

Environmental and Occupational Health and Safety Performance Data

Environmental Management									
Item	Scope of Data		Unit	2019/3	2020/3	2021/3	2022/3	2023/3	
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	
Response to Climate Change									
Item	Scope of Data		Unit	2019/3	2020/3	2021/3	2022/3	2023/3	
Energy consumption ^{*1}	Daicel Group		thousand kL	753	716	689	725	753	
	Japan	Daicel's business sites		522	478	477	483	478	
		Domestic Group companies		411	383	389	373	371	
		Overseas		111	95	88	110	107	
		Overseas Group companies		231	239	212	242	275	
Daicel's business sites		%	78	80	78	84	82		
Daicel's business sites		%	87	90	73	83	81		
Greenhouse gas (GHG) emissions	Scope 1 ^{*2} (+ third-party certification)	Daicel Group		thousand t-CO ₂	1,736	1,686	1,645	1,654	1,713
		Japan	Daicel's business sites		1,563	1,501	1,536	1,628	1,677
			Domestic Group companies		1,558	1,498 [†]	1,469 [†]	1,567 [†]	1,553 [†]
			Overseas		5	3	66	61	123
			Overseas Group companies		173	185	109	26	36
	Scope 2 ^{*2, *3} (+ third-party certification)	Daicel Group		thousand t-CO ₂	585	543	472	693	629
		Japan	Daicel's business sites		259	220	138	162	97
			Domestic Group companies		47	41 [†]	38 [†]	42 [†]	37 [†]
			Overseas		212	178	101	120	61
			Overseas Group companies		326	323	334	532	532
Scope 1 and 2 ^{*2, *3} (+ third-party certification)	Daicel Group		thousand t-CO ₂	2,317	2,228	2,119	2,348	2,342	
	Japan	Daicel's business sites		1,818	1,719	1,676	1,790	1,774	
		Domestic Group companies		1,605	1,539	1,507	1,609	1,590	
		Overseas		213	180	169	181	184	
		Overseas Group companies		498	508	443	558	568	
Daicel Group		thousand t-CO ₂	-	1,264 [†]	1,121 [†]	1,335 [†]	1,177 [†]		
Reduction and Recycling of Industrial Waste									
Item	Scope of Data		Unit	2019/3	2020/3	2021/3	2022/3	2023/3	
Consumption of raw materials	Daicel Group		thousand t	-	-	-	-	-	
	Japan	Daicel's business sites		-	-	-	-	-	
		Renewable materials ^{*5}		-	556	630	646	643	
		Non-renewable materials		-	125	139	127	153	
		Domestic Group companies		-	431	491	519	490	
Overseas	Overseas Group companies	-	-	-	-	-			
Total amount of industrial waste	Daicel Group		thousand t	161	186	147	159	155	
	Japan	Daicel's business sites		145	169	133	145	142	
		Hazardous waste ^{*6}		136	161	124	134	131	
		Non-hazardous waste		20	17	16	20	20	
		Waste plastics		116	144	108	115	112	
		Domestic Group companies		4	5	3	4	3	
Overseas	Overseas Group companies	9	9	9	10	10			
Amount of industrial waste recycled ^{*7}	Daicel Group		thousand t	154	177	141	153	151	
	Japan	Daicel's business sites		140	164	130	142	140	
		Hazardous waste ^{*6}		132	156	121	131	129	
		Non-hazardous waste		-	-	-	-	20	
		Domestic Group companies		-	-	-	-	109	
		Overseas		Overseas Group companies	8	8	9	10	10
Amount of industrial waste recycled (only the amount of material recycling)	Daicel Group		thousand t	140	164	128	137	136	
	Japan	Daicel's business sites		126	151	117	126	125	
		Hazardous waste ^{*6}		118	144	110	118	116	
		Non-hazardous waste		-	-	-	-	6	
		Domestic Group companies		-	-	-	-	109	
		Overseas		Overseas Group companies	8	8	7	9	9
Rate of industrial waste recycling	Daicel Group		%	95.3	95.3	95.8	96.1	97.7	
	Japan	Daicel's business sites		96.7	96.7	97.6	97.7	98.4	
		Domestic Group companies		97.1	97.1	97.8	97.8	98.3	
		Overseas		88.1	87.4	97.7	98.5	99.5	
		Overseas Group companies		82.6	80.7	79.1	78.8	89.6	
		Amount of industrial waste incinerated without energy recovery		Daicel Group		thousand t	4.7	4.2	3.4
Japan	Daicel's business sites		3.2	2.5	1.8		2.0	1.1	
	Hazardous waste ^{*6}		2.1	1.4	1.6		1.7	1.0	
	Non-hazardous waste		-	-	-		-	0.0	
	Domestic Group companies		-	-	-		-	1.0	
	Overseas		Overseas Group companies	1.1	1.1		0.2	0.3	0.1
Landfill of industrial waste	Daicel Group		thousand t	1.6	1.7	1.6	1.5	0.6	
	Japan	Daicel's business sites		2.9	4.6	2.8	2.7	1.9	
		Hazardous waste ^{*6}		1.5	3.1	1.4	1.3	1.1	
		Non-hazardous waste		1.5	3.1	1.4	1.3	1.1	
		Waste plastics		0.0	0.0	0.0	0.0	0.0	
		Domestic Group companies		1.1	2.5	1.0	1.0	0.7	
Overseas	Overseas Group companies	0.0	0.0	0.0	0.0	0.0			
Final landfill disposal rate of industrial waste	Daicel Group		%	1.8	2.5	1.9	1.7	6.7	
	Japan	Daicel's business sites		1.1	1.8	1.1	0.9	0.9	
		Domestic Group companies		1.1	1.9	1.2	0.9	0.9	
		Overseas		0.0	0.1	0.0	0.0	0.0	
		Overseas Group companies		8.2	9.1	9.5	10.6	5.9	

