

ESG Data

Environment-Related Data

		Unit	FY2021	FY2022	FY2023	FY2024
Energy/GHG	Energy consumption (crude oil equivalent)	kl	16,238	17,175	15,112*1	14,151*1
	Purchased electricity	kwh	33,094,000	34,774,000	33,094,470	32,398,000
	Gasoline	kl	1,108	1,100	1,009	859
	Light oil	kl	96	113	144	164
	Liquefied natural gas (LNG)	Ton	2,591	2,909	2,877	2,651
	City gas*2	Thousand m³	2,870	2,922	2,374	1,961
	GHG emissions	Ton	30,830	32,925	30,621*1	27,862*1
Water	GHG emission intensity (index with FY2013 as 1)		0.678	0.639	0.621	0.617
	Water usage (total)	Thousand m³	623	661	728	805
	Tap water	Thousand m³	10	14	25	30
	Groundwater	Thousand m³	599	632	689	762
	Industrial water	Thousand m³	14	16	14	13
Waste	Industrial wastewater	Thousand m³	821	788	741	777
	Amount of industrial waste (general/special management)	Ton	741	606	400	528
	Amount of industrial waste reused	Ton	708	570	395	527
Chemical substances	Recycling rate	%	95.6	94.1	98.8	99.7
	Emissions of PRTR substances (amount transferred to the environment)	kg	2,021	2,581	1,474	1,576
Atmospheric emissions	NOx emissions (Tsukuba Plant)	Ton	4.76	4.99	5.92	8.17
	SOx emissions	Ton	0	0	0	0
Others	Number of serious environmental accidents	Cases	0	0	0	0

*1 The calculation method changed starting in FY2023 due to revisions to the Energy Conservation Act
*2 Unit changed due to revisions to the Energy Conservation Act

Social-Related Data

		Unit	FY2021	FY2022	FY2023	FY2024
Employment	Number of employees (regular employees)	People	676	671	653	674
	Male	People	603	597	579	597
	Female	People	73	74	74	77
	Number of new hires	People	44	29	27	60
	New graduates	People	15	8	8	3
	Mid-career	People	29	21	19	57
	Percentage of women among new graduate hires	%	13.3	12.5	37.5	0.0
	Average years of service (male)	Years	17.0	16.8	16.3	15.5
	Average years of service (female)	Years	14.3	14.6	14.2	14.4
	Average age	Years	43.0	43.0	43.0	42.5
	Numbers of employees by age (up to 29 years old)	People	107	95	83	91
	30–39 years old	People	162	175	174	191
	40–49 years old	People	172	169	172	168
	50–59 years old	People	192	191	193	190
	60 years old and above	People	43	41	31	34
Diversity	Percentage of paid annual leave taken*3	%	69.2	72.8	79.0	79.5
	Average hours of monthly overtime	Hours	20.4	20.3	20.1	20.4
	Percentage of women in management positions	%	4.3	4.9	5.0	3.0
Childcare, nursing care, and nursing	Percentage of employees with disabilities	%	2.9	2.6	2.6	2.5
	Number of employees aged 60 and over	People	63	69	71	69
	Number of employees taking childcare leave	People	7	9	17	19
	Percentage of childcare leave taken (male)	%	30.7	57.1	70.0	77.8
	Percentage of childcare leave taken (female)	%	100	100	100	100
Occupational health & safety	Percentage of employees returning to work after childcare*4	%	100	100	100	100
	Number of employees using family support leave	People	1	2	1	1
	Number of accidents resulting in lost worktime	Cases	2	2	0	0
	Number of accidents without lost worktime	Cases	0	0	0	1
	Number of fatal accidents	Cases	0	0	0	0
	Percentage of employees undergoing stress checks	%	97.3	98.6	98.0	98.3
	Frequency rate		1.39	1.36	0.00	0.00
	Severity rate		0.02	0.06	0.00	0.00

*3 Calculation period: January to December
*4 Percentage of employees returning to work after childcare leave: Number of employees who returned to work in the same year divided by the number of employees scheduled to return to work in the same year x 100

Governance-Related Data

		Unit	FY2021	FY2022	FY2023	FY2024
Directors and corporate auditors	Number of directors	People	6	6	6	6
	Number of corporate auditors	People	3	3	3	3
	Number of board of directors' meetings held	Times	7	8	7	9
	Number of corporate auditors' liaison meetings held	Times	6	7	6	6

Company Data

Company name	N.E. CHEMCAT CORPORATION	Founding date	April 9, 1964
Capital	3,423.5 million yen	Representative director	President: Susumu Endo