			–	–	–	3,354	2,983
	Total			12,309	12,319	11,606	11,142	11,104
Number of employees by area	Japan	Daicel Corporation and consolidated companies	Persons	Male	–	–	–	4,551
				Female	–	–	–	708
				Total	–	–	–	5,252
	Asia (excluding Japan)	Daicel Corporation and consolidated companies	Persons	Male	–	–	–	2,642
				Female	–	–	–	1,691
				Total	–	–	–	4,389
	North America and Latin America	Daicel Corporation and consolidated companies	Persons	Male	–	–	–	550
				Female	–	–	–	337
				Total	–	–	–	872
	Europe	Daicel Corporation and consolidated companies	Persons	Male	–	–	–	378
				Female	–	–	–	247
				Total	–	–	–	629
Number of employees ^{*2} (Total number of full-time and contract employees)	Male	Daicel Corporation ^{*3}	Persons	2,832	2,886	2,925	2,902	2,879
	Female			305	320	333	352	381
	Total			3,137	3,206	3,258	3,254	3,260
Number of full-time employees	Male	Daicel Corporation ^{*3}	Persons	2,596	2,652	2,665	2,645	2,598
	Female			248	264	281	303	337
	Total			2,844	2,916	2,946	2,948	2,935
	Ages 18 and 19			31	33	31	31	17
	Ages 20 to 29			481	476	492	489	490
	Ages 30 to 39			599	658	684	690	714
	Ages 40 to 49			808	778	758	741	719
Ages 50 to 59	925	971	981	997	995			
Number of contract employees	Male	Daicel Corporation ^{*3}	Persons	236	234	260	257	281
	Female			57	56	52	49	44
	Total			293	290	312	306	325
	Ages 18 and 19			–	–	–	0	0
	Ages 20 to 29			–	–	–	12	10
	Ages 30 to 39			–	–	–	26	19
	Ages 40 to 49			–	–	–	21	14
Ages 50 to 59	–	–	–	21	15			
Ages 60 and over	–	–	–	226	267			
Number of temporary staff	Male	Daicel Corporation	Persons	38	49	13	3	3
	Female			53	67	40	19	20
	Total			91	116	53	22	23
Average age (Full-time employees)	Non-managers	Daicel Corporation ^{*3}	Age	38.6	38.7	38.8	39.1	39.2
	Managers			50.5	50.6	50.9	51.0	50.6
	Male			41.9	42.0	42.1	42.3	42.4
	Female			41.4	41.6	41.9	41.8	41.7
	Total			41.8	41.9	42.1	42.3	42.3
Number of managers	Male	Daicel Corporation ^{*3}	Persons	–	774	774	765	757
	Female			–	25	29	28	34
	Total			–	799	803	793	791
Number of employees in positions immediately under section managers	Male	Daicel Corporation ^{*3}	Persons	–	–	–	–	467
	Female			–	–	–	–	52
	Total			–	–	–	–	519
Number of new managers per year	Male	Daicel Corporation ^{*3}	Persons	27	28	31	42	38
	Female			0	7	2	5	4
	Total			27	35	33	47	42
Number of new graduates recruited	Male	Daicel Corporation ^{*3}	Persons	79	65	51	37	37
	Female			10	9	14	12	12
	Total			89	74	65	49	49
Number of new mid career employees recruited	Male	Daicel Corporation ^{*3}	Persons	79	70	44	30	50
	Female			13	11	22	9	22
	Total			92	81	66	39	72
Employee turnover rate (Full-time employees only and excluding mandatory retirement)		Daicel Corporation ^{*3}	%	1.1	1.0	1.0	1.0	1.9

Respect for Human Rights								
Item		Scope of Data	Unit	2018/3	2019/3	2020/3	2021/3	2022/3
Percentage of total employees who received training on preventing discrimination and human rights violations ^{*4}		Daicel Corporation and consolidated companies	%	–	–	–	–	73.6
Percentage of operational sites that have been subject to human rights reviews or human rights impact assessments ^{*5}				–	–	–	–	58.4

Support for Human Resource Development								
Item		Scope of Data	Unit	2018/3	2019/3	2020/3	2021/3	2022/3
Average annual training time per person		Daicel Corporation ^{*3}	Hours	–	–	–	15.3	12.8
Number of participants in job grade-specific training			Persons	364	406	341	325	325
Number of participants in technician or engineer specific ethics training			Persons	44	54	54	44	59
Percentage of total employees who received regular performance and career development reviews		Daicel Corporation and consolidated companies	%	–	–	–	–	100.0

