

## Environmental and Occupational Health and Safety Performance Data

Environmental Management									
Item		Scope of Data		Unit	2020/3	2021/3	2022/3	2023/3	2024/3
The number of serious violations of environmental regulations and fines for violations of the law		Daicel's business sites		Millions of yen	-	0	0	0	0
Response to Climate Change									
Item		Scope of Data		Unit	2020/3	2021/3	2022/3	2023/3	2024/3
Energy consumption <sup>*1</sup>		Daicel Group		thousand kL	716	689	725	753	789
		Japan	Daicel's business sites		478	477	483	478	573
			Domestic Group companies		383	389	373	371	479
			Overseas		95	88	110	107	94
		Overseas Overseas Group companies			239	212	242	275	216
Energy intensity index (base year: FY2010/3)		Daicel's business sites		%	80	78	84	82	82
Energy-derived CO <sub>2</sub> emissions intensity index (base year: FY2013/3)		Daicel's business sites		%	90	73	83	81	99
Greenhouse gas (GHG) emissions	Scope 1 <sup>*2</sup> († third-party certification)	Daicel Group		10 thousand t-CO <sub>2</sub> e	169	165	165	170	164
		Japan	Daicel's business sites		150	154	163	168	162
			Domestic Group companies		150 <sup>†</sup>	147 <sup>†</sup>	157 <sup>†</sup>	155 <sup>†</sup>	151 <sup>†</sup>
			Overseas		0	7	6	12	10
		Overseas Overseas Group companies			19	11	3	2	2
	Scope 2 <sup>*2 *3</sup> († third-party certification)	Daicel Group		10 thousand t-CO <sub>2</sub> e	54	47	69	64	63
		Japan	Daicel's business sites		22	14	16	10	9
			Domestic Group companies		4 <sup>†</sup>	4 <sup>†</sup>	4 <sup>†</sup>	4 <sup>†</sup>	4 <sup>†</sup>
			Overseas		18	10	12	6	5
		Overseas Overseas Group companies			32	33	53	55	54
	Scope 1 and 2 <sup>*2 *3</sup> († third-party certification)	Daicel Group		10 thousand t-CO <sub>2</sub> e	223	212	235	234	227
		Japan	Daicel's business sites		172	168	179	177	170
			Domestic Group companies		154 <sup>†</sup>	151 <sup>†</sup>	161 <sup>†</sup>	159 <sup>†</sup>	155 <sup>†</sup>
			Overseas		18	17	18	18	15
		Overseas Overseas Group companies			51	44	56	57	56
	Scope 3 <sup>*4</sup> († third-party certification)		Daicel Group		10 thousand t-CO <sub>2</sub> e	126 <sup>†</sup>	112 <sup>†</sup>	134 <sup>†</sup>	118 <sup>†</sup>
Reduction and Recycling of Industrial Waste									
Item		Scope of Data		Unit	2020/3	2021/3	2022/3	2023/3	2024/3
Consumption of raw materials		Daicel Group		thousand t	-	-	-	-	-
		Japan	Daicel's business sites		-	-	-	-	-
			Renewable materials <sup>*5</sup>		556	630	646	643	725
			Non-renewable materials		125	139	127	153	186
			Domestic Group companies		431	491	519	490	539
		Overseas			-	-	-	-	-
		Overseas Overseas Group companies			-	-	-	-	-
Total amount of industrial waste		Daicel Group		thousand t	186	147	159	155	162
		Japan	Daicel's business sites		169	133	145	142	151
			Hazardous waste <sup>*6</sup>		161	124	134	131	142
			Non-hazardous waste		17	16	20	20	22
			Waste plastics		144	108	115	112	120
			Domestic Group companies		5	3	4	3	3
		Overseas			9	9	10	10	9
Overseas Overseas Group companies		17	14	14	13	11			
Amount of industrial waste recycled <sup>*7</sup>		Daicel Group		thousand t	177	141	153	151	158
		Japan	Daicel's business sites		164	130	142	140	148
			Hazardous waste <sup>*6</sup>		156	121	131	129	140
			Non-hazardous waste		-	-	-	20	22
			Domestic Group companies		-	-	-	109	118
			Overseas		8	9	10	10	8
		Overseas Overseas Group companies			13	11	11	12	10
Amount of industrial waste recycled (only the amount of material recycling)		Daicel Group		thousand t	164	128	137	136	140
		Japan	Daicel's business sites		151	117	126	125	129
			Hazardous waste <sup>*6</sup>		144	110	118	116	123
			Non-hazardous waste		-	-	-	6	8
			Domestic Group companies		-	-	-	109	115
			Overseas		8	7	9	9	6
		Overseas Overseas Group companies			13	11	11	12	10
Rate of industrial waste recycling		Daicel Group		%	95.3	95.8	96.1	97.7	97.5
		Japan	Daicel's business sites		96.7	97.6	97.7	98.4	98.0
			Domestic Group companies		97.1	97.8	97.8	98.3	98.5
			Overseas		87.4	97.7	98.5	99.5	88.5
		Overseas Overseas Group companies			80.7	79.1	78.8	89.6	90.8
Amount of industrial waste incinerated without energy recovery		Daicel Group		thousand t	4.2	3.4	3.4	1.7	1.7
		Japan	Daicel's business sites		2.5	1.8	2.0	1.1	1.4
			Hazardous waste <sup>*6</sup>		1.4	1.6	1.7	1.0	0.4
			Non-hazardous waste		-	-	-	0.0	0.2
			Domestic Group companies		-	-	-	1.0	0.3
			Overseas		1.1	0.2	0.3	0.1	1.0
		Overseas Overseas Group companies			1.7	1.6	1.5	0.6	0.3
Landfill of industrial waste		Daicel Group		thousand t	4.6	2.8	2.7	1.9	1.7
		Japan	Daicel's business sites		3.1	1.4	1.3	1.1	0.9
			Hazardous waste <sup>*6</sup>		3.1	1.4	1.3	1.1	0.9
			Non-hazardous waste		0.0	0.0	0.0	0.0	0.0
			Waste plastics		3.1	1.4	1.3	1.1	0.9
			Domestic Group companies		2.5	1.0	1.0	0.7	0.7
		Overseas			0.0	0.0	0.0	0.0	0.0
Overseas Overseas Group companies		1.5	1.4	1.5	0.8	0.8			
Final landfill disposal rate of industrial waste		Daicel Group		%	2.5	1.9	1.7	6.7	7.6
		Japan	Daicel's business sites		1.8	1.1	0.9	0.8	0.6
			Domestic Group companies		1.9	1.2	0.9	0.8	0.7
			Overseas		0.1	0.0	0.0	0.0	0.1
		Overseas Overseas Group companies			9.1	9.5	10.6	5.9	6.8