Emission Management of Chemical Substances									
Item	Scope of Data		Unit	2019/3	2020/3	2021/3	2022/3	2023/3	
Substances subject to the PRTR	Released	Japan		92	45	48	83	57	
			Daicel's business sites	t	81	38	42	57	47
			Domestic Group companies		11	7	6	26	10
	Amount released to air	Japan		52	24	33	65	43	
			Daicel's business sites	t	41	17	27	39	33
			Domestic Group companies		11	7	6	26	10
	Amount released to water	Japan		40	21	15	19	14	
			Daicel's business sites	t	40	21	15	19	14
			Domestic Group companies		0	0	0	0	0
	Transferred	Japan		81	84	80	99	89	
		Daicel's business sites	t	58	47	57	64	65	
		Domestic Group companies		23	37	23	35	24	

Water Resource Preservation									
Item	Scope of Data		Unit	2019/3	2020/3	2021/3	2022/3	2023/3	
Water intake ^{*8}	Daicel Group	Japan		102	98	98	96	101	
			Daicel's business sites		98	94	93	92	96
			Public water		91	88	87	85	89
			Riverwater		0	0	0	0	0
			Groundwater		51	49	50	48	50
			Groundwater		5	4	4	4	3
			Seawater		36	34	33	33	35
			Domestic Group companies		7	6	6	7	7
			Public water	million t	0	0	0	0	0
			Riverwater		4	4	4	4	4
			Groundwater		3	2	2	3	3
			Groundwater		0	0	0	0	0
			Seawater		0	0	0	0	0
			Overseas		4	4	4	4	4
			Public water		0	0	0	0	1
			Riverwater		4	4	4	4	3
			Groundwater		0	0	0	0	0
	Seawater		0	0	0	0	0		
Water discharge ^{*8}	Daicel Group	Japan		98	97	96	94	93	
			Daicel's business sites		96	94	93	92	91
			Discharged into river		91	90	88	87	86
			Discharged into sea		15	15	14	14	13
			Discharged into sewer		75	75	74	72	73
			Discharged into sewer		0	0	0	0	0
			Domestic Group companies		5	5	5	5	5
			Overseas		3	3	3	2	2
			Overseas Group companies		4	1	2	2	8
			Overseas Group companies		3	0	0	0	5
Water usage	Daicel Group	Japan		3	0	0	0	5	
			Daicel's business sites	million t	1	-2	-2	-2	3
			Domestic Group companies		2	2	2	2	2
		Overseas		2	1	2	2	2	
		Overseas Group companies		2	1	2	2	2	
COD	Japan			853	856	775	725	748	
			Daicel's business sites	t	804	823	744	686	716
			Domestic Group companies		49	33	31	39	32
Total phosphorous	Japan			88	90	79	85	88	
			Daicel's business sites	t	85	88	76	84	85
			Domestic Group companies		2	2	3	2	3
Total nitrogen	Japan			187	177	145	137	132	
			Daicel's business sites	t	170	170	134	125	127
			Domestic Group companies		17	7	10	12	4