Promoting Diversity and Inclusion								
Item	Scope of Data		Unit	2018/3	2019/3	2020/3	2021/3	2022/3
Ratio of female employees (Full-time employees)	Total	Daicel Corporation and consolidated companies	%	–	–	–	30.1	26.9
	Managers			–	–	–	9.1	9.4
	Total	Daicel Corporation ^{*3}		8.7	9.1	9.5	10.3	11.5
	Managers			2.1	3.1	3.6	3.5	4.3
Number of foreign nationals in the workforce	Male	Daicel Corporation ^{*3}	Persons	12	12	14	15	18
	Female			2	2	3	4	4
	Total			14	14	17	19	22
Ratio of employees with disabilities (As of June 1, every year) ^{*6}	Daicel Corporation and domestic Group companies ^{*3}		%	–	–	–	1.78	1.68
	Daicel Corporation ^{*3}			–	2.19	2.17	2.17	2.43
Number of newly rehired post-retirement employees per year	Daicel Corporation ^{*3}		Persons	30	34	52	54	95
Ratio of post-retirement reemployment ^{*7}	Daicel Corporation ^{*3}		%	96.9	97.1	91.2	94.7	91.3
Total number of rehired post-retirement employees	Daicel Corporation ^{*3}		Persons	181	188	167	184	223

Foster a corporate culture that meets employee needs								
Item	Scope of Data		Unit	2018/3	2019/3	2020/3	2021/3	2022/3
Average length of service (Full-time employees)	Male	Daicel Corporation ^{*3}	Years	18.0	16.9	16.8	17.0	16.9
	Female			14.5	16.6	15.9	15.9	15.6
	Total			17.6	16.9	16.4	16.9	16.7
Ratio of the used portion of employees' annual paid leave	Non-managers	Daicel Corporation	%	70.5	76.4	79.4	75.7	81.5
	Managers			46.3	54.4	57.2	55.8	60.7
	Male			64.1	70.7	73.8	70.6	76.4
	Female			66.7	70.2	71.3	69.5	72.9
	Total			64.4	70.6	73.6	70.5	76.0
Number of employees taking childcare leave ^{*8} (Full-time and contract employees)	Male	Daicel Corporation and domestic Group companies ^{*3}	Persons	–	–	75	54	102
	Female			–	–	23	21	14
	Total			–	–	98	75	116
Ratio of employees taking childcare leave ^{*8 *9} (Full-time and contract employees)	Male	Daicel Corporation and domestic Group companies ^{*3}	%	–	–	49.7	36.7	68.9
	Female			–	–	100.0	100.0	116.7
	Total			–	–	56.3	44.6	72.5
Number of employees taking childcare leave ^{*8} (Full-time and contract employees)	Male	Daicel Corporation ^{*3}	Persons	25	50	52	76	79
	Female			2	7	13	7	8
	Total			27	57	65	83	87
Ratio of employees taking childcare leave ^{*8 *9} (Full-time and contract employees)	Male	Daicel Corporation ^{*3}	%	29.4	52.6	57.8	77.6	77.5
	Female			100.0	100.0	100.0	100.0	100.0
	Total			33.3	76.3	78.9	88.6	88.5
Number of employees using shorter working hours for childcare (Full-time employees)	Male	Daicel Corporation ^{*3}	Persons	0	0	0	0	0
	Female			1	11	13	19	12
	Total			1	11	13	19	12
Number of employees taking nursing care leave ^{*8} (Full-time and contract employees)	Male	Daicel Corporation and domestic Group companies ^{*3}	Persons	–	–	–	2	2
	Female			–	–	–	0	0
	Total			–	–	–	2	2
Number of employees taking nursing care leave ^{*8} (Full-time and contract employees)	Male	Daicel Corporation ^{*3}	Persons	0	0	0	0	0
	Female			0	0	0	0	0
	Total			0	0	0	0	0
Number of employees using shorter working hours for nursing care (Full-time employees)	Male	Daicel Corporation ^{*3}	Persons	0	0	0	1	1
	Female			0	0	0	1	1
	Total			0	0	0	2	2
Number of labor union members	Daicel Corporation ^{*3}		Persons	2,069	2,122	2,166	2,155	2,144
Ratio of labor union members	Daicel Corporation ^{*3}		%	66.0	72.8	72.9	73.1	73.0

Physical and Mental Health								
Item	Scope of Data		Unit	2018/3	2019/3	2020/3	2021/3	2022/3
Ratio of employees taking health checkups	Daicel Corporation ^{*3}		%	100.0	199.0	100.0	100.0	100.0
Ratio of employees taking specific medical examinations	Daicel Corporation ^{*3}		%	79.2	80.9	84.6	84.0	81.3
Ratio of employees taking specific health guidance	Daicel Corporation ^{*3}		%	41.2	50.6	55.6	58.6	58.2

Notes: The number of employees is the number as of the end of March each year.