Emission Management of Chemical Substances									
Item		Scope of Data		Unit	2020/3	2021/3	2022/3	2023/3	2024/3
Substances subject to the PRTR	Released	Japan	Daicel's business sites	t	45	48	83	57	86
			Domestic Group companies		38	42	57	47	80
					7	6	26	10	6
	Amount released to air	Japan	Daicel's business sites	t	24	33	65	43	62
			Domestic Group companies		17	27	39	33	56
					7	6	26	10	6
	Amount released to water	Japan	Daicel's business sites	t	21	15	19	14	25
			Domestic Group companies		21	15	19	14	25
					0	0	0	0	0
	Transferred	Japan	Daicel's business sites	t	84	80	99	89	98
			Domestic Group companies		47	57	64	65	63
					37	23	35	24	35

Water Resource Preservation												
Item	Scope of Data			Unit	2020/3	2021/3	2022/3	2023/3	2024/3			
Water intake <sup>*8</sup>	Daicel Group	Japan		million t	98	98	96	101	97			
					94	93	92	96	92			
		Daicel's business sites			88	87	85	89	86			
			Public water		0	0	0	0	0			
			Riverwater		49	50	48	50	47			
			Groundwater		4	4	4	3	3			
			Seawater		34	33	33	35	35			
		Domestic Group companies			6	6	7	7	7			
			Public water		0	0	0	0	0			
			Riverwater		4	4	4	4	4			
			Groundwater		2	2	3	3	3			
			Seawater		0	0	0	0	0			
		Overseas	Overseas Group companies		4	4	4	4	4			
			Public water		0	0	0	1	1			
			Riverwater		4	4	4	3	3			
			Groundwater		0	0	0	0	0			
			Seawater		0	0	0	0	0			
		Water discharge <sup>*8</sup>	Daicel Group		Japan		million t	97	96	94	93	89
	94			93		92		91	87			
Daicel's business sites				90	88	87		86	83			
	Discharged into river			15	14	14		13	13			
	Discharged into sea			75	74	72		73	70			
	Discharged into sewer			0	0	0		0	0			
	Domestic Group companies			5	5	5		5	4			
Overseas	Overseas Group companies			3	3	2		2	2			
Water usage	Daicel Group			Japan		million t		1	2	2	8	8
								0	0	0	5	5
		Daicel's business sites	-2	-2	-2		3	3				
			Domestic Group companies	2	2		2	2	2			
		Overseas	Overseas Group companies	1	2		2	2	3			
COD	Japan		t	856	775	725	748	713				
		Daicel's business sites		823	744	686	716	682				
		Domestic Group companies		33	31	39	32	31				
Total phosphorous	Japan		t	90	79	85	88	86				
		Daicel's business sites		88	76	84	85	82				
		Domestic Group companies		2	3	2	3	4				
Total nitrogen	Japan		t	177	145	137	132	151				
		Daicel's business sites		170	134	125	127	143				
		Domestic Group companies		7	10	12	4	8				