Environmental Management and Prevention of Air Pollution									
Item	Scope of Data		Unit	2019/3	2020/3	2021/3	2022/3	2023/3	
SOx emissions	Japan			250	230	348	325	299	
			Daicel's business sites	t	248	229	347	325	298
			Domestic Group companies		2	1	1	0	0
NOx emissions	Japan			642	636	610	658	686	
			Daicel's business sites	t	601	592	576	599	636
			Domestic Group companies		41	44	34	59	50
Soot and dust emissions	Japan			31	24	33	32	30	
			Daicel's business sites	t	28	22	32	31	28
			Domestic Group companies		3	1	1	1	1
VOCs emissions	Japan			1,089	889	994	1,012	1,173	
			Daicel's business sites	t	1,083	886	990	991	1,163
			Domestic Group companies		7	3	4	21	10
Emissions of ozone-depleting substances (ODS)	Trichlorofluoromethane (CFC-11)	Japan		—	—	—	—	—	
			Daicel's business sites	t	0.1	0.4	0.0	0.0	0.0
			Domestic Group companies		—	—	—	—	—
	Dichlorodifluoromethane (CFC-12)	Japan		—	—	—	—	—	
			Daicel's business sites	t	0.7	1.1	2.3	9.3	3.6
			Domestic Group companies		—	—	—	—	—

Environmental Accounting								
Item	Scope of Data	Unit	2019/3	2020/3	2021/3	2022/3	2023/3	
Environmental preservation cost	Investment	Daicel's business sites	100	40	49	64	56	63
	Expenses	Daicel's business sites	millions	67	61	54	39	14
Economic benefit associated with environmental preservation activities	Daicel's business sites	of yen	25	11	18	17	30	

Occupational Health and Safety									
Item	Scope of Data	Unit	2019/3	2020/3	2021/3	2022/3	2023/3		
Number of occupational accidents	Number of accidents without lost workdays	Daicel Group	Cases	26	43	25	15	19	
		Japan		Daicel's business sites and onpremise partner companies	12	13	13	8	11
				Domestic Group companies	3	7	3	4	4
		Overseas		Overseas Group companies	11	23	9	3	4
	Number of lost-time accidents	Daicel Group	Cases	29	33	28	25	23	
		Japan		Daicel's business sites and onpremise partner companies	5	10	6	8	5
				Domestic Group companies	6	6	5	6	4
		Overseas		Overseas Group companies	18	17	17	11	14
	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 ^{*9}	Daicel Group	-	1.89	2.71	2.03	1.54	1.62		
	Japan		Daicel's business sites and onpremise partner companies	1.56	2.19	1.85	1.57	1.61	
			Domestic Group companies	3.00	4.20	2.63	3.17	2.53	
	Overseas		Overseas Group companies	1.91	2.77	2.04	1.11	1.40	
Occupational accident severity rate	Daicel's business sites and onpremise partner companies	-	0.017	0.054	0.018	0.039	0.013		

*1 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 (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 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 FY2023/3 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 (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	637	239	8	3	29,888	268	220	251	14
Ohtake Plant	112	861	197	12	8	45,125 ^{*1}	394	60	330	13
Arai Plant	20	45	157	1	1	13,535	40	15	45	1
Harima Plant	9	15	5	0	0	254	0	3	6	0
Hirohata Plant	9	15	8	6	1	383	0	0	1	0
Kanzaki Plant	9	14	520	19	53	232	13	0	4	0
Innovation Park	1	3	3	0	0	33	0	0	0	0