*1 Number of employees excludes fixed term/temporary staff.

*2 Excludes directors, subordinate directors, and loaned staff. Includes full-time employees and contract employees. Contract employees are defined as full-time employees working under a fixed-term contract, and this excludes part-time employees.

*3 Includes Daicel Corporation registered employees on loan to Group companies and companies outside the Group.

*4 Percentage of total employees who received training on preventing discrimination and human rights violations in the last two years.

*5 Percentage of operational sites that have been subject to human rights reviews or human rights impact assessments in the last five years.

*6 The method of calculating the employment rate for persons with disabilities is based on the legal employment rate. As of June 1, 2021, the employment rate for persons with disabilities is 2.88%.

*7 Ratio of employees using the reemployment system after mandatory retirement.

*8 Contract employees as well as full time employees are eligible for this program with no restrictions on the length of service.

*9 Ratio of employees taking childcare leave=Number of employees taking childcare leave ÷ Number of employees who gave birth or those employees whose spouse gave birth.

Please see the "Scope of Reporting for Human Resources Data" in the link below for more information.

<https://www.daicel.com/en/sustainability/other/boundary.html>

Governance and Other Data

Corporate Governance								
Item	Scope of Data	Unit	2018/3	2019/3	2020/3	2021/3	2022/3	
Number of Directors	Male	Daicel Corporation	Persons	7	8	9	9	9
	Female			1	0	1	1	1
	Total			8	8	10	10	10
Female ratio	Daicel Corporation	%	12.5	0.0	10.0	10.0	10.0	
Number of Outside Directors (number of independent directors)	Male	Daicel Corporation	Persons	3(3)	4(4)	4(4)	4(4)	4(4)
	Female			1(1)	0(0)	1(1)	1(1)	1(1)
	Total			4(4)	4(4)	5(5)	5(5)	5(5)
Term of office for Directors	Daicel Corporation	Years	1	1	1	1	1	
Frequency of meetings of the Board of Directors	Daicel Corporation	Times	14	15	14	16	15	
Attendance at Board of Directors meetings	Directors	Daicel Corporation	%	98.2	97.5	99.3	97.5	98.0
	Outside Directors			96.3	96.7	100.0	96.3	96.0
	Audit & Supervisory Board Members			97.1	97.3	100.0	100.0	97.3
	Outside Audit & Supervisory Board Members			97.6	95.6	100.0	100.0	95.6
Number of Audit & Supervisory Board Members	Male	Daicel Corporation	Persons	5	5	5	5	5
	Female			0	0	0	0	0
	Total			5	5	5	5	5
Female ratio	Daicel Corporation	%	0.0	0.0	0.0	0.0	0.0	
Number of Outside Audit & Supervisory Board Members (number of independent officers)	Male	Daicel Corporation	Persons	3(3)	3(3)	3(3)	3(3)	3(3)
	Female			0(0)	0(0)	0(0)	0(0)	0(0)
	Total			3(3)	3(3)	3(3)	3(3)	3(3)
Term of office for Audit & Supervisory Board Members	Daicel Corporation	Years	4	4	4	4	4	
Frequency of meetings of the Audit & Supervisory Board	Daicel Corporation	Times	14	14	14	15	15	
Attendance of Audit & Supervisory Board Members	Audit & Supervisory Board Members	Daicel Corporation	%	97.1	100.0	100.0	100.0	97.3
	Outside Audit & Supervisory Board Members			97.6	100.0	100.0	100.0	95.6

Compliance							
Item	Scope of Data	Unit	2018/3	2019/3	2020/3	2021/3	2022/3
The number of consultation and reporting received	Daicel Group	Cases	31	52	51	54	50
Anti-corruption violations		Cases	0	0	0	0	0
Political contribution	Daicel Corporation	Millions of yen	0.04	0.05	0.13	0.09	0.00

Research and Development							
Item	Scope of Data	Unit	2018/3	2019/3	2020/3	2021/3	2022/3
Research and development expenses	Daicel Group	Millions of yen	18,843	20,749	21,295	19,540	20,741
Number of research and development staff		Persons	1,183	1,318	1,376	1,359	1,383

Social Contribution							
Item	Scope of Data	Unit	2018/3	2019/3	2020/3	2021/3	2022/3
Social contribution activity expenditure	Daicel Corporation	Millions of yen	129	219	246	324	160