Environmental Management and Prevention of Air Pollution									
Item		Scope of Data		Unit	2020/3	2021/3	2022/3	2023/3	2024/3
SOx emissions		Japan		t	230	348	325	299	223
			Daicel's business sites		229	347	325	298	222
			Domestic Group companies		1	1	0	0	1
NOx emissions		Japan		t	636	610	658	687	640
			Daicel's business sites		592	576	599	636	593
			Domestic Group companies		44	34	59	51	47
Soot and dust emissions		Japan		t	24	33	32	30	34
			Daicel's business sites		22	32	31	28	33
			Domestic Group companies		1	1	1	1	1
VOCs emissions		Japan		t	889	994	1,012	1,173	1,110
			Daicel's business sites		886	990	991	1,163	1,102
			Domestic Group companies		3	4	21	10	8
Emissions of ozone-depleting substances (ODS)	Trichlorofluoromethane (CFC-11)	Japan		t	—	—	—	—	—
			Daicel's business sites		0.4	0.0	0.0	0.0	0.0
			Domestic Group companies		—	—	—	—	—
	Dichlorodifluoromethane (CFC-12)	Japan		t	—	—	—	—	—
			Daicel's business sites		1.1	2.3	9.3	3.6	2.7
			Domestic Group companies		—	—	—	—	—

Environmental Accounting									
Item		Scope of Data		Unit	2020/3	2021/3	2022/3	2023/3	2024/3
Environmental preservation cost	Investment	Daicel's business sites		100	49	64	56	63	73
	Expenses	Daicel's business sites		millions	61	54	39	14	31
Economic benefit associated with environmental preservation activities		Daicel's business sites		of yen	11	18	17	30	43

Occupational Health and Safety										
Item		Scope of Data		Unit	2020/3	2021/3	2022/3	2023/3	2024/3	
Number of occupational accidents	Number of accidents without lost workdays	Daicel Group		Cases	43	25	15	19	18	
		Japan	Daicel's business sites and partner companies(contractors) *9		13	13	8	11	9	
			Domestic Group companies		7	3	4	4	4	
			Overseas Group companies		23	9	3	4	5	
		Overseas			33	28	25	23	26	
	Number of lost-time accidents	Daicel Group		Cases	10	6	8	5	6	
		Japan	Daicel's business sites and partner companies(contractors) *9		6	5	6	4	3	
			Domestic Group companies		17	17	11	14	17	
			Overseas Group companies		0	0	0	0	0	
		Overseas			0	0	0	0	0	
	Number of fatalities	Daicel Group		Persons	0	0	0	0	0	
		Japan	Daicel's business sites		0	0	0	0	0	
			Partner companies (contractors) *9		0	0	0	0	0	
			Domestic Group companies		0	0	0	0	0	
		Overseas			0	0	0	0	0	
Lost-time injury frequency rate(LTIFR) *10		Daicel Group		-	1.25	1.01	0.90	0.83	0.92	
		Japan	Daicel's business sites and partner companies(contractors) *9		0.95	0.58	0.78	0.50	0.59	
			Domestic Group companies		1.94	1.64	1.91	1.27	0.95	
			Overseas Group companies		1.33	1.19	0.77	0.96	1.15	
		Overseas			0.054	0.018	0.039	0.013	0.307	

\*1 Energy derived from natural gas and petroleum (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 (Ver.2.4)" issued by Ministry of the Environment.

\*5 Pulp and bioethanol

\*6 Waste oil, waste alkali, waste acid

\*7 The amount of industrial waste recycled includes the amount of thermally recycled materials as well as that of recycled materials.

