

# Social Data

## Employees

### Number of Employees (Group)

FY	2015	2016	2017	2018	2019
Total	19,117	20,043	22,623	22,989	23,095
Japan	9,197	9,121	9,465	9,499	9,496
Overseas	9,920	10,922	13,158	13,490	13,599
Overseas (Asia)	9,327	9,283	11,185	11,355	11,133
Overseas (outside Asia)	593	1,639	1,973	2,135	2,466

### Number of Employees (Non-consolidated)

FY	2015	2016	2017	2018	2019
Number of employees	6,209	6,484	6,480	6,528	6,615
Female	724	762	787	812	897
Male	5,485	5,722	5,693	5,716	5,718
Proportion of females	11.7%	11.8%	12.1%	12.4%	13.6%
Average age	40.7	41.3	41.9	42.3	42.9
Female	37.0	37.8	38.4	38.8	39.3
Male	41.2	41.8	42.4	42.8	43.4
Length of service (years)	17.4	18.0	18.3	18.3	18.4
Female	13.5	14.1	14.2	14.2	14.4
Male	17.9	18.6	18.9	18.9	19.0

### Grad Hiring (Non-consolidated)

FY of entering	2015	2016	2017	2018	2019
Number of college graduates	77	93	93	111	112
Female	14	21	25	34	26
Male	63	72	68	77	86

### Employment Ratio of Disabled People (%)

FY	2015	2016	2017	2018	2019
Japan, consolidated	2.44	2.45	2.50	2.46	2.49
Non-consolidated	2.16	2.25	2.28	2.28	2.29

### Number of Managers and Directors (Non-consolidated)

FY	2015	2016	2017	2018	2019
Number of managerial positions	807	812	803	786	817
Female	22	25	25	35	33
Male	785	787	778	751	784
Proportion of females	2.7%	3.1%	3.1%	4.5%	4.0%
Manager or higher	329	325	309	307	322
Female	6	8	8	9	10
Male	323	317	301	298	312
Proportion of females	1.8%	2.5%	2.6%	2.9%	3.1%
Assistant managers	627	704	755	782	808
Female	18	18	32	29	50
Male	609	686	723	753	758
Proportion of females	2.9%	2.6%	4.2%	3.7%	6.2%

### Birth and Child Raising (Non-consolidated)

FY	2015	2016	2017	2018	2019
Number of employees who take maternity leave	34	45	39	41	38
Number of male employees who take childcare leave	34	45	40	43	46
% of employees who return to work after childcare leave	100	97.7	100	97.6	100

### Ratios of Basic Salary and Total Remuneration of Female Employees to Those of Male Employees (in Managerial Positions Only) (FY2019)

Ratio of basic salary (female/male)	Ratio of total remuneration(female/male)
95.4%	95.8%

\* The treatment is the same for male and female employees. The differences are due to age structure and job grade structure.

### Employees Survey Score\*

FY2018	FY2019	FY2019/2018 (Index)
61.4	62.9	102.4

\* Affirmative response rate with 5 full points and above 4 points

**Social Data****Other Data****Occupational Safety (Consolidated Group Companies in Japan)**

FY	2015	2016	2017	2018	2019
Frequency rate	0.10	0.15	0.20	0.24	0.25
Severity rate	0.007	0.001	0.012	0.010	0.006

**Number of Lost-workday Injuries (Consolidated Group Companies in Japan)**

FY	2015	2016	2017	2018	2019
Number of accidents	2	3	4	5	5

**Number of Lost-workday Injuries (Overseas Production Sites)**

FY	2015	2016	2017	2018	2019
Number of accidents	20* <sup>2</sup>	19*	41*	17	27

\* The reported number in previous years has revised due to the change of the scopes for aggregation.

**Measurement Results of Working Environment (Control class Ⅲ)**

FY	2015	2016	2017	2018	2019
Workplaces	6	11	12	21	2

**Transition of Participants in the Global Coaching Program**

FY	2015	2016	2017	2018	2019
Participants	1,506	960	972	960	168*

\* In addition, 583 employees participated in Career Changing Coaching

**Health-related indicator**

FY	2018	2019
Rate of employees who have responded to the mental health survey (%)	88	92.6
Presenteeism* index	93.7	93.3
Rate of employees who have received a regular health checkup (%)	100	100
Rate of employees who have received a specified checkup (%)	91.9	93.3

\* Loss resulting from lower productivity due to reduced physical/mental health; 100 indicates highest level of performance.