*1 Includes 35,267 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 (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	101	174	2	6	4	6,290	30	0	50	1
Dainichi Chemical Corp.	1	3	0	1	18	437	1	0	1	0
DM Novafoam Ltd.	2	4	0	0	0	47	0	0	0	0
Daicel Pack Systems Ltd.	1	1	0	0	0	136	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.	1	2	0	3	2	5	1	0	0	0

3) Overseas Group companies (From January 2022 to December 2022)

Item	Greenhouse gas emissions (thousand t-CO ₂)	Water intake (thousand t)
Daicel Nanning Food Ingredients Co., Ltd.	7	153
Shanghai Daicel Polymers, Ltd.	2	9
Daicel Safety Systems (Thailand) Co., Ltd. / Daicel Safety Technologies (Thailand) Co., Ltd.	28	130
Special Devices (Thailand) Co., Ltd.	2	14
Daicel Safety Systems (Jiangsu) Co., Ltd.	29	109
Daicel Safety Systems Americas, Inc.	16	37
Daicel Safety Systems Europe Sp. z o. o.	4	4
Chiral Technologies, Inc.	0	0
Chiral Technologies Europe S.A.S.	0	0
Daicel Chiral Technologies (China) Co., Ltd.	1	3
Daicel Chiral Technologies (India) Private Ltd.	4	13
Polyplastics Taiwan Co., Ltd. ^{*2}	111	647
Polyplastics Asia Pacific Sdn. Bhd. ^{*2}	181	2,022
PTM Engineering Plastics (Nantong) Co., Ltd. ^{*2}	148	828
Polyplastics (Nantong) Ltd. ^{*2}	4	33
LCP Leuna Carboxylation Plant GmbH ^{*2}	5	340
TOPAS Advanced Polymers GmbH ^{*2}	26	4
Lomapharm GmbH	2	37
Daicel Arbor Biosciences	0	0

*2 Reporting Period: April 2022 to March 2023

Environmental Accounting

1) Basic Elements of Environmental Accounting

Target period	April 2022 to March 2023
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 FY2023/3.
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

2023/3 Environmental Conservation Costs				
Classifications		Amounts invested (Millions of yen)	Cost (Millions of yen)	Classifications
(1) Business area costs		1,146	4,951	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	261	2,523	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	132	561	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	753	1,868	Costs associated with resource-saving initiatives, recycling and the appropriate treatment and disposal of industrial waste, etc.
(2) Upstream and downstream costs		0	434	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	719	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		254	120	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		13	53	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		1,413	6,281	

Items	Amount (Millions of yen)	Environmental Rate (%)	Remarks
Capital expenditures in the applicable period	17,961	7.9	Ratio of environmental investment
R&D expenditures in the applicable period	15,299	2.4	Ratio of environmental protection research and development expenses

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

FY2023/3 Environmental Conservation Benefits		
Items		Amount (Millions of yen)
Economic effect	①Cost reduction through energy conservation	778
	②Cost reduction through resource conservation	1,792
	③Benefits obtained by recycling	416
	④Reduction of expenses for waste treatment or disposal	34
	Total	3,020

Social Performance Data

Employees									
Item		Scope of Data	Unit	2019/3	2020/3	2021/3	2022/3	2023/3	
Number of employees ^{*1}	Male	Daicel Corporation and consolidated companies	Persons	–	–	7,788	8,121	7,909	
				Female	–	–	3,354	2,983	3,298
				Total	12,319	11,606	11,142	11,104	11,207
Number of employees by area ^{*1}	Japan	Daicel Corporation and consolidated companies	Persons	–	–	–	4,551	4,563	
				Female	–	–	–	708	755
				Total	–	–	5,252	5,259	5,318
	Asia (excluding Japan)	Daicel Corporation and consolidated companies	Persons	–	–	–	2,642	2,552	
				Female	–	–	–	1,691	1,947
				Total	–	–	4,389	4,333	4,499
	North America and Latin America	Daicel Corporation and consolidated companies	Persons	–	–	–	550	558	
				Female	–	–	–	337	340
				Total	–	–	872	887	898
	Europe	Daicel Corporation and consolidated companies	Persons	–	–	–	378	236	
				Female	–	–	–	247	256
				Total	–	–	629	625	492
Number of employees ^{*2} (full-time employee and contract employee (directly employed))	Male	Daicel Corporation ^{*3}	Persons	2,886	2,925	2,902	2,879	2,870	
				Female	320	333	352	381	399
				Total	3,206	3,258	3,254	3,260	3,269
Number of full-time employees	Male	Daicel Corporation ^{*3}	Persons	2,652	2,665	2,645	2,598	2,554	
				Female	264	281	303	337	360
				Total	2,916	2,946	2,948	2,935	2,914
				Ages 18 and 19	33	31	31	17	15
				Ages 20 to 29	476	492	489	490	452
				Ages 30 to 39	658	684	690	714	736
				Ages 40 to 49	778	758	741	719	714
				Ages 50 to 59	971	981	997	995	997
Number of contract employee (directly employed)	Male	Daicel Corporation ^{*3}	Persons	234	260	257	281	316	
				Female	56	52	49	44	39
				Total	290	312	306	325	355
				Ages 18 and 19	–	–	0	0	0
				Ages 20 to 29	–	–	12	10	5
				Ages 30 to 39	–	–	26	19	15
				Ages 40 to 49	–	–	21	14	15
				Ages 50 to 59	–	–	21	15	11
Number of temporary staff (indirectly employed via agency)	Male	Daicel Corporation	Persons	49	13	3	3	5	
				Female	67	40	19	20	23
				Total	116	53	22	23	28
Average age (full-time employee)	Non-managers	Daicel Corporation ^{*3}	Age	38.7	38.8	39.1	39.2	39.6	
				Managers	50.6	50.9	51.0	50.6	50.4
	Male			42.0	42.1	42.3	42.4	42.6	
				Female	41.6	41.9	41.8	41.7	41.9
	Total			41.9	42.1	42.3	42.3	42.5	
Number of managers	Male	Daicel Corporation ^{*3}	Persons	774	774	765	757	745	
				Female	25	29	28	34	38
				Total	799	803	793	791	783
Number of employees in positions immediately under section managers	Male	Daicel Corporation ^{*3}	Persons	–	–	–	467	502	
				Female	–	–	–	52	56
				Total	–	–	–	519	558
Number of new managers per year	Male	Daicel Corporation ^{*3}	Persons	28	31	42	38	37	
				Female	7	2	5	4	4
				Total	35	33	47	42	41
Number of new graduates recruited	Male	Daicel Corporation ^{*3}	Persons	65	51	37	37	34	
				Female	9	14	12	12	12
				Total	74	65	49	49	46
Number of new mid career employees recruited	Male	Daicel Corporation ^{*3}	Persons	70	44	30	50	54	
				Female	11	22	9	22	18
				Total	81	66	39	72	72
Employee turnover rate (full-time employee only and excluding mandatory retirement)		Daicel Corporation ^{*3,*4}	%	1.3	1.3	1.3	1.5	1.8	

Respect for Human Rights								
Item		Scope of Data	Unit	2019/3	2020/3	2021/3	2022/3	2023/3
Ratio of the total workforce across all locations who received training on discrimination and human rights violations ^{*5}		Daicel Corporation and consolidated companies	%	–	–	–	73.6 ^{*1,*6}	73.4
Ratio of all operational sites that have been subject to human rights reviews or human rights impact assessments ^{*7}				–	–	–	58.4	64.0

Support for Human Resource Development								
Item		Scope of Data	Unit	2019/3	2020/3	2021/3	2022/3	2023/3
Average annual training time per person		Daicel Corporation ^{*3}	Hours	–	–	15.3	12.8	5.4
Number of participants in job grade-specific training			Persons	406	341	325	325	311
Number of participants in technician or engineer specific ethics training		Daicel Corporation and consolidated companies	Persons	54	54	44	59	46
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

Promoting Diversity and Inclusion										
Item	Scope of Data		Unit	2019/3	2020/3	2021/3	2022/3	2023/3		
Ratio of female employees (full-time employee)	Total	Managers	Daicel Corporation and consolidated companies	%	–	–	30.1	26.9	29.4	
		Managers			–	–	9.1	9.4	9.8	
	Total	Managers	Daicel Corporation ^{*3}		9.1	9.5	10.3	11.5	12.4	
		Managers			3.1	3.6	3.5	4.3	4.9	
Number of foreign nationals in the workforce	Male	Daicel Corporation ^{*3}	Persons	12	14	15	18	23		
	Female			2	3	4	4	4		
	Total			14	17	19	22	27		
Ratio of employees with disabilities (As of June 1, every year) ^{*8}			Daicel Corporation and domestic Group companies ^{*3}	%	–	–	1.78	1.68	2.68	
			Daicel Corporation ^{*3}		2.19	2.17	2.17	2.43	3.29	
Number of newly rehired post-retirement employees per year			Daicel Corporation ^{*3}	Persons	34	52	54	95	74	
Ratio of post-retirement reemployment ^{*9}			Daicel Corporation ^{*3}	%	97.1	91.2	94.7	91.3	88.1	
Total number of rehired post-retirement employees				Persons	188	167	184	223	264	
Gender pay gap	Total	Full-time employee	Daicel Corporation ^{*3}	%	–	–	–	–	77.1	
					Contract employee (directly employed)	–	–	–	–	78.9
					Contract employee (directly employed)	–	–	–	–	59.4

Foster a Corporate Culture that Meets Employee Needs									
Item	Scope of Data		Unit	2019/3	2020/3	2021/3	2022/3	2023/3	
Average length of service (full-time employee)	Male	Daicel Corporation ^{*3}	Years	16.9	16.8	17.0	16.9	16.9	
	Female			16.6	15.9	15.9	15.6	15.5	
	Total			16.9	16.4	16.9	16.7	16.7	
Ratio of the used portion of employees' annual paid leave (full-time employee)	Non-managers	Daicel Corporation	%	76.4	79.4	75.7	81.5	83.7	
	Managers			54.4	57.2	55.8	60.7	61.5	
	Male			70.7	73.8	70.6	76.4	78.1	
	Female			70.2	71.3	69.5	72.9	76.5	
	Total			70.6	73.6	70.5	76.0	77.9	
Number of employees taking childcare leave ^{*10} (full-time employee and contract employee (directly employed))	Male	Daicel Corporation and domestic Group companies	Persons	–	75	54	102	133	
	Female			–	23	21	14	25	
	Total			–	98	75	116	158	
Ratio of employees taking childcare leave ^{*10 *11} (full-time employee and contract employee (directly employed))	Male	Daicel Corporation and domestic Group companies	%	–	49.7	36.7	68.9	79.2	
	Female			–	100	100.0	116.7	96.2	
	Total			–	56.3	44.6	72.5	81.4	
Number of employees taking childcare leave ^{*10} (full-time employee and contract employee (directly employed))	Male	Daicel Corporation ^{*3}	Persons	50	52	76	79	93	
	Female			7	13	7	8	10	
	Total			57	65	83	87	103	
Ratio of employees taking childcare leave ^{*10 *11} (full-time employee and contract employee (directly employed))	Male	Daicel Corporation ^{*3}	%	52.6	57.8	77.6	77.5	97.9	
	Female			100.0	100.0	100.0	100.0	111.1	
	Total			76.3	78.9	88.6	88.5	99.0	
Number of employees using shorter working hours for childcare (full-time employee)	Male	Daicel Corporation ^{*3}	Persons	0	0	0	0	1	
	Female			11	13	19	12	11	
	Total			11	13	19	12	12	
Number of employees taking nursing care leave ^{*10} (full-time employee and contract employee (directly employed))	Male	Daicel Corporation and domestic Group companies	Persons	–	–	2	2	1	
	Female			–	–	0	0	0	
	Total			–	–	2	2	1	
Number of employees taking nursing care leave ^{*10} (full-time employee and contract employee (directly employed))	Male	Daicel Corporation ^{*3}	Persons	0	0	0	0	1	
	Female			0	0	0	0	0	
	Total			0	0	0	0	1	
Number of employees using shorter working hours for nursing care (full-time employee)	Male	Daicel Corporation ^{*3}	Persons	0	0	1	1	1	
	Female			0	0	1	1	0	
	Total			0	0	2	2	1	
Ratio of the total workforce across all locations who are covered by formal collective agreements concerning working conditions ^{*1}			Daicel Corporation and consolidated companies	%	–	–	–	39.9	
Ratio of the total workforce across all locations who are covered by formally-elected employee representatives ^{*1}			Daicel Corporation and consolidated companies	%	–	–	–	75.3	
Number of labor union members			Daicel Corporation ^{*3}	Persons	2,122	2,166	2,155	2,144	2,131
Ratio of labor union members			Daicel Corporation ^{*3}	%	72.8	72.9	73.1	73.0	73.1

Physical and Mental Health									
Item	Scope of Data		Unit	2019/3	2020/3	2021/3	2022/3	2023/3	
Ratio of employees taking health checkups				199.0	100.0	100.0	100.0	100.0	
Ratio of employees taking specific medical examinations			Daicel Corporation ^{*3}	%	80.9	84.6	84.0	81.3	82.2
Ratio of employees taking specific health guidance				50.6	55.6	58.6	58.2	56.9	

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 directors, subordinate directors, 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. As of June 1, 2023, the employment rate for persons with disabilities is 3.29%.

*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	2019/3	2020/3	2021/3	2022/3	2023/3	
Number of Directors	Male	Daicel Corporation	Persons	8	9	9	9	8
	Female			0	1	1	1	2
	Total			8	10	10	10	10
Ratio of female Directors	Daicel Corporation	%	0.0	10.0	10.0	10.0	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			0(0)	1(1)	1(1)	1(1)	2(2)
	Total			4(4)	5(5)	5(5)	5(5)	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	15	14	16	15	15	
Ratio of attendance at Board of Directors meetings	Directors	Daicel Corporation	%	97.5	99.3	97.5	98.0	98.0
	Outside Directors			96.7	100.0	96.3	96.0	97.8
	Audit & Supervisory Board Members			97.3	100.0	100.0	97.3	98.7
	Outside Audit & Supervisory Board Members			95.6	100.0	100.0	95.6	98.3
Number of Audit & Supervisory Board Members	Male	Daicel Corporation	Persons	5	5	5	5	4
	Female			0	0	0	0	1
	Total			5	5	5	5	5
Ratio of female Audit & Supervisory Board Members	Daicel Corporation	%	0.0	0.0	0.0	0.0	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)	3(3)	2(2)
	Female			0(0)	0(0)	0(0)	0(0)	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	14	15	15	15	
Ratio of Attendance of Audit & Supervisory Board Members	Audit & Supervisory Board Members	Daicel Corporation	%	100.0	100.0	100.0	97.3	98.7
	Outside Audit & Supervisory Board Members			100.0	100.0	100.0	95.6	98.3
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	

Compliance							
Item	Scope of Data	Unit	2019/3	2020/3	2021/3	2022/3	2023/3
The number of consultation and reporting received	Daicel Corporation and consolidated companies	Cases	52	51	54	50	76
Anti-corruption violations		Cases	0	0	0	0	0
Political contribution*	Daicel Corporation	Millions of yen	0.05	0.13	0.09	0.00	0.08

Research and Development							
Item	Scope of Data	Unit	2019/3	2020/3	2021/3	2022/3	2023/3
Research and development expenses	Daicel Corporation and consolidated companies	Millions of yen	20,749	21,295	19,540	20,741	21,878
Number of research and development staff		Persons	1,318	1,376	11,361	1,383	1,228

Social Contribution							
Item	Scope of Data	Unit	2019/3	2020/3	2021/3	2022/3	2023/3
Social contribution activity expenditure	Daicel Corporation	Millions of yen	219	246	324	160	590

Reference							
Item	Scope of Data	Unit	2019/3	2020/3	2021/3	2022/3	2023/3
Net Sales	Daicel Corporation and consolidated companies	Millions of yen	464,859	412,826	393,568	467,937	538,026
	Daicel Corporation	Millions of yen	233,345	203,228	194,371	206,427	236,535
Average exchange rate	-	USD/JPY	111	109	106	112	136

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

*We do not make a payment in kind.

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