\*8 No water-related risk is confirmed in Daicel's business sites and domestic Group companies.

\*9 Partner companies (contractors) are companies outside the Daicel Group that engage in various operations primarily at Daicel's business sites.

\*10 Lost-time injury frequency rate(LTIFR) = (total number of deaths and injuries caused by labor accidentst / 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 FY2024/3 are as follows.

### 1) Daicel's Business Sites

Item	Energy consumption (Crude oil equivalent kL)	Greenhouse gas emissions (10 thousand t-CO <sub>2</sub> e)	Landfill of industrial (t)	PRTR substances		Water intake (thousand t)	COD emissions (t)	SOx emissions (t)	NOx emissions (t)	Soot and dust (t)
				Released (t)	Transferred (t)					
Aboshi Plant	227	64	291	11	6	27,563	270	146	246	20
Ohtake Plant	210	82	168	17	7	44,839 <sup>*1</sup>	375	57	295	11
Arai Plant	19	5	87	1	3	12,661	22	16	40	2
Harima Plant	9	2	3	0	0	232	0	3	6	0
Hirohata Plant	7	2	5	7	1	363	0	0	1	0
Kanzaki Plant	6	1	378	52	46	192	14	0	4	0
Innovation Park	1	0	12	0	0	34	0	0	0	0

<sup>\*1</sup> Includes 34,918 thousand tonnes of seawater

### 2) Domestic Group Companies

Item	Energy consumption (Crude oil equivalent kL)	Greenhouse gas emissions (10 thousand t-CO <sub>2</sub> e)	Landfill of industrial (t)	PRTR substances		Water intake (thousand t)	COD emissions (t)	SOx emissions (t)	NOx emissions (t)	Soot and dust (t)
				Released (t)	Transferred (t)					
Polyplastics Co., Ltd. Fuji Site	88	14	3	5	2	6,047	30	0	43	1
Dainichi Chemical Corp.	1	0	0	1	30	435	1	0	1	0
DM Novafoam Ltd.	2	0	0	0	0	42	0	0	0	0
Daicel Pack Systems Ltd.	0	0	2	0	0	99	0	0	0	0
Daicel Pyrotechnics Ltd.	0	0	0	0	0	1	0	0	0	0
Daicel Logistics Service Co., Ltd.	0	0	0	0	0	3	0	0	0	0
Daicel Beyond Ltd.	2	0	0	1	2	9	0	1	2	0

### 3) Overseas Group Companies (From January 2023 to December 2023)

Item	Greenhouse gas emissions (10 thousand t-CO <sub>2</sub> e)	Water intake (thousand t)
Daicel Nanning Food Ingredients Co., Ltd.	0	156
Shanghai Daicel Polymers, Ltd.	0	11
Daicel Safety Systems (Thailand) Co., Ltd.	3	143
Daicel Safety Systems (Jiangsu) Co., Ltd.	3	113
Daicel Safety Systems Americas, Inc.	1	46
Daicel Safety Systems Europe Sp. z o. o.	0	0
Daicel Safety Systems India Pvt. Ltd.	0	5
Chiral Technologies, Inc.	0	0
Chiral Technologies Europe S.A.S.	0	0
Daicel Chiral Technologies (China) Co., Ltd.	0	4
Daicel Chiral Technologies (India) Pvt. Ltd.	0	14
Polyplastics Taiwan Co., Ltd. <sup>*2</sup>	11	646
Polyplastics Asia Pacific Sdn. Bhd. <sup>*2</sup>	18	2,076
PTM Engineering Plastics (Nantong) Co., Ltd <sup>*2</sup>	15	848
Polyplastics (Nantong) Ltd. <sup>*2</sup>	0	41
LCP Leuna Carboxylation Plant GmbH <sup>*2</sup>	1	85
TOPAS Advanced Polymers GmbH <sup>*2</sup>	3	0
Daicel Arbor Biosciences	0	0

<sup>\*2</sup> Reporting Period: April 2023 to March 2024

# Environmental Accounting

## 1) Basic Elements of Environmental Accounting

Target period	April 2023 to March 2024
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 FY2024/3.
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 presented as the effects of energy cost reductions over a 12-month period realized through energy-saving initiatives.