FY	2015	2016	2017	2018	2019
Social Contribution Expenditures (Millions of yen)	138	159	263	171	128
Number of employees to social contribution activities	1,031	950	1,028	1,064	990

FY	2015	2016	2017	2018	2019
Transition of Participants to Compliance Training	3,350	4,110	4,491	4,606	5,541
Transition of Consultation and Whistle-blowing Calls	34	27	32	53	90

FY	2015	2016	2017	2018	2019
Number of supplier audits (companies)	137	162	147	215	314

# Environmental Data

**Environmental Data** (The scopes for aggregation: 45 main production sites of the Showa Denko Materials Group in Japan and overseas)

Category	Data point	Unit	Base FY	2015	2016	2017	2018	2019
Energy consumption	Total input	TJ (heat equivalent)	12,521	8,497	10,312	10,446	10,276	11,284
		thousand kL (crude oil equivalent)	323	219	266	270	265	291
		GWh (electricity equivalent)	1,880	1,466	1,480	1,480	1,458	1,586
	Gasoline	kL	-	313	322	343	339	105
	Kerosene	kL	-	1,534	1,318	968	1,041	741
	Light oil	kL	-	1,490	1,619	1,855	1,487	1,571
	Heavy oil	kL	-	3,531	3,071	3,428	2,889	2,017
	LPG	tons	-	10,181	11,139	13,188	11,581	9,311
	LNG	tons	-	6,144	5,341	6,828	9,358	6,084
	City gas	thousand m <sup>3</sup>	-	28,910	29,868	40,214	36,567	27,009
	Purchased electricity	GWh	-	946	985	1,182	1,185	907
	Renewables	MWh	-	268	252	265	831	1,785
	Steam	TJ	-	257	267	271	266	250
Basic unit (crude oil equivalent)	kL/millions of yen	0.732	0.601	0.635	0.562	0.573	0.616	
Material inputs	Metals	thousand tons	-	149	159	176	171	162
	Plastics	thousand tons	-	49	47	54	51	41
	Chemicals	thousand tons	-	204	195	143	135	112
Water usage	Total input	thousand m <sup>3</sup>	16,034	9,311	9,725	9,652	9,566	9,222
	City water	thousand m <sup>3</sup>	-	882	1,273	1,267	1,417	1,758
	Industrial water	thousand m <sup>3</sup>	-	4,149	3,904	3,973	3,979	3,923
	Ground water, etc.	thousand m <sup>3</sup>	-	4,280	4,548	4,412	4,170	3,540
	Recycled and reused	thousand m <sup>3</sup>	-	3,756	3,680	3,906	3,844	3,687
	Basic unit	m <sup>3</sup> /millions of yen	36.3	25.5	23.2	20.1	20.7	19.5

## Environmental Data

Category	Data point	Unit	Base FY	2015	2016	2017	2018	2019
Greenhouse gases	Total Emission	thousand t-CO <sub>2</sub> e	674	482	590	592	578	573
	From power generation	thousand t-CO <sub>2</sub> e	674	473	581	582	565	560
	From other sources	thousand t-CO <sub>2</sub> e	-	9	9	10	13	12
	Scope 1	thousand t-CO <sub>2</sub> e	-	109	119	121	122	115
	Scope 2	thousand t-CO <sub>2</sub> e	-	373	471	471	456	445
	Voluntary energy-saving measures	thousand t-CO <sub>2</sub> e	-	5	3	9	4	4
	Basic unit	t-CO <sub>2</sub> e/millions of yen	1,528	1,320	1,409	1,233	1,249	1,212
Effluents	Total effluents	thousand m <sup>3</sup>	-	8,809	8,876	9,061	8,861	8,563
	Effluents discharged into public waters	thousand m <sup>3</sup>	-	7,419	7,326	7,396	7,284	6,861
	Discharged into others such as sewage	thousand m <sup>3</sup>	-	1,390	1,550	1,665	1,577	1,702
	COD	tons	-	39	45	44	40	39
	BOD	tons	-	43	58	57	32	23
Air pollutants	SO <sub>x</sub>	tons	-	20	24	23	19	17
	NO <sub>x</sub>	tons	-	116	111	124	101	80
	VOC	tons	1,251	519	725	793	789	625
Waste	Total waste	thousand tons	110	54	67	72	68	66
	Recycled	thousand tons	-	45	49	53	50	46
	Hazardous waste	thousand tons	-	12	14	14	14	17
	Dumped or incinerated	thousand tons	-	1	4	4	3	2
	Basic unit	tons/millions of yen	0.25	0.15	0.16	0.15	0.15	0.14
Transport impact (in Japan)	Energy	TJ	-	313	308	311	306	264
	CO <sub>2</sub> emissions	thousand t-CO <sub>2</sub>	-	21	21.1	21.3	21.0	18.0
	Basic unit	t-CO <sub>2</sub> /millions of yen	-	0.069	0.068	0.064	0.066	0.060
PRTR (in Japan)	Handled	tons	-	107,604	112,583	116,061	113,341	96,498
	Released	tons	-	240	302	282	272	239
	Transported	tons	-	1,275	1,144	1,156	1,073	840
	Removed via decontamination	tons	-	3,156	3,136	3,013	2,718	2,252
	Recycled	tons	-	2,236	3,915	4,926	4,957	3,149
Product output	Major production sites	millions of yen	441,229	365,001	418,715	479,941	462,985	472,236
	Production	thousand tons	-	341	325	291	280	242