## 2) Environmental Conservation Costs

27 Environmental Conservation Costs

2024/3 Environmental Conservation Costs				
Classifications		Amounts invested (Millions of yen)	Cost (Millions of yen)	Classifications
(1) Business area costs		3,037	5,806	Environmental conservation costs of controlling the environmental impact of our production and service operations that occur within business areas (business area costs)
Breakdown	①Pollution prevention costs	153	2,551	Investments and costs associated with the prevention of air and water pollution, control of harmful substances Levies for pollution-related health damages
	②Global environmental conservation costs	319	507	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
	③Resource recycling costs	2,565	2,749	Costs associated with resource-saving initiatives, recycling and the appropriate treatment and disposal of industrial waste, etc.
(2) Upstream and downstream costs		0	366	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	834	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		81	264	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		7	57	Costs attributable to environmental promotion activities, participation in community events and payments of association fees, etc.
(6) Environmental damage costs		0	4	Costs for environmental conservation related to environmental damage and environmental remediation costs, etc.
Total		3,125	7,332	

Items	Amount (Millions of yen)	Environmental Rate (%)	Remarks
Capital expenditures in the applicable period	20,938	15%	Ratio of environmental investment
R&D expenditures in the applicable period	16,602	2%	Ratio of environmental protection research and development expenses

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

FY2024/3 Environmental Conservation Benefits		
Items		Amount (Millions of yen)
Economic effect	① Cost reduction through energy conservation	2,059
	② Cost reduction through resource conservation	1,945
	③ Benefits obtained by recycling	237
	④ Reduction of expenses for waste treatment or disposal	54
	Total	4,295

## Social Performance Data

Employees									
Item		Scope of Data	Unit	2020/3	2021/3	2022/3	2023/3	2024/3	
Number of employees <sup>*1</sup>	Male	Daicel Corporation and consolidated companies	Persons	–	7,788	8,121	7,909	7,986	
	Female			–	3,354	2,983	3,298	3,148	
	Total			11,606	11,142	11,104	11,207	11,134	
Number of employees by area <sup>*1</sup>	Japan	Male	Persons	–	–	4,551	4,563	4,538	
		Female		–	–	708	755	800	
		Total		–	5,252	5,259	5,318	5,338	
	Asia (excluding Japan)	Male	Persons	–	–	2,642	2,552	2,787	
		Female		–	–	1,691	1,947	1,798	
		Total		–	4,389	4,333	4,499	4,585	
	North America and Latin America	Male	Persons	–	–	550	558	394	
		Female		–	–	337	340	284	
		Total		–	872	887	898	678	
	Europe	Male	Persons	–	–	378	236	267	
		Female		–	–	247	256	266	
		Total		–	629	625	492	533	
	Total	Male	Persons	2,925	2,902	2,879	2,870	2,892	
		Female		333	352	381	399	431	
		Total		3,258	3,254	3,260	3,269	3,323	
Number of full-time employees	Male	Daicel Corporation <sup>*3</sup>	Persons	2,665	2,645	2,598	2,554	2,525	
	Female			281	303	337	360	382	
	Total			2,946	2,948	2,935	2,914	2,907	
	Ages 18 and 19			31	31	17	15	19	
	Ages 20 to 29			492	489	490	452	425	
	Ages 30 to 39			684	690	714	736	751	
	Ages 40 to 49			758	741	719	714	683	
	Ages 50 to 59			981	997	995	997	1,029	
	Ages 60 and over			–	226	267	309	362	
Number of contract employees (directly employed)	Male	Daicel Corporation <sup>*3</sup>	Persons	260	257	281	316	367	
	Female			52	49	44	39	49	
	Total			312	306	325	355	416	
	Ages 18 and 19			–	0	0	0	0	
	Ages 20 to 29			–	12	10	5	6	
	Ages 30 to 39			–	26	19	15	17	
	Ages 40 to 49			–	21	14	15	18	
	Ages 50 to 59			–	21	15	11	13	
	Ages 60 and over			–	–	–	–	–	
Number of temporary staff (indirectly employed via agency)	Male	Daicel Corporation	Persons	13	3	3	5	6	
	Female			40	19	20	23	21	
	Total			53	22	23	28	27	
Average age (full-time employee)	Non-managers	Daicel Corporation <sup>*3</sup>	Age	38.8	39.1	39.2	39.6	39.9	
	Managers			50.9	51.0	50.6	50.4	50.2	
	Male			42.1	42.3	42.4	42.6	39.7	
	Female			41.9	41.8	41.7	41.9	41.1	
	Total			42.1	42.3	42.3	42.5	42.7	
Number of managers	Male	Daicel Corporation <sup>*3</sup>	Persons	774	765	757	745	736	
	Female			29	28	34	38	44	
	Total			803	793	791	783	780	
Number of employees in positions immediately under section managers	Male	Daicel Corporation <sup>*3</sup>	Persons	–	–	467	502	510	
	Female			–	–	52	56	70	
	Total			–	–	519	558	580	
Number of new managers per year	Male	Daicel Corporation <sup>*3</sup>	Persons	31	42	38	37	30	
	Female			2	5	4	4	3	
	Total			33	47	42	41	33	
Number of new graduates recruited	Male	Daicel Corporation <sup>*3</sup>	Persons	51	37	37	34	35	
	Female			14	12	12	12	17	
	Total			65	49	49	46	52	
Number of new mid career employees recruited	Male	Daicel Corporation <sup>*3</sup>	Persons	44	30	50	54	55	
	Female			22	9	22	18	19	
	Total			66	39	72	72	74	
Employee turnover rate (full-time employee only and excluding mandatory retirement)		Daicel Corporation <sup>*3 *4</sup>	%	1.3	1.3	1.5	1.8	1.7	

Respect for Human Rights									
Item		Scope of Data	Unit	2020/3	2021/3	2022/3	2023/3	2024/3	
Ratio of the total workforce across all locations who received training on discrimination and human rights violations <sup>*5</sup>	Ratio of all operational sites that have been subject to human rights reviews or human rights impact assessments <sup>*7</sup>	Daicel Corporation and consolidated companies	%	–	–	73.6 <sup>*1 *6</sup>	73.4	89.2	
				–	–	58.4	64.0	75.4	

Support for Human Resource Development								
Item	Scope of Data	Unit	2020/3	2021/3	2022/3	2023/3	2024/3	
Average annual training time per person	Daicel Corporation <sup>*3</sup>	Hours	—	15.3	12.8	5.4	5.3	
Number of participants in job grade-specific training		Persons	341	325	325	311	333	
Number of participants in technician or engineer specific ethics training			54	44	59	46	54	
Ratio of the total workforce across all locations who received regular performance and career development reviews	Daicel Corporation and consolidated companies	%	—	—	100.0	100.0	99.9	

Promoting Diversity, Equity and Inclusion										
Item			Scope of Data		Unit	2020/3	2021/3	2022/3	2023/3	2024/3
Ratio of female employees (full-time employee)	Total		Daicel Corporation and consolidated companies	%		—	30.1	26.9	29.4	28.3
		Managers				—	9.1	9.4	9.8	12.1
	Total		Daicel Corporation <sup>*3</sup>			9.5	10.3	11.5	12.4	13.1
		Managers				3.6	3.5	4.3	4.9	5.6
Number of foreign nationals in the workforce		Male	Daicel Corporation <sup>*3</sup>	Persons		14	15	18	23	25
		Female				3	4	4	4	7
		Total				17	19	22	27	32
Ratio of employees with disabilities (As of June 1, every year) <sup>*8</sup>			Daicel Corporation and domestic Group companies <sup>*3</sup>	%		—	1.78	1.68	2.68	2.65
			Daicel Corporation <sup>*3</sup>			2.17	2.17	2.43	3.29	3.11
Number of newly rehired post-retirement employees per year			Daicel Corporation <sup>*3</sup>	Persons	52	54	95	74	74	
Ratio of post-retirement reemployment <sup>*9</sup>				%	91.2	94.7	91.3	88.1	93.7	
Total number of rehired post-retirement employees				Persons	167	184	223	264	331	
Gender pay gap	Total		Daicel Corporation <sup>*3</sup>	%	—	—	—	—	77.1	78.2
		Full-time employee		%	—	—	—	78.9	80.0	
		Contract employee (directly employed)		%	—	—	—	59.4	59.1	

Foster a Corporate Culture that Meets Employee Needs									
Item		Scope of Data	Unit	2020/3	2021/3	2022/3	2023/3	2024/3	
Average length of service (full-time employee)	Male	Daicel Corporation <sup>*3</sup>	Years	16.8	17.0	16.9	16.9	17.9	
	Female			15.9	15.9	15.6	15.5	16.3	
	Total			16.4	16.9	16.7	16.7	17.7	
Ratio of the used portion of employees' annual paid leave (full-time employee)	Non-managers	Daicel Corporation	%	79.4	75.7	81.5	83.7	88.8	
	Managers			57.2	55.8	60.7	61.5	64.7	
	Male			73.8	70.6	76.4	78.1	83.4	
	Female			71.3	69.5	72.9	76.5	80.4	
	Total			73.6	70.5	76.0	77.9	82.5	
Number of employees taking childcare leave <sup>*10</sup> (full-time employee and contract employee (directly employed))	Male	Daicel Corporation and domestic Group companies	Persons	75	54	102	133	120	
	Female			23	21	14	25	18	
	Total			98	75	116	158	138	
Ratio of employees taking childcare leave <sup>*10 *11</sup> (full-time employee and contract employee (directly employed))	Male		%	49.7	36.7	68.9	79.2	85.7	
	Female			100	100.0	116.7	96.2	105.9	
	Total			56.3	44.6	72.5	81.4	87.9	
Number of employees taking childcare leave <sup>*10</sup> (full-time employee and contract employee (directly employed))	Male	Daicel Corporation <sup>*3</sup>	Persons	52	76	79	93	79	
	Female			13	7	8	10	9	
	Total			65	83	87	103	88	
Ratio of employees taking childcare leave <sup>*10 *11</sup> (full-time employee and contract employee (directly employed))	Male		%	57.8	77.6	77.5	97.9	89.8	
	Female			100.0	100.0	100.0	111.1	112.5	
	Total			78.9	88.6	88.5	99.0	91.7	
Number of employees using shorter working hours for childcare (full-time employee)	Male	Daicel Corporation <sup>*3</sup>	Persons	0	0	0	1	0	
	Female			13	19	12	11	11	
	Total			13	19	12	12	11	
Number of employees taking nursing care leave <sup>*10</sup> (full-time employee and contract employee (directly employed))	Male	Daicel Corporation and domestic Group companies	Persons	—	2	2	1	1	
	Female			—	0	0	0	0	
	Total			—	2	2	1	1	
Number of employees taking nursing care leave <sup>*10</sup> (full-time employee and contract employee (directly employed))	Male	Daicel Corporation <sup>*3</sup>	Persons	0	0	0	1	1	
	Female			0	0	0	0	0	
	Total			0	0	0	1	1	
Number of employees using shorter working hours for nursing care (full-time employee)	Male	Daicel Corporation <sup>*3</sup>	Persons	0	1	1	1	1	
	Female			0	1	1	0	0	
	Total			0	2	2	1	1	
Ratio of the total workforce across all locations who are covered by formal collective agreements concerning working conditions <sup>*1</sup>		Daicel Corporation and consolidated companies	%	—	—	—	39.9	60.4	
Ratio of the total workforce across all locations who are covered by formally-elected employee representatives <sup>*1</sup>			%	—	—	—	75.3	65.0	
Number of labor union members		Daicel Corporation <sup>*3</sup>	Persons	2,166	2,155	2,144	2,131	2,127	
Ratio of labor union members			%	72.9	73.1	73.0	73.1	73.2	

Physical and Mental Health								
Item	Scope of Data	Unit	2020/3	2021/3	2022/3	2023/3	2024/3	
Ratio of employees taking health checkups	Daicel Corporation <sup>*3</sup>	%	100.0	100.0	100.0	100.0	100.0	
Ratio of employees taking specific medical examinations			84.6	84.0	81.3	82.2	85.3	
Ratio of employees taking specific health guidance			55.6	58.6	58.2	56.9	55.0	

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. The fixed term/temporary staff is defined as contract employees (directly employed), which is excluded the temporary staff (indirectly employed via agency).

\*2 Excludes executive officers, corporate officers, and loaned staff. Includes full-time employees and contract employees (directly employed).

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

\*4 We calculate the employee turnover rate by using the following formula. However, it excludes the number of mandatory retirement from the number of full-time employee turnover.  
Turnover Rate=(the number of full-time employees who resigned in the applicable fiscal year)÷(the number of full-time employees who are registered at the end of the applicable fiscal year)×100

\*5 Number of employees excludes fixed term/temporary staff.

\*6 Percentage of total employees who received training on preventing discrimination and human rights violations in the last two years.

\*7 Percentage of operational sites that have been subject to human rights reviews or human rights impact assessments in the last five years.

\*8 The method of calculating the employment rate for persons with disabilities is based on the legal employment rate.

\*9 Ratio of employees using the reemployment system after mandatory retirement.

\*10 Contract employees (directly employed) are eligible for this program.

\*11 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 and Governance 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	2020/3	2021/3	2022/3	2023/3	2024/3
Number of Directors	Male	Daicel Corporation	Persons	9	9	9	8	8
	Female			1	1	1	2	2
	Total			10	10	10	10	10
Ratio of female Directors		Daicel Corporation	%	10.0	10.0	10.0	20.0	20.0
Number of Outside Directors (number of independent directors)	Male	Daicel Corporation	Persons	4(4)	4(4)	4(4)	4(4)	4(4)
	Female			1(1)	1(1)	1(1)	2(2)	2(2)
	Total			5(5)	5(5)	5(5)	6(6)	6(6)
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	16	15	15	15
Ratio of attendance at Board of Directors meetings	Directors	Daicel Corporation	%	99.3	97.5	98.0	98.0	96.0
	Outside Directors			100.0	96.3	96.0	97.8	100.0
	Audit & Supervisory Board Members			100.0	100.0	97.3	98.7	98.7
	Outside Audit & Supervisory Board Members			100.0	100.0	95.6	98.3	97.8
Number of Audit & Supervisory Board Members	Male	Daicel Corporation	Persons	5	5	5	4	4
	Female			0	0	0	1	1
	Total			5	5	5	5	5
Ratio of female Audit & Supervisory Board Members		Daicel Corporation	%	0.0	0.0	0.0	20.0	20.0
Number of Outside Audit & Supervisory Board Members (number of independent Audit & Supervisory Board Members)	Male	Daicel Corporation	Persons	3(3)	3(3)	3(3)	2(2)	2(2)
	Female			0(0)	0(0)	0(0)	1(1)	1(1)
	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	15	15	15	15
Ratio of Attendance of Audit & Supervisory Board Members	Audit & Supervisory Board Members	Daicel Corporation	%	100.0	100.0	97.3	98.7	100.0
	Outside Audit & Supervisory Board Members			100.0	100.0	95.6	98.3	100.0
Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees		Daicel Corporation	%				1,546.4	1,831.0

Corporate Compliance							
Item	Scope of Data	Unit	2020/3	2021/3	2022/3	2023/3	2024/3
The number of consultation and reporting received	Daicel Corporation and consolidated companies	Cases	51	54	50	76	102
Violation of anti-corruption laws (bribery)	Daicel Corporation and consolidated companies	Cases	0	0	0	0	0
Violation of anti-corruption laws (conflict of interest)	Daicel Corporation and consolidated companies	Cases	—	—	—	—	0
Violation of competition laws	Daicel Corporation and consolidated companies	Cases	0	0	0	0	0
Violation of insider trading regulations	Daicel Corporation and consolidated companies	Cases	—	—	—	—	0
Number of e-learning participants during Compliance Awareness Month	Daicel Corporation and consolidated companies <sup>*1</sup>	Persons	4,925	4,992	4,609	9,338	11,354
Number of participants in corporate compliance training in group training (rank-based group training, etc.)	Daicel Corporation and domestic Group companies <sup>*2</sup>	Persons	435	404	464	559	547
Political contribution <sup>*3</sup>	Daicel Corporation	Millions of yen	0.13	0.09	0.00	0.08	0.16

Research and Development							
Item	Scope of Data	Unit	2020/3	2021/3	2022/3	2023/3	2024/3
Research and development expenses	Daicel Corporation and consolidated companies	Millions of yen	21,295	19,540	20,741	21,878	23,393
Number of research and development staff		Persons	1,376	1,361	1,383	1,228	1,290

Social Contribution							
Item	Scope of Data	Unit	2020/3	2021/3	2022/3	2023/3	2024/3
Social contribution activity expenditure	Daicel Corporation and consolidated companies	Millions of yen	246	324	160	602	431

Reference								
Item	Scope of Data	Unit	2020/3	2021/3	2022/3	2023/3	2024/3	
Net Sales	Daicel Corporation and consolidated companies	Millions of yen	412,826	393,568	467,937	538,026	558,056	
	Daicel Corporation	Millions of yen	203,228	194,371	206,427	236,535	262,551	
Average exchange rate	—	USD/JPY	109	106	112	136	145	

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

\*1 The numbers for FY2020/3, FY2021/3 and FY2022/3 are the number of participants at Daicel corporation and domestic group companies.

\*2 Includes Daicel Corporation registered employees on loan to Group companies and companies outside the Group.

\*3 We do not make a payment in kind